

# 2021 Sustainability Report



# contents

introduction	human rights	human resource	governance
<b>01</b> About This Report <b>02</b> Message from President & Chief Operating Officer <b>03</b> 2021 Sustainability Highlights <b>04</b> About Genting Plantations Berhad <b>05</b> Our Sustainability Agenda <b>06</b> Our Presence <b>07</b> Our Governance <b>09</b> Our Approach to Materiality	<b>Respecting Human Rights</b> <b>13</b> GENP's Commitment to Respecting Human Rights <b>14</b> Community Rights, Relations & Development	<b>Responsible Employer</b> <b>17</b> Our Workforce <b>17</b> Labour Rights <b>20</b> Safety & Health	<b>Responsible Business</b> <b>23</b> Anti-Bribery and Corruption System
environment	supply chain	information	
<b>Environmental Approach</b> <b>25</b> Climate Risk Impact and Mitigation <b>26</b> Conservation of Flora and Fauna <b>27</b> GENP Conservation and Restoration Projects <b>29</b> Our Carbon Footprint <b>30</b> Energy Management <b>31</b> Our Approach to Fire <b>33</b> Our Water Footprint <b>37</b> Waste & Hazardous Material Management	<b>Responsible Supply Chain</b> <b>38</b> Supplier Guiding Principles <b>38</b> Reviewing Our Suppliers <b>39</b> Our Traceability Implementation <b>41</b> Traceability to Plantation	<b>43</b> Grievance & Feedback <b>44</b> Our Sustainability Data <b>54</b> GRI Content Index	
<div>  <div> <b>COVER PHOTO</b>  <b>Genting Jambongan Oil Mill, Sabah, Malaysia</b>            Commissioned in 2014, Genting Jambongan Oil Mill is the nation's first zero-discharge oil mill. This automated oil mill set a new benchmark in eco-friendly processing practices with its zero-discharge technology and organic compost production.         </div> </div>			



# introduction contents

- 01 About This Report
- 02 Message from  
President & Chief Operating Officer
- 03 2021 Sustainability Highlights
- 04 About Genting Plantations Berhad
- 05 Our Sustainability Agenda
- 06 Our Presence
- 07 Our Governance
- 09 Our Approach to Materiality



## / About This Report

Genting Plantations Berhad is pleased to report on our sustainability progress and on issues material to both our stakeholders as well as the Group.

### Reporting Approach

- This report has been prepared in accordance with Global Reporting Initiative ("GRI") Standards: Core Option and Bursa Malaysia's Main Market Listing Requirements on sustainability reporting.
- This report has been endorsed by Genting Plantations Berhad's Board of Directors via a resolution dated 23 February 2022.
- This report is not externally assured; third party assurance will be sought in the future.

### Report Scope & Boundary

This report covers operations where the Group has management control which includes our Plantation Division, Downstream Manufacturing Division, Property Division and AgTech Division. Unless otherwise specified, the boundary of this report includes all operations mentioned above.

### Materiality Assessment

A materiality assessment was conducted internally in the preparation of this report.

### Reporting Period

This report focuses on the activities in FY2021 (1 January 2021 to 31 December 2021) and where applicable, historical data from the preceding years have been included for comparison.

### Feedback

Genting Plantations encourages stakeholders to provide feedback and comments. This is to ensure that we are reminded to stay true to our commitments and keep progressing further.

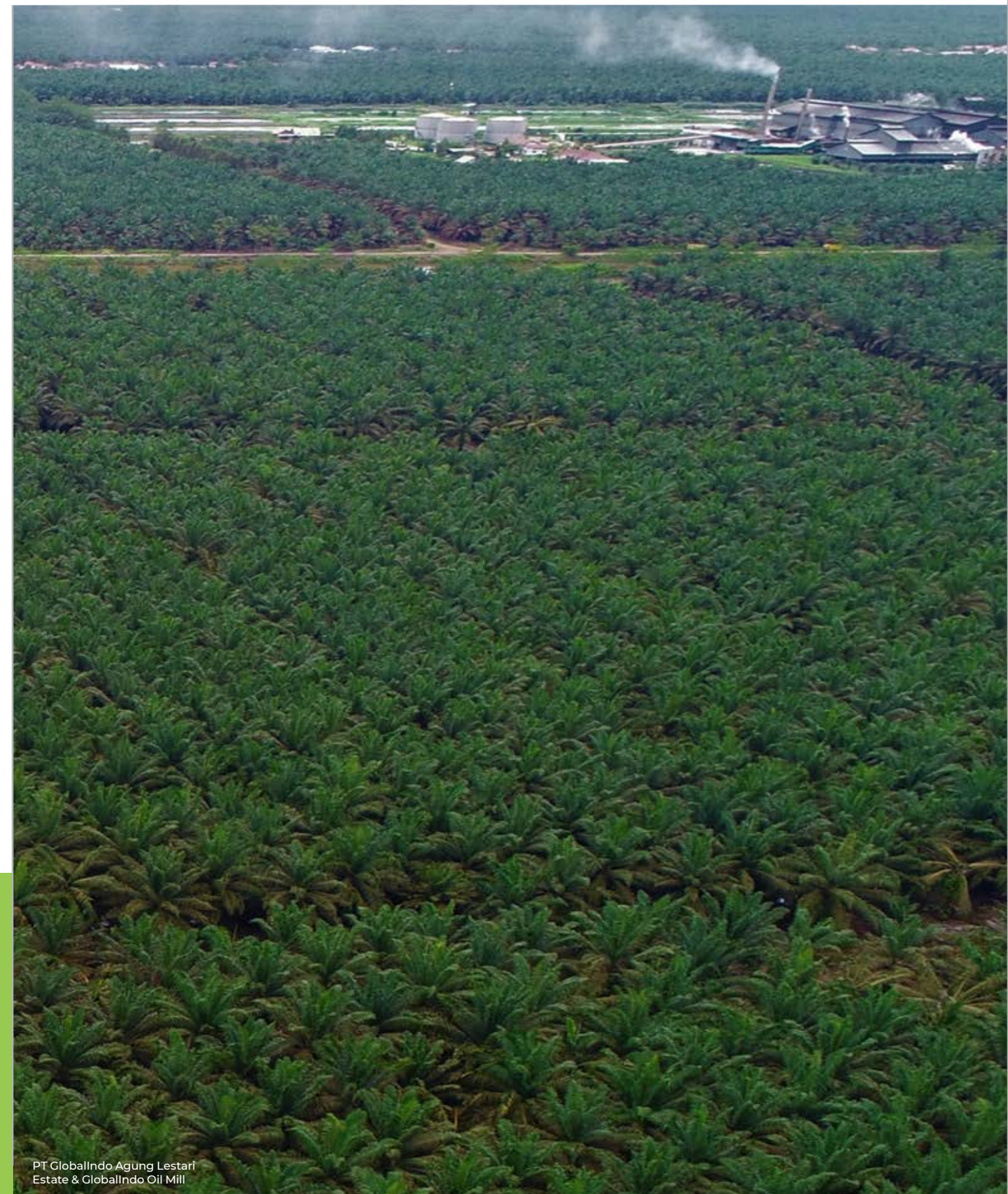
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#### Notes:

- Any forward-looking statements found in this report is based on information, plans, prospects, management policies and strategies available at the time of publication.
- The term "Genting Plantations" refers to Genting Plantations Berhad, and the terms "we", "us", "our", "Group", "Organisation", "GENP" and "the Company" refer to Genting Plantations and are applicable to its direct or indirect subsidiaries as a group.
- Additional information relating to GENP which is not incorporated herein can be found in our Annual Report and disclosures available on our website [www.gentingplantations.com](http://www.gentingplantations.com)



PT GlobalIndo Agung Lestari  
Estate & GlobalIndo Oil Mill



## / Message from President & Chief Operating Officer

Dear Stakeholders,

The year 2021 continued to be challenged by the COVID-19 pandemic, with many countries re-enforcing movement restrictions of varying extents, and subsequently taking a cautious approach in re-opening respective economies. On this note, I am thankful for the support from both the Malaysian and Indonesian governments. With no undue total work stoppage imposed for the plantation and commodities sector during the pandemic period, the Group's mainstay plantation operations, with uncompromised safety protocols, were able to be carried out with minimal disruptions during the past two years.

The pandemic was indeed a timely reminder for us to remain firm in our pursuit to doing business sustainably. Despite the unprecedented upheavals and global adversities since early 2020, we remained resilient and committed to embrace the Group's sustainability agenda, while making strides in setting and achieving targets.

In the past few years, the Group has been focusing on information gathering, along with determining suitable measurements for sustainability metrics, establishing baselines and identifying best practices and standards to be adopted. This astute foresight has paved the way ahead for GENP to align its sustainability efforts to the Group's Four-Pillared Sustainability Agenda as well as the UN Sustainable Development Goals, with regard to the Environment, Social and Governance ("ESG") aspects. In this respect, GENP has identified three significant sustainability goals to be addressed, namely climate risks and climate change, water security risks, and social risks for which the Group would progressively work towards attaining the set parameters within the respective targeted timelines.

To address climate risks and climate change, the Group has initiated groundwork and is working towards groupwide carbon neutrality. Various approaches are being explored, including but not limited to carbon reduction programmes, investments in carbon offset projects as well as adoption of new technologies and renewable sources.

Similarly, for tackling and managing water security risks, the Group will be implementing plans to reduce water-use intensity, together with putting in place programmes to create awareness and train our workforce to be increasingly conscious on lowering water usage and be mindful of the effluents and discharges we produce.

The ever-pressing issue of social risks on Human Rights, particularly pertaining to forced labour and child labour, has always been critically assessed and monitored. While the Group is committed not to endorse any form of human exploitation, nor tolerate any use of forced or bonded labour, or trafficked human, slavery and child labour in our workforce, we are now ready to take a step further by establishing full commitment of 'No Forced Labour and No Child Labour' in our entire supply value chain. This is in line with our current efforts to improve the well-being of our workforce, especially our foreign workers in Malaysia, and the local communities surrounding our operation localities by creating mutual shared values.

Further to the abovementioned internalised goals, we have also taken upon ourselves to reach out to stakeholders along our fresh fruit bunch and crude palm oil value chain to encourage our suppliers to embark together with us on the sustainability journey. With this in place, the Group's palm products would eventually be 100% traceable to plantation.

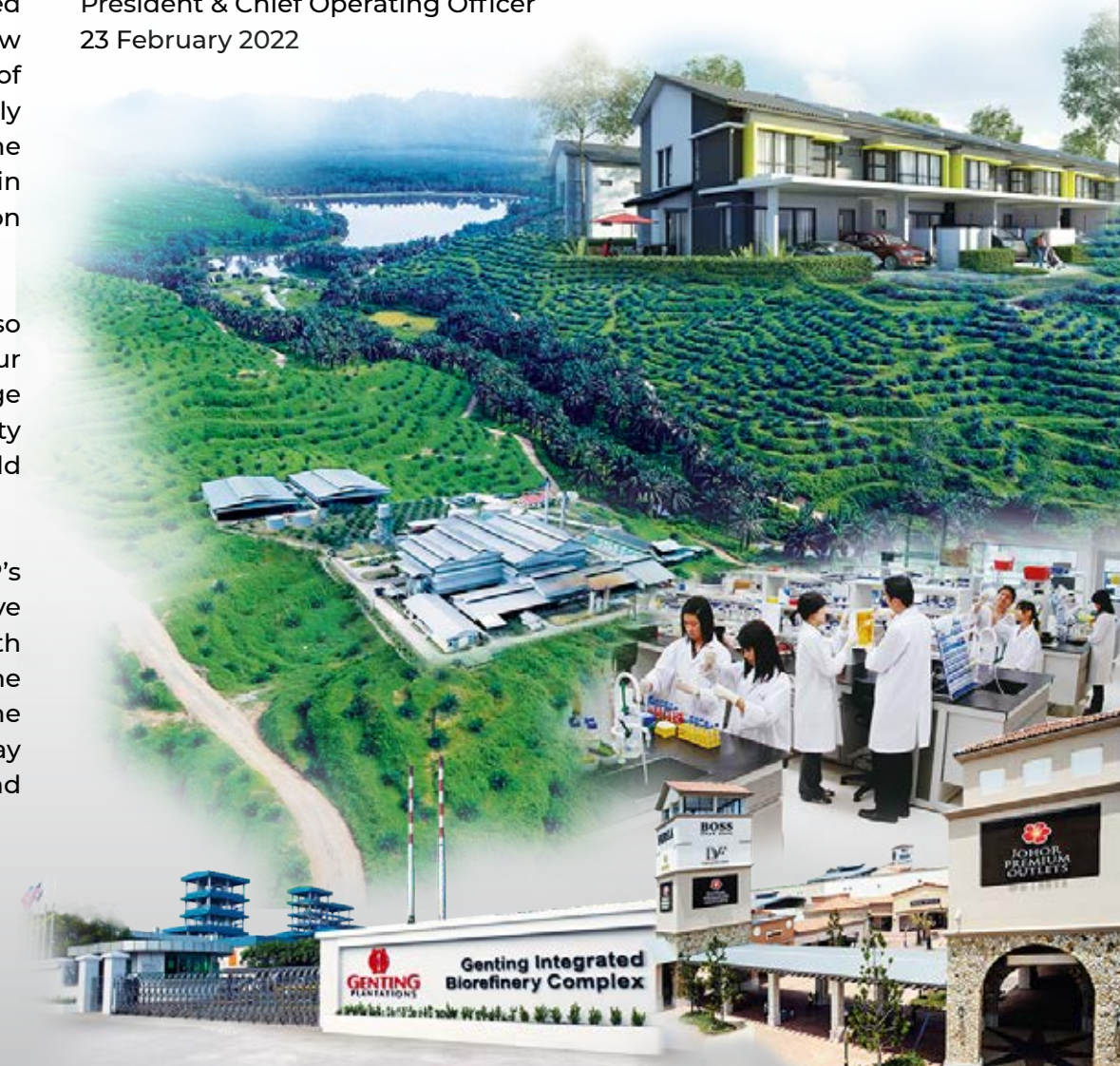
Moving ahead, we will continue to reinforce GENP's sustainability foundation which was laid decades ago. I believe that our ongoing efforts to constantly keep abreast with sustainable practices, and seek improvements to support the Group's long-term growth without negatively impacting the environment, and social aspects of the community is the way forward, especially amidst growing global concerns and relevance of ESG criteria.

At Genting Plantations, we are constantly reminded that no matter how arduous the journey, the encouraging support from our workforce and our stakeholders will always be the driving force towards realising the intended outcomes. On a related note, I would like to acknowledge and put on record our appreciation to all our stakeholders for their steadfast support throughout the years.

Thank you.

**TAN WEE KOK**

President & Chief Operating Officer  
23 February 2022





## 2021 Sustainability Highlights

This section summarises our 2021 commitment and achievements. Herein, we also set out our targets in managing our sustainability risk and opportunities.

### People & Community

Commitment	Target	2021 Progress
No Exploitation	<ul style="list-style-type: none"> <li>Ensuring workers, local communities and smallholders are not exploited in the production of palm oil</li> <li>Ensure commitment to No Exploitation adopted in entire supply chain by 2025</li> </ul>	<ul style="list-style-type: none"> <li>Provide decent living wages</li> <li>Update living quarters wherever necessary</li> <li>Ensure food and water security in workers' housing</li> <li>Conducts FPIC on any new development</li> <li>Frequent smallholder engagement</li> </ul>
Diversity & Inclusion	<ul style="list-style-type: none"> <li>No discrimination and equal opportunities</li> <li>Increased numbers of women in management and Board</li> </ul>	<ul style="list-style-type: none"> <li>20% women in management</li> <li>11% women in Board</li> <li>Improvement in workforce appraisal methodology</li> </ul>
Community Investments	<ul style="list-style-type: none"> <li>Ensuring livelihood, food and water security</li> <li>Educating future generations</li> </ul>	<ul style="list-style-type: none"> <li>Providing jobs to locals wherever possible</li> <li>Supports 195 schools in and close to our operations in Malaysia and Indonesia</li> <li>Scholarships – 13 undergraduates received Tan Sri (Dr.) Lim Goh Tong Endowment Fund</li> </ul>
Covid-19	<ul style="list-style-type: none"> <li>Eradicate proliferation of COVID-19</li> <li>Ensuring workforce safety</li> <li>Assist local communities and governments</li> </ul>	<ul style="list-style-type: none"> <li>COVID-19 contribution in 2021 is RM2.6 million</li> <li>Improving workplace safety and SOP to address COVID-19</li> </ul>
Safety & Health	<ul style="list-style-type: none"> <li>Zero Fatality</li> <li>Reduce High Consequence Work-Related Injury ("HCWRI") Rate</li> <li>Reduce Recordable Work-Related Injury ("RWRI") Rate</li> <li>Eradicate Work-Related Ill Health</li> </ul>	<ul style="list-style-type: none"> <li>Fatality Rate: 0.05 per one million man-hours worked</li> <li>HCWRI Rate: 0.07 per one million man-hours worked</li> <li>RWRI Rate: 14.19 per one million man-hours worked</li> <li>Improving risk management and controls to further reduce incidences affecting workforce safety &amp; health</li> </ul>

### Environmental Commitment

Commitment	Target	2021 Progress
No Deforestation & No Peat	<ul style="list-style-type: none"> <li>Ensuring development of land are not detrimental to areas with High Conservation Value ("HCV"), High Carbon Stock ("HCS") or peat of any depth</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring of about 30,000 ha of conservation areas inclusive of HCV &amp; HCS areas</li> <li>Conduct HCV and HCS review on new land to be developed</li> <li>No HCV, HCS or peat was cleared in 2020</li> </ul>
Climate Change	<ul style="list-style-type: none"> <li>To achieve Group Carbon Neutrality by 2030</li> <li>Energy use intensity optimisation</li> <li>Inorganic fertiliser optimisation</li> </ul>	<ul style="list-style-type: none"> <li>GHG emissions 185,344 tCO<sub>2</sub>eq</li> <li>Energy Intensity: 300 MJ/mt produce</li> <li>Supplementing inorganic fertiliser with biomass</li> <li>Research and development progress of biofertiliser is encouraging</li> </ul>
Water Stewardship	<ul style="list-style-type: none"> <li>Ensure water safety security and its risk management</li> <li>To reduce water-use intensity by 2050</li> <li>To reduce Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") values by 2050</li> </ul>	<ul style="list-style-type: none"> <li>Water risk analysis being conducted</li> <li>Water-use intensity is being measured and optimised</li> </ul>
Integrated Pest Management	<ul style="list-style-type: none"> <li>No prophylactic use of pesticides</li> <li>Comply with RSPO P&amp;C 2018 requirement on the use of WHO Class 1A and 1B including paraquat</li> <li>Total ban on usage of chemicals listed under the Stockholm Convention and Rotterdam Convention</li> </ul>	<ul style="list-style-type: none"> <li>The Group bans procurement and application of chemicals listed under Stockholm and Rotterdam Conventions</li> <li>The Group's Malaysia operations has totally phased out use of paraquat</li> <li>Research and development of biocontrol agents is underway</li> </ul>
Zero Burning	<ul style="list-style-type: none"> <li>Committed to Zero Burning</li> <li>Committed to fight fires</li> <li>Reduce RWRI</li> <li>Eradicate Work-Related Ill Health</li> </ul>	<ul style="list-style-type: none"> <li>The Group strictly abides by its Zero Burning Policy</li> <li>The Group has invested significantly in establishing fire hotspot monitoring and firefighting awareness and training programmes</li> <li>Conducted socialisation programmes with local communities and smallholders</li> <li>Secured commitment to GENP's Zero Burning Policy from FFB suppliers supplying to GENP mills</li> </ul>

### Sustainability Certifications

Commitment	Target	2021 Progress
RSPO	<ul style="list-style-type: none"> <li>100% Certified</li> </ul>	<ul style="list-style-type: none"> <li>79,604/243,240 ha, 33% Certified (ha)</li> <li>2,902 ha <i>Plasma</i> Schemes</li> <li>19/32 estates</li> <li>7/12 oil mills</li> <li>1/1 refinery</li> <li>2/2 biodiesel plants</li> </ul>
ISCC	<ul style="list-style-type: none"> <li>100% Certified</li> </ul>	<ul style="list-style-type: none"> <li>100% Certified (Malaysia)</li> </ul>
MSPO	<ul style="list-style-type: none"> <li>100% Certified</li> </ul>	<ul style="list-style-type: none"> <li>100% Certified (Malaysia)</li> </ul>
ISPO	<ul style="list-style-type: none"> <li>100% Certified</li> </ul>	<ul style="list-style-type: none"> <li>5/12 <i>Perseroan Terbatas</i>, 42% Certified (Indonesia)</li> <li>3/5 oil mills</li> </ul>

### Sustainable Supply Chain

Commitment	Target	2021 Progress
Traceability to Mill (CPO Suppliers)	<ul style="list-style-type: none"> <li>100%</li> </ul>	<ul style="list-style-type: none"> <li>100%</li> </ul>
Traceability to Plantation (FFB Suppliers) – Own Mills	<ul style="list-style-type: none"> <li>100% by 2026</li> </ul>	<ul style="list-style-type: none"> <li>92%</li> </ul>
Traceability to Plantation (FFB Suppliers) – External Mills	<ul style="list-style-type: none"> <li>100% by 2030</li> </ul>	<ul style="list-style-type: none"> <li>86%</li> </ul>

### External Ratings



A free online platform assessing commodity producers, processors and traders on their public disclosure regarding their organisation, policies, and practices related to environmental, social and governance ("ESG") issues. A higher score indicates that a company is being relatively more transparent when compared to others with lower scores. SPOTT indicators consider the public availability, quality and scope of policies, commitments, operational data, and reporting of activities undertaken by companies to meet their targets. SPOTT does not score the implementation of policies on the ground.



FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that "Genting Plantations Berhad" has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products.



**"In 2021, Genting Plantations Berhad received a rating of BB (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment."**

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (leader) to CCC (laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers. The use of Genting Plantations Berhad of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Genting Plantations Berhad by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'AS-IS' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.



## / About Genting Plantations Berhad

### Our Vision

#### We Strive:

- To become a leader in the plantation industry.
- To embark aggressively onto value-added downstream manufacturing activities which are synergistic to our core business.
- To enhance return on the company land bank through property development activities.
- To adopt a market-driven and customer-oriented approach, with emphasis on product quality and diversity.
- To strengthen our competitive position by adopting new technologies and innovations.

As people are the key to achieving the company's vision, we are committed to develop our employees and create a highly motivating and rewarding environment for them.





## / Our Sustainability Agenda

Genting Plantations' Four-Pillared Sustainability Agenda ("FPSA") is the key guiding principle for the Group's sustainability management approach. The FPSA is the collective responsibility of each member of the Company. This agenda also extends to the partners we do business with and the areas where we operate. In all its undertakings, the Group seeks a balance between all four pillars to ensure constructive and long-term shared values are created for our stakeholders whilst managing risks in a holistic manner.

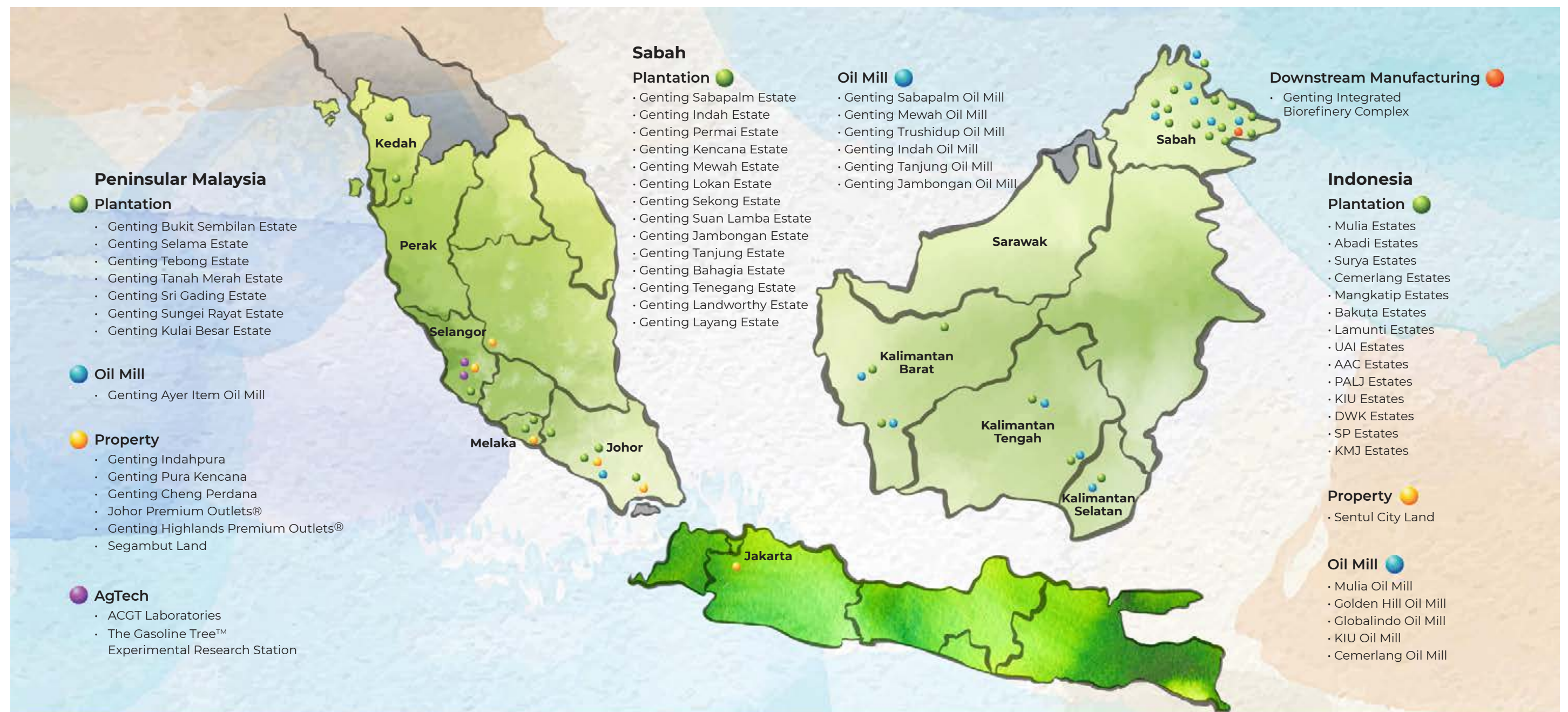


## / Vertically Integrated Palm Oil Producer





## / Our Presence



### Plantation Division

Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia, and Kalimantan in Indonesia, with a total landbank of 243,500 hectares (including *Plasma* schemes). Our Group operates 12 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah, and five in Indonesia.

### Downstream Manufacturing Division

Our Group's Downstream Manufacturing Division's operating facilities, collectively known as Genting Integrated Biorefinery Complex, are located at Palm Oil Industrial Cluster ("POIC") Lahad Datu, Sabah, comprising two biodiesel plants and a refinery.

### Property Division

Our Property Division takes advantage of our strategic landbank in Peninsular Malaysia. Three projects have been undertaken so far – Genting Cheng Perdana in Melaka, Genting Pura Kencana and Genting Indahpura both in Johor – and are established to meet the rising demand for affordable residential real estate and development of commercial properties in the respective regions.

### Agriculture Technology ("AgTech") Division

Our Biotechnology Division is now known as AgTech Division, following the expansion of its purview to include the adoption of big data, artificial intelligence and precision agriculture. The Division is set to provide total solutions and services to the Group's core agri-business in optimising yield, improving operating efficiency, enabling traceability and enhancing sustainability.



# / Our Governance

We strive to uphold good governance and have measures and mechanisms in place to express the principles of good governance standards throughout our operations. This includes the installation of frameworks and policies, to allow governance as paramount in any decision-making processes, thus elevating standards of accountability and transparency.

Our Board of Directors (“Board”) comprises individuals with the requisite knowledge, experience, foresight, and good judgement to effectively discharge their fiduciary duties in the interest of all stakeholders.

Guided by our Core Values, namely, Hard Work, Honesty, Harmony, Loyalty and Compassion, we recognise that it is only when all our affairs are managed in accordance with the appropriate corporate governance standards and best practices, as outlined in the Company’s Board Charter and Code of Conduct and Ethics, that true sustainable value can be created.

## / Sustainability Governance

The sustainability governance structure of Genting Plantations is vital to its success and ensures that the Company is receptive to the needs of the business while recognising and accounting for the social and environmental risks relating to its activities.

The following framework sets out the roles and responsibilities in managing and addressing material risks and opportunities, and allows for the seamless integration of our sustainability agenda into our business operations.

<b>Board of Directors</b> Executive & Non-Executive Directors	Has oversight of our Group's development and dutifully upholds good corporate governance ..... Conscientiously advocates sustainable conduct in all business operations
<b>Group Executive Committee</b> President & Chief Operating Officer Division Heads & Senior Management	Provides overall direction and guidance; makes strategic decisions on the Group's sustainability agenda and approach ..... Formulates strategies, policies, action plans and initiatives, monitors effective implementation, sets business and sustainability targets, identifies business and material sustainability risks, reviews performance and alignment of all divisions
<b>Risk &amp; Business Continuity Management Committee</b> Senior Management	Management of material sustainability risks of the Group ..... Review material sustainability risks, ensure resources are deployed efficiently to address material sustainability risks, receive and review material sustainability risks reports, make recommendations on management of material sustainability risks
<b>Sustainability Department</b> Head of Sustainability	Facilitates and advises all divisions on effective management and implementation of sustainability initiatives and internal controls to mitigate business and sustainability risks ..... Secretariat for the Group's Sustainability Working Committee
<b>Sustainability Working Committee</b> Key decision making executives from all divisions	Coordinate sustainability agenda across the organisation ..... Review progress and performance of the Company's sustainability initiatives

## / Performance Measurement

The Board and Senior Management are appraised annually for their efforts in steering the Company's sustainability agenda and management of its risks and opportunities.







**1 Gen. Dato' Seri DiRaja Tan Sri (Dr.) Mohd Zahidi bin Hj Zainuddin (R)**  
Chairman/Independent Non-Executive Director

**2 Tan Sri Lim Kok Thay**  
Deputy Chairman and Executive Director/ Non-Independent Executive Director

**3 Mr Tan Kong Han**  
Chief Executive and Executive Director/ Non-Independent Executive Director

**4 Mr Lim Keong Hui**  
Deputy Chief Executive and Executive Director/ Non-Independent Executive Director

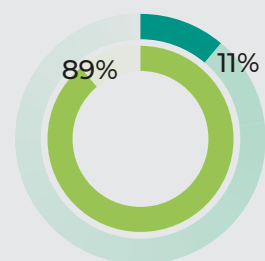
**5 Lt. Gen. Dato' Abdul Ghani bin Abdullah (R)**  
Independent Non-Executive Director

**6 Mr Quah Chek Tin**  
Independent Non-Executive Director

**7 Mr Ching Yew Chye**  
Independent Non-Executive Director

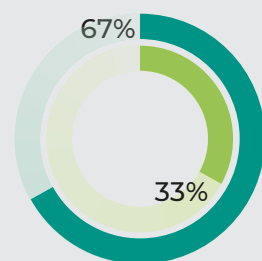
**8 Mr Yong Chee Kong**  
Independent Non-Executive Director

**9 Tan Sri Dato' Sri Zaleha binti Zahari**  
Independent Non-Executive Director



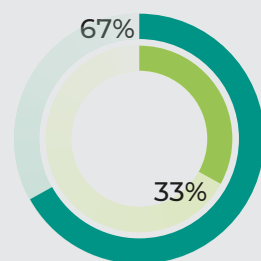
**GENDER**

● MALE  
● FEMALE



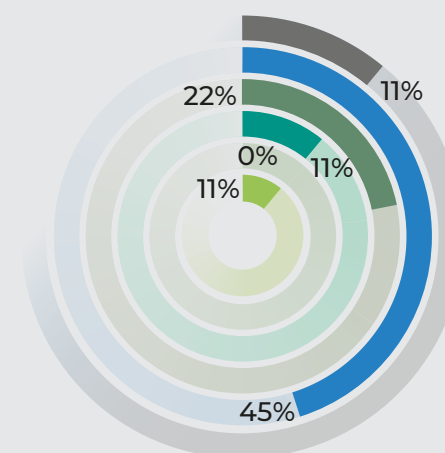
**INDEPENDENT**

● NON-INDEPENDENT  
● INDEPENDENT



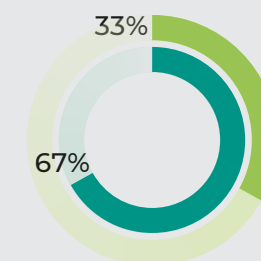
**EXECUTIVE**

● EXECUTIVE  
● NON-EXECUTIVE



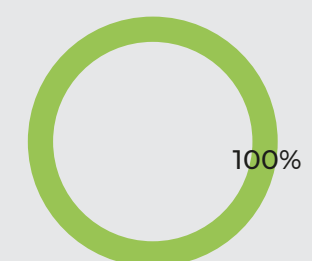
**AGE**

● 30-39 ● 40-49  
● 50-59 ● 60-69  
● 70-79 ● 80-89



**ETHNICITY**

● MALAY  
● CHINESE



**NATIONALITY**

● MALAYSIAN  
● NON-MALAYSIAN



## / Our Approach to Materiality

As a global citizen, Genting Plantations acknowledges that the nature and locations of our business operations allow us to make positive impacts on society and the environment. Increasing GENP's contribution towards society and environment is closely connected to increasing the Company's economic value.

### / Materiality Analysis

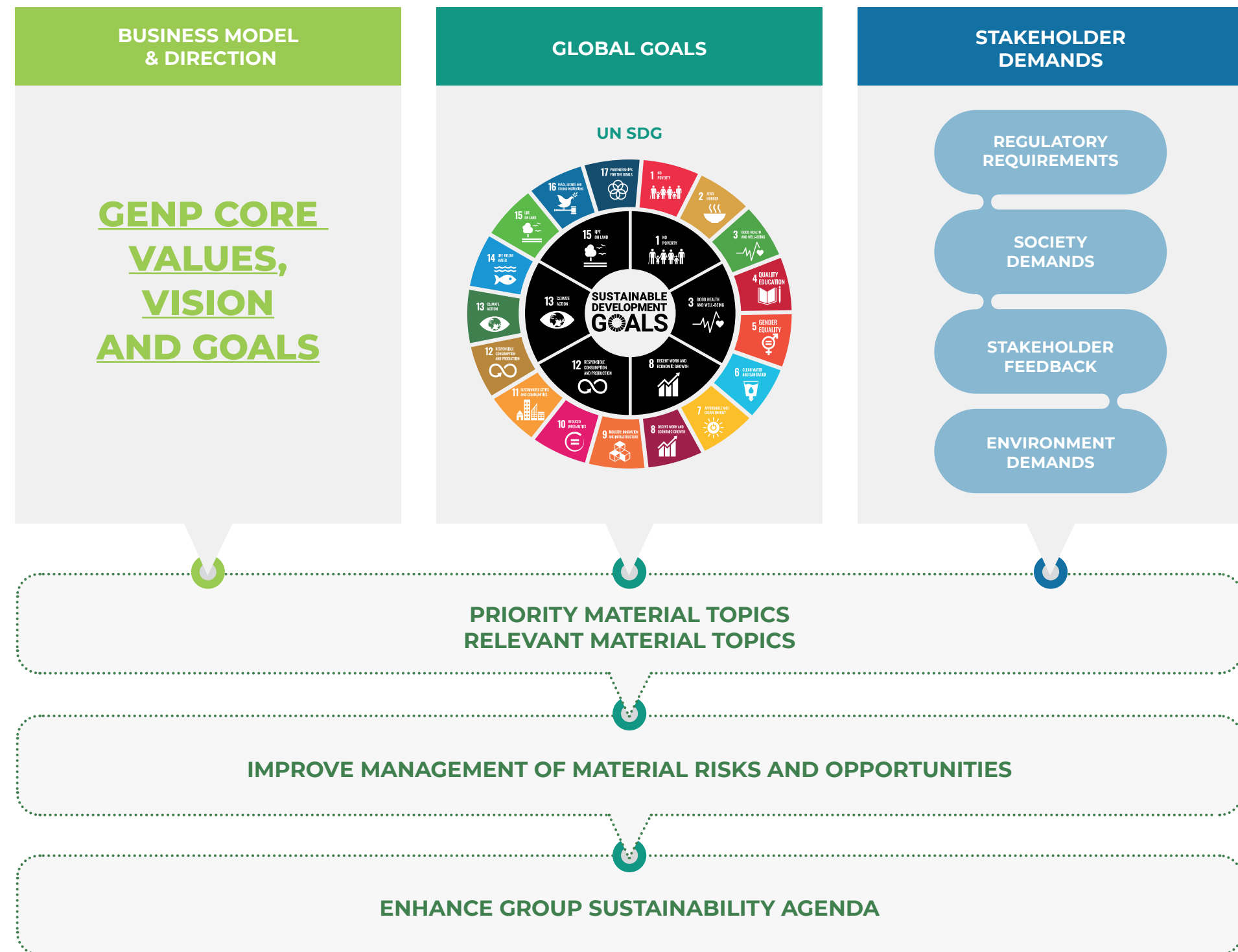
The Group prioritises material topics of concern towards challenges that would benefit positively to our stakeholders, the society and environment at large while mitigating potential negative impacts.

Material topics were determined based on a review of current and anticipated future demands of society and environment which are then aligned with the Company's business model and direction as well as the relevant United Nations Sustainable Development Goals ("UN SDG"). The Company's business strategy is guided by the Group's Core Values, Vision, Code of Conduct and Ethics ("Code") and FPSA.

Identified topics of concern were also evaluated against internal and external review, published reports, peer reviews, rating agencies and Global Reporting Initiative ("GRI") standard. Feedback on material issues prioritised were obtained through engagements with our eight key stakeholder groups. In addition, relevant concerns that were highlighted in our grievance channels are also taken into consideration for materiality.

Key material topics identified are listed as priority material topics, and/or relevant material topics. Risk levels were determined based on the overall risk towards the Group and stakeholders.

### Prioritising Material Topics and Enhancing Group Sustainability





## United Nations Sustainable Development Goals



The UN SDG represents an interrelated and holistic framework of the most pressing challenges facing humanity and require urgent actions from all parties. The 2030 Agenda for Sustainable Development (“Agenda”) formalised 17 main Sustainable Development Goals (“SDG”) underpinned by 169 underlying targets that serve as a guide for countries that are signatories to the Agenda. Malaysia and Indonesia are both signatories to the UN SDG.

As a business operating in the palm oil industry, Genting Plantations endeavours to work towards the targets set upon by the UN SDG. We begin by incorporating our material sustainability matters to relevant SDG indicators and identifying methods by which we could contribute towards

meeting the 169 targets that are applicable to our business.

All 17 goals are relevant to GEP and we believe we have a role to play for each of these ambitions. Nonetheless, to be effective we have chosen to focus our efforts on the goals where we can make the most strategic and meaningful contributions. Following an assessment of the goals and their underlying targets, we identified six (6) goals for which we can make significant contribution: No poverty (Goal 1), Good health and well-being (Goal 3), Decent work and economic growth (Goal 8), Responsible consumption and production (Goal 12), Climate action (Goal 13), and Life on land (Goal 15). We are confident that these goals align best with our strengths and our areas of impact as a Company.



Malaysia and Indonesia has made significant progress to alleviate poverty. However, the absolute number of people living in poverty is still significant and how to further reduce poverty remains a challenge.

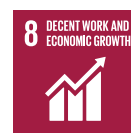
The palm oil industry provides significant economic benefits to producing countries like Malaysia and Indonesia, lifting millions of people out of poverty. At GEP, we are committed to helping reduce the proportion of people living in poverty by providing job opportunities with a range of benefits, as well as facilitating the inclusion of smallholders within our supply chain. We also invest in a variety of community programmes, some of which provide access to basic services.

GEP is also committed to respecting the rights of indigenous and local communities by ensuring that our suppliers undertake the necessary impact assessments and implement Free, Prior, Informed Consent (“FPIC”) procedures where required.



Over the past two years, the world has witnessed how COVID-19 brought social issues to the fore and impacting the global economy as well as lives across the globe.

GEP took decisive actions to ensure the health and safety of our employees and implemented measures aligned with the recommendations from the respective local governments where we operate. To support our employees, we contributed personal protective equipment to our employees and financial support to our local communities. We also raised awareness among our employees to stay safe during the pandemic.



The palm oil industry provides employment opportunities, especially within rural communities.

To ensure that the impact of workers within our operation and supply chain remains positive, GEP is committed to providing decent work opportunities, respecting human and labour rights, and maintaining a safe working environment. Aside from the farming and harvesting of palm oil, the industry has also created jobs in palm oil processing, R&D, trading and logistics, amongst others.



Achieving responsible consumption and production is essential to ensure that the natural resources we depend on are not depleted and are used efficiently, while minimising the impact to human health and the environment.

At GEP, we have discontinued the use of herbicide paraquat. We continue to use a combination of natural solutions and biological controls for pests.

These commitments also apply to our supply chain. We are currently guiding our suppliers to improve their processes in these areas.



Despite widespread perception that palm oil development continues to drive most destruction of tropical forests, the palm oil industry has acknowledged its legacy and responded to the challenge of halting deforestation.

GEP is aware that environment and natural resources must be stewarded carefully. GEP commits to Zero Burning Policy. We focus on long-term efforts to prevent fires by helping communities and villages near our plantation stay fire-free.

To support our forest restoration and conservation efforts, we work with our conservation partners to implement habitat restoration and wildlife monitoring.

In 2021, GEP had also enhanced its Climate Risk Impact and Mitigation Plan to address climate change.



Forests provide critical ecosystem services, host large amount of biodiversity and support the livelihoods of indigenous peoples. We acknowledge that we have an important role to play in ensuring the protection of forest areas. This is an area which we have been continuously working on for many years.

GEP oversees and supports the conservation of our conservation areas, directly and indirectly. This includes the HCS and HCV areas across our operations. On a landscape level, we enhanced and protected forest through partnerships with local communities and NGOs. GEP is also taking part in conservation of orangutan by contributing to Borneo Orangutan Survival Foundation (“BOS”) as well as working with Bringing Back Our Rare Animals (“BORA”) on reforestation project.

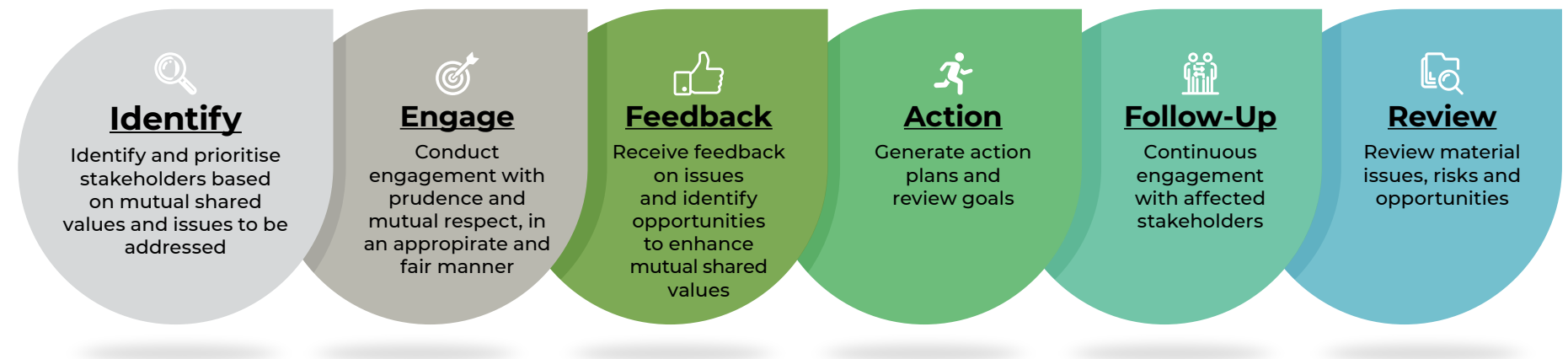


## / Our Stakeholders

Genting Plantations' engagement with its stakeholders is driven by the desire to forge mutual respect and to understand the ongoing tasks necessary to achieve key sustainability goals.

Throughout our sustainability journey, we have benefited from numerous constructive engagements with our internal and external stakeholders. The information gathered from these engagements enhances our understanding to better manage opportunities for improvement.

### Stakeholder Management Approach



### Engaging with Our Stakeholders

STAKEHOLDER	MEANS OF ENGAGEMENT	CATEGORY	MUTUAL SHARED VALUES
<b>A. WORKFORCE</b>	1, 2, 3	Malaysia Indonesia	Remuneration & benefits Career prospects Workplace comfort & safety Employee development & training Company policies & SOPs
<b>B. SUPPLIERS &amp; CONTRACTORS</b>	1, 2, 3	Raw Materials Products Services	Compliance with GENP policies & requirements Transparency Traceability Accountability
<b>C. SMALLHOLDERS &amp; PLASMA SCHEMES</b>	1, 2, 3	Malaysia Indonesia	Compliance with GENP policies & requirements Land matters – Free, Prior and Informed Consent (“FPIC”) approach Access to grievance mechanism Supply quality Traceability Sustainability standards & certification
<b>D. CUSTOMERS</b>	1, 2, 3, 4	Direct Indirect	Quality of products Transparency Traceability Compliance to best practices
<b>E. GOVERNMENT, TRADE ASSOCIATIONS &amp; INDUSTRY BODIES</b>	1, 2, 3, 4	Local, Regional & National Governments National & International Associations	National policies Legal compliance Taxes Incentives Concerted industrial initiatives
<b>F. NON-GOVERNMENTAL ORGANISATIONS</b>	1, 2, 3, 4	Environmental NGOs Civil Society NGOs	Environmental protection & conservation Social Welfare
<b>G. LOCAL COMMUNITIES</b>	1, 2, 3	Native/Local Trans-migrant Communities	Relationship with GENP Employment opportunities Land matter – FPIC approach Access to grievance mechanism
<b>H. SHAREHOLDERS &amp; INVESTORS</b>	1, 2, 3, 4	Direct Indirect	Key activities & initiatives Financial performance Sustainability governance

### Means of Engagement

Code	Type	Medium of Engagement	Frequency
<b>1</b>	Formal Meeting	Meetings, AGM, EGM, dialogue, townhall sessions, audit, inspections, annual appraisals	Periodical, scheduled
<b>2</b>	Informal Communication	Telephone, messaging services, physical visits, emails	As and when necessary
<b>3</b>	Direct Communication	Notices, memorandum, campaigns, emails, letters, assessments, surveys, forms	As and when necessary
<b>4</b>	Public Disclosure	Annual Report, Sustainability Report, website, press release, financial results	Periodical, as and when necessary





## / Our Material Topics

We have identified 4 priority material topics and 3 relevant material topics for this report. These topics address the governance, social and environmental demands which are expected to be encountered by the Group in both its Malaysia & Indonesia operations.

Material TopicMaterial SubtopicUN SDGGRI GRI Standard Material TopicsTarget & Risk Management						Impacts & Boundaries to Stakeholders							
						Workforce	Suppliers & Contractors	Smallholders & Plasma Schemes	Customers	Government, Trade Associations & Industry Bodies	Non-Governmental Organisations	Local Communities	Shareholders & Investors
PRIORITY MATERIAL TOPICS													
Respecting Human Rights	• Human Rights	1, 3, 8	405 406 410 411 413	Diversity and Equal Opportunity 2016 Non-discrimination 2016 Security Practices 2016 Rights of Indigenous Peoples 2016 Local Communities 2016	Supporting and respecting internationally recognised human rights in accordance with our commitment to the United Nations Guiding Principles on Business and Human Rights, as well as alignment to ILO Standards for the benefit of our employees, customers, partners, suppliers, individuals, Human Right Defenders and society as a whole.	●	●	●	●	●	●	●	●
Responsible Employer	• Labour Rights	1, 3, 8	202 401 402 404 405 406 407 408 409	Market Presence 2016 Employment 2016 Labour/Management Relations 2016 Training and Education 2016 Diversity and Equal Opportunity 2016 Non-discrimination 2016 Freedom of Association and Collective Bargaining 2016 Child Labour 2016 Forced or Compulsory Labour 2016	Committed to no forced labour in all its form by 2025 Committed to no child labour in all its form by 2025 Ensure decent living wages for workers Ensure employees are not discriminated Ensure inclusive environment Ensure access to training and development	●	●		●	●	●	●	
	• Safety & Health	3	403	Occupational Health and Safety 2018	Improve workplace safety & health Zero fatality Ensure workforce are adequately trained Operating with COVID-19	●	●		●	●	●		
Responsible Supply Chain	• Traceability & Transparency • Supplier Responsibilities • Anti-Bribery and Corruption	12	204 308 414	Procurement Practices 2016 Supplier Environmental Assessment 2016 Supplier Social Assessment 2016	Advocate and maintain sustainable principles in our entire value chain Review supply chain compliance against EES	●	●	●	●		●		
Climate Change	• Climate Risk and Action Plan	12, 13, 15	201	Economic Performance 2016	Identify climate risk Committed to Carbon Neutrality by 2030 Formulate avoidance/adaptation strategy	●	●	●	●	●	●	●	●
RELEVANT MATERIAL TOPICS													
Responsible Business	• Governance • Policies	8, 12	201 203 205 206	Economic Performance 2016 Indirect Economic Impacts 2016 Anti-corruption 2016 Anti-competitive Behavior 2016	Create shared values for the benefit of the Company, and all stakeholders	●	●	●	●	●	●	●	●
Community Relations & Development	• Employment • Community Giving • Socialisation on Sustainable Practices	1, 3, 8	413	Local Communities 2016	Engage and provide meaningful contributions to the community and society at large	●		●	●	●	●	●	
Environmental Approach	• GHG Emissions • No Deforestation and No Peat • Conservation • Energy Management • Fire Commitment and Management • Water Risk and Management • Waste and By-product Management	12, 13, 15	301 302 303 304 305 306	Materials 2016 Energy 2016 Water and Effluents 2018 Biodiversity 2016 Emissions 2016 Waste 2020	Conduct a balanced business which does not compromise or discount the environment in the process. Committed to Water Use Intensity reduction by 2050 Committed to BOD & COD level reduction by 2050	●	●	●	●	●	●	●	●

### Changes to Material Topics

- Community Relations & Development has been reclassified under the material topic Respecting Human Rights.
- COVID-19 material topic has been reclassified under Responsible Employer.



# human rights contents

## Respecting Human Rights

- 13 GENP's Commitment to Respecting Human Rights
- 14 Community Rights, Relations & Development



## / Respecting Human Rights

Human rights is fundamentally a belief that each individual has the right to be treated with dignity and respect. These rights are accorded to all, irrespective of gender, class or creed.

### / GENP's Commitment to Respecting Human Rights

At Genting Plantations Berhad, our responsibility is to ensure everyone is viewed through an unbiased looking glass. As a trusted steward of its stakeholders, the Group has the ability to lead with its values and ensure human rights are upheld in line with applicable local and national regulations, as well as internationally ratified standards.

We are committed to continuously assess our progress and structure the lessons we learn into every aspect of our operations. The Group expects respect of human rights to be fervently instilled in our workforce and is propagated beyond our establishments, inclusive of our partners, service providers, suppliers and customers.

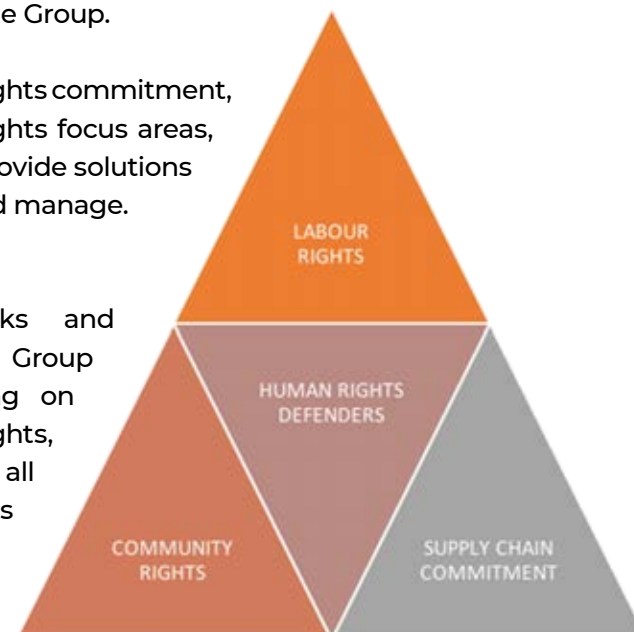
For this to happen, the Group's Sustainability Department's team is trained in all aspects of Human Rights and guides the implementation of human rights related policies for all departments within the Group.

In the development of our Human Rights commitment, we endeavour to identify human rights focus areas, its salient issues and concurrently provide solutions to which we can address, control and manage.

#### Human Rights Focus Areas

To address human rights risks and opportunities for improvement, the Group addresses this matter by focusing on labour rights and community rights, with appreciation of feedback from all stakeholders, including human rights defenders.

To guarantee expectations on human rights is communicated clearly to its stakeholders, especially our supply chain, the Group progressively engages with them to ascertain level of readiness and progress towards compliance to human rights requirements. Wherever necessary, GENP will aid its stakeholders towards implementation of Human Rights practices.



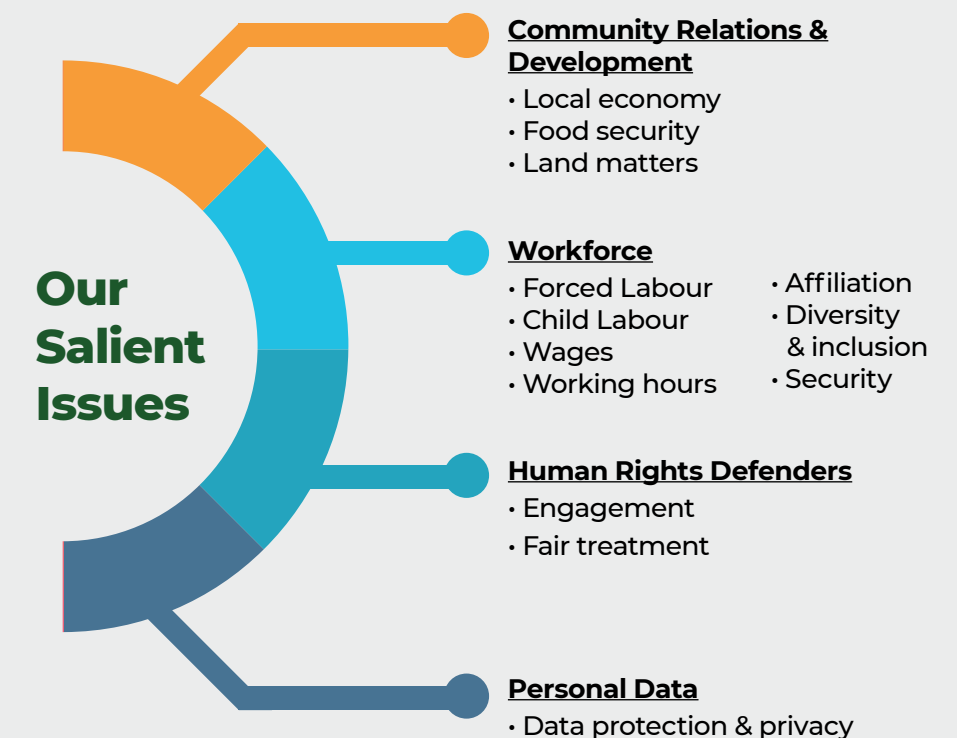
### Alignment to Human Rights Standards and Best Practices

The Group supports and upholds the following internationally recognised standards and best practices to its best effort, subject to the prevailing constitutional rights rendered in locations where we operate. In addition, the Group diligently observes state, national and/or regional legislation decrees, orders, regulations and/or policies prevailing in locations where we operate.



#### GENP Salient Issues

We have identified these salient issues through engagement with appropriate stakeholders and also through perceiving potential human rights risks faced by the palm oil industry and the global community at large. Failure to manage our salient issues will contribute to a systemic injustice to our stakeholders and negative implications to the Group. GENP remains vigilant to ensure all our operations including our supply chain are mindful of human rights.





### Measuring Commitment to Human Rights

The Group's Management is responsible for the administration of this commitment. Periodical performance on this commitment is conducted through thorough review of current practices, societal demands and feedback from human rights defenders as well as social impact assessment studies at all operations. Findings are reviewed by the Management and corrective action plans, if any is implemented progressively. The Board is informed of the compliance to this commitment and provides oversight.

In ensuring that commitment to human rights is observed in our supply chain, GENP periodically review and consult the suppliers for compliance to acceptable human rights practices. Whenever high-risk suppliers are identified, the Company will engage with these suppliers for clarification and explore corrective action plan. Further non-compliance will include termination of these suppliers from being part of GENP's value chain.

### / Community Rights, Relations & Development

As good neighbours, the Group believes in creating shared values with its surrounding communities. The benefit of this approach would not only benefit the Company, but also the society in the vicinity of our operations.

#### Respecting Rights of Indigenous and Local Communities

We respect and uphold human rights of all community members, including indigenous and local communities' rights and their legal and customary land tenure rights. This stance is in line with our commitment towards UN Declaration on the Rights of Indigenous Peoples and the Tribal People Convention (No 169). No development or expansion of our operations is permitted without Free, Prior and Informed Consent ("FPIC"), and all compensations for lost benefits or relinquishing of rights is negotiated voluntarily, as agreed upon by the communities. Any open or outstanding conflict with the communities is to be resolved according to our conflict resolution procedure and applicable social principles and practices.

#### Free, Prior, and Informed Consent ("FPIC")

FPIC is both a principle and a process that safeguards the rights of indigenous communities which are affected by major investments. FPIC is a right for indigenous people and is an established principle of best practice for sustainable development, often used to reduce social conflict as well as to increase the legitimacy of a project in the eyes of all stakeholders and right holders.

This consent shall be obtained freely, without coercion, intimidation or manipulation, and through communities' own freely chosen customary or institutionalised representatives. Implementation of FPIC in the Group for new developments after 2015 is guided by the FPIC Consent Guide for RSPO Members, dated 20 November 2015.


As part of the on-going FPIC process we recognise that the engagement with the relevant stakeholders and all necessary assessments must be conducted prior to any new land acquisition or land development to ensure beneficial outcomes for all parties involved. These independent peer-reviewed assessments include Social and Environmental Impact Assessment ("SEIA"), High Conservation Value ("HCV") Assessment, High Carbon Stock ("HCS") Assessment, Land Use Change ("LUC") Analysis, Soil and Topography Survey, and Greenhouse Gas ("GHG") Emission Assessment.

Land acquisition or development can commence only upon obtaining consent from the local communities, and any issues raised during this process are resolved including satisfactory compliance with the relevant local and national laws and regulations. The Group has procedures in place to ensure FPIC is conducted diligently and efficiently. Our standard approach in conducting FPIC is to form communication channels with individual land owners, local communities and the appointed local community leaders. In the event that there are land disputes, GENP seeks to resolve them in an open and mutual manner. Our commitment to legal ownership and best practices are in line with RSPO's FPIC Consent Guide for RSPO Member.



**FREE**  
A self directed process by those affected to voluntarily giving consent

- Free from coercion
- Free from threats
- Free from intimidation or manipulation



**PRIOR**  
Prior to any part of any project or plan proceeding, all necessary information is provided and shared, according to processes defined by the peoples affected



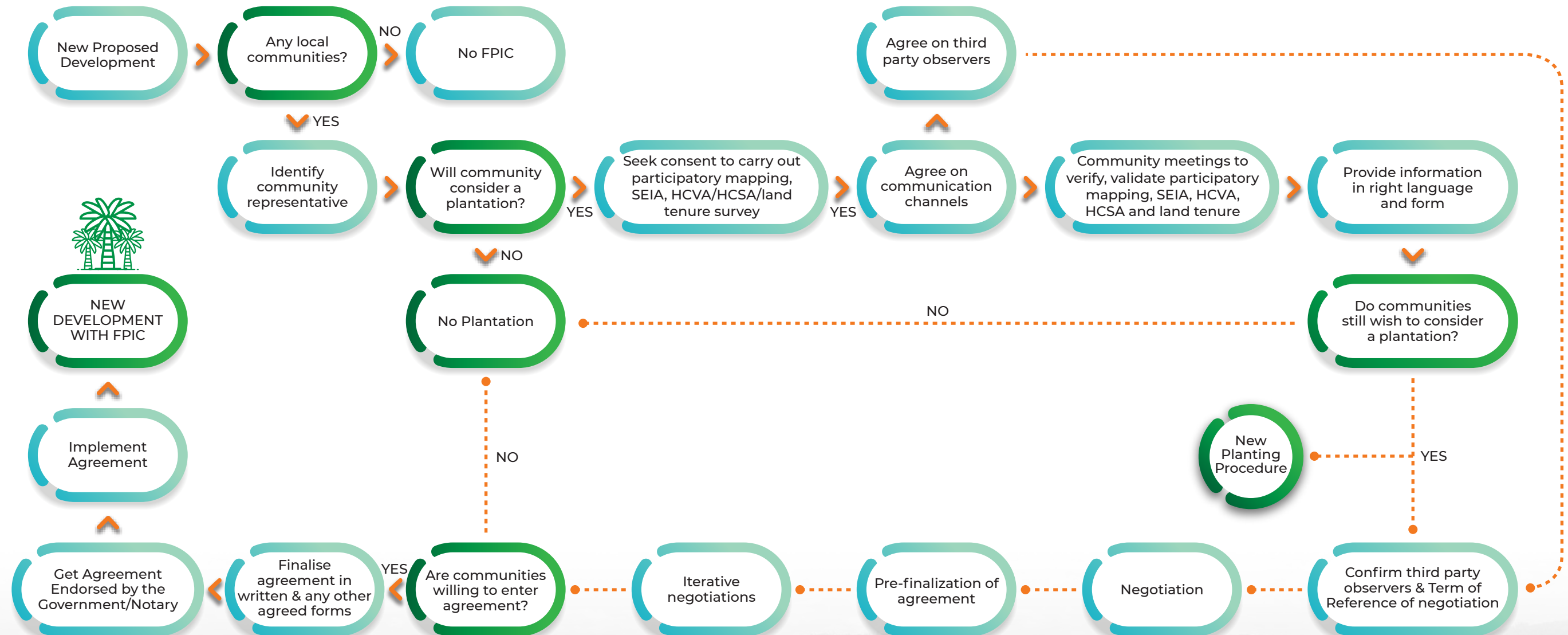
**INFORMED**  
All relevant information is made available to indigenous group, including the resources necessary to enable any further research required to adequately assess potential risks and benefits



**CONSENT**  
The right to say a definitive "no" or "yes", with or without conditions. The agreement process must be agreeable to, and consistent with, the decision-making process of the communities affected



## FPIC FLOW CHART





**Connecting Communities**

The Group contributes towards building and maintaining infrastructure such as roads and bridges in areas lacking this connectivity.

**Enabling Local Economy**

The Group, wherever possible would put in effort to stimulate the local economy in locations where we operate. This is achieved by prioritising job offerings to locals, provision of supplies and services from local businesses.

**Education**

The Group emphasises on education and provides the children of our workforce and those in nearby local communities access to basic education. We consciously

provide support and facilitate educational opportunities as well as operational funding and scholarships wherever we can, and actively provide crèches and schools for children from pre-school up to secondary education. The Group also has a scholarship programme for undergraduates under the Tan Sri (Dr.) Lim Goh Tong Endowment Fund for deserving individuals.

**Socialising Sustainability**

The Company conducts socialisation exercises to promote sustainable practices especially for those with direct contact with the natural environment. This socialisation exercise includes the management of human-wildlife conflict, create awareness of importance of no hunting or poaching of endangered wildlife animals and plants, the prevention of forest fires, and the

avoidance of use of fires in agriculture.

Local communities depend on farming to fulfil basic dietary needs and as source of income. The Group communicates with local farmers on methods of sustainable farming of which would improve food security.

**COVID-19**

In continuing our efforts to curb the spread of COVID-19 from previous year, the Group extended its COVID-19 Corporate Social Responsibility programmes for both Malaysia and Indonesia in 2021. These programmes include but are not limited to sanitisation of public areas like schools, places of worship, community centres as well as the provision of basic necessities.

Type of School	Region	Number of Schools
Sekolah Kebangsaan Jenis Tamil	Peninsular Malaysia	4
Humana Schools	Sabah	10
Continuous Learning Centre	Sabah	6
Tabika Kemas	Kalimantan Barat	25
Sekolah Dasar	Kalimantan Barat	48
Sekolah Menengah Pertama	Kalimantan Barat	15
Sekolah Menengah Atas	Kalimantan Barat	15
Tabika Kemas	Kalimantan Tengah	29
Sekolah Dasar	Kalimantan Tengah	20
Sekolah Menengah Pertama	Kalimantan Tengah	8
Sekolah Menengah Atas	Kalimantan Tengah	4
Tabika Kemas	Kalimantan Selatan	2
Sekolah Dasar	Kalimantan Selatan	4
Sekolah Menengah Pertama	Kalimantan Selatan	3
Sekolah Menengah Atas	Kalimantan Selatan	2
<b>TOTAL SCHOOLS</b>	<b>Malaysia &amp; Indonesia</b>	<b>195</b>



Consultative FPIC approach with local community in Kapuas



A man wearing a yellow hard hat and a high-visibility yellow and black safety vest is smiling at the camera. He is holding a small notepad and a blue pen. The background is a dense forest with sunlight filtering through the trees.

# human resource contents

**Responsible Employer**

- 17 Our Workforce
- 17 Labour Rights
- 20 Safety & Health



## / Responsible Employer

### / Our Workforce

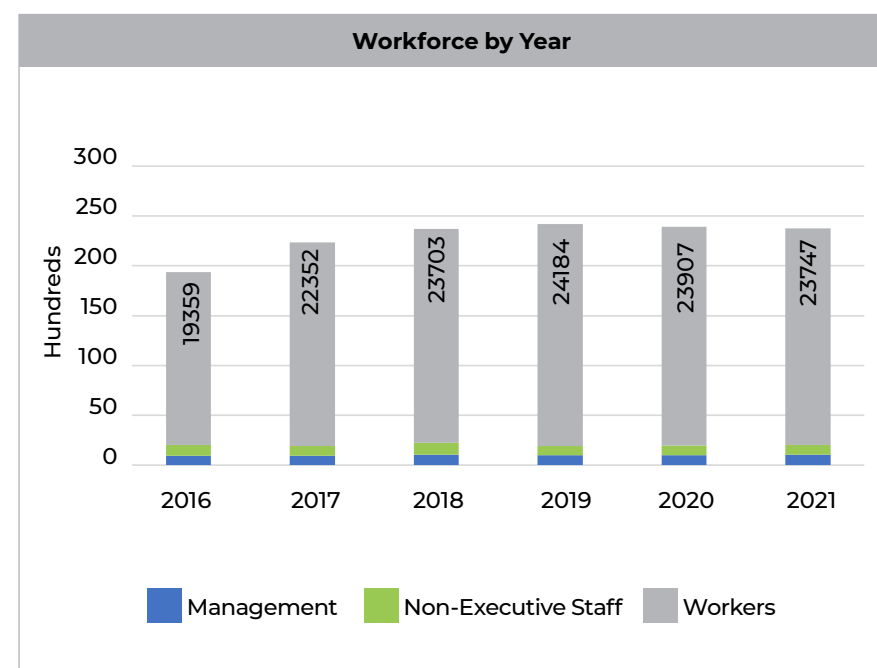
The drivers of GENP's success are its committed workforce as well as others employed along our value chain. To continuously appreciate their hard work and contribution, the Group and its value chain is required to observe the best of practices in respecting labour rights and allow creation of mutual shared values.

The Group, as a responsible employer, is aligned to UN SDG Goal 1 - No Poverty, wherein the Group plays a role in eradicating poverty in all its dimensions by 2030, and UN SDG Goal 8 – Decent Work and Economic Growth, wherein the Group is taking immediate action and effective measures to eradicate forced labour, and modern slavery, human trafficking, and elimination of child labour in all its forms by 2025.

For 2021, the entire workforce of the Group stood at 23,747.

Number of Workforce		Malaysia		Indonesia		Singapore	
		Male	Female	Male	Female	Male	Female
Total by Employment Category	Permanent Employees	642	371	12,753	3,640	1	1
	Temporary Employees (Foreign Workers)	4,662	1,677	-	-	-	-
	Non-Guaranteed Hours Employees	-	-	-	-	-	-
	Part-Time Employees	-	-	-	-	-	-
Total by Gender & Region		5,304	2,048	12,753	3,640	1	1
Total by Region		7,352		16,393		2	
Total Workforce		23,747					

The entire workforce of the Group is on a full-time basis, ie management and non-executive personnel are full-time employees. All foreign workers employed by the Company in Malaysia are on a fixed-term contract basis. Most senior management positions in our Group are held by Malaysians, with key operatives based at our Group's headquarters and regional offices. For more information on our workforce data, please refer to Our Sustainability Data section.



**Note:** Management are employees who hold managerial positions, employees/staff refers to salaried employees who are either stationed at the offices or in the field, and workers are waged employees who work at our plantation and oil mills and plants.

### / Labour Rights

Human rights require every individual to be treated with dignity and respect, regardless of gender, nationality, religion, or any other status. Genting Plantations Berhad take this responsibility of human rights action very seriously. As part of our Human Rights Focus Areas, herein we disclose our approach to ensuring that labour rights of our workforce is guaranteed.

Our commitment to human rights for our workforce includes the following approaches:

- Rights to Safe & Healthy Workplace
- Rights to Decent & Fair Living Wages & Benefits
- Rights to Fair Working Hours
- Rights to Fair Grievance Mechanisms
- Rights to Freedom of Association and Collective Bargaining
- No Discrimination
- No Forced Labour in all of its form
- No Child Labour in all of its form

### Diversity and Inclusion

With regard to diversity and inclusivity, the Group is committed to ensure equal opportunities are given to all employees irrespective of their gender, age, racial, religious, disabilities, socioeconomic background or nationality. We consistently nurture the development of our human capital by fostering an inclusive culture and promoting cultural diversity as well as having active employee engagements. The Group does not tolerate any form of discrimination or harassment.

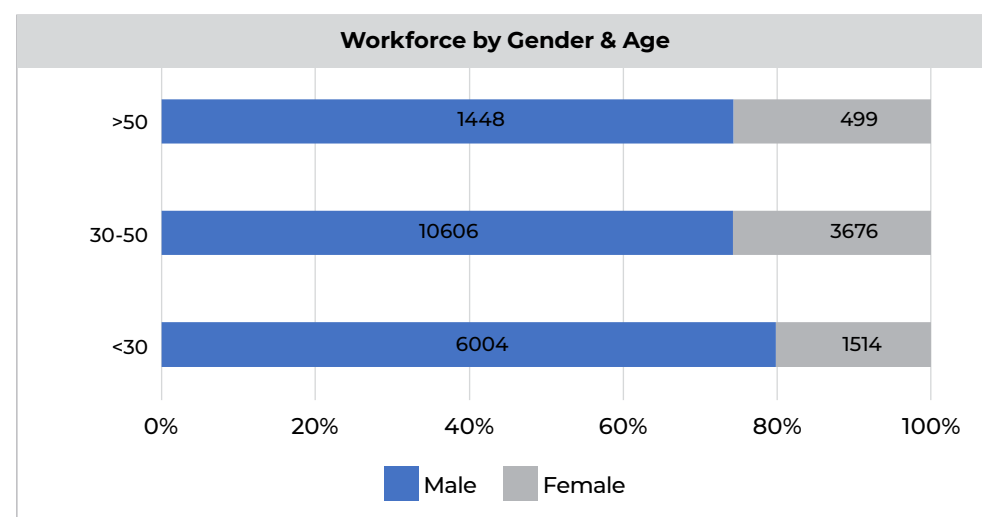
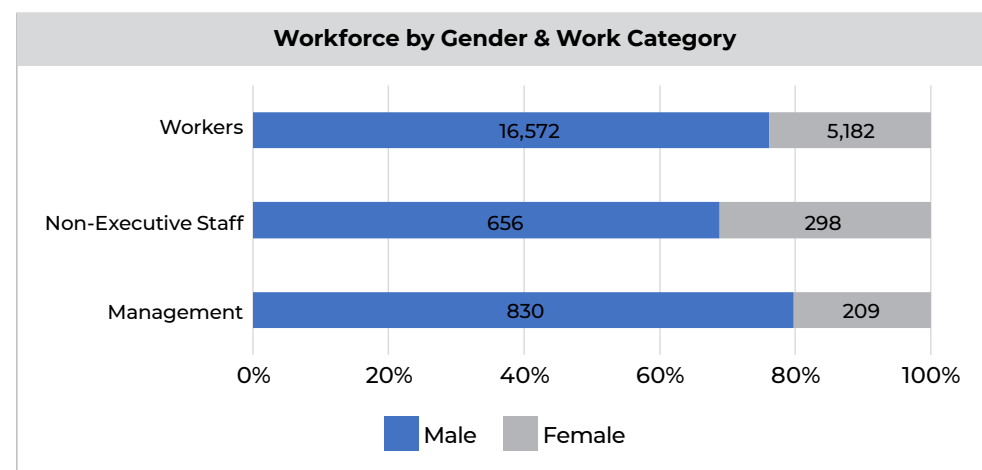
The plantation industry is traditionally dominated by men as the nature of work is often arduous and entails manual labour. In GENP, however, the number of women to men in our workforce is relatively higher than the industry average. Our Group sees a high representation of female talents in our management teams as well as our research and development divisions, and we actively encourage women to join all aspects of our ever-growing operations. GENP has established Gender Committee in all our operating units in Malaysia and Indonesia in support of women's rights and welfare and has also put in place policies such as Sexual Harassment Policy and Social Policy.

In year 2022, we target to conduct more training and awareness activities to support a gender diverse and inclusive working environment.



Genting MusimMas Refinery morning muster





### Decent & Fair Living Wage (“DFLW”)

GENP supports the RSPO Guidance for Implementing a Decent Living Wage – a guidance document for the oil palm industry regarding the payment of a DLW for workers and their families to enjoy a decent standard of living.

At GENP, all wages and salaries and employment conditions for employees and workers meet and/or exceeds legal minimum wage standards. We achieve DLW by providing workers with benefits in-kind on top of their wages. We provide adequate facilities including healthcare, childcare, housing, electricity and water, children’s educational requirements and transport.

In Malaysia, we provide pay slip in dual language; English version with mother-tongue language, and clear indication of necessary details. All operating mills and estates comply with overtime pay

and reasonable working hours based on law and regulations.

We provide a wide range of benefit packages to meet employee expectations as well as to ensure sufficient provisions to enable families to afford a basic but decent standard of living. For more information on the benefits for full-time employees, see page 51.

Ratio of Worker Wage by Gender Compared to Local Minimum Wage			
Country	Minimum Monthly Wage	Male	Female
Malaysia	RM 1,200	3.0	2.0
Indonesia	IDR 2,500,000 – 4,300,000	3.7	1.9

**Notes:** Ratio data for Malaysia is calculated based on the average highest salary paid to workers for the year 2021 and divided by the local minimum wage. Ratio data for Indonesia is calculated based on average highest salary paid to workers for the year 2021 divided by the average minimum wages for each province. The higher ratio of wages for male workers compared to female workers is because most male workers are harvesters and are paid according to harvesting performance.

### Fair Working Hours

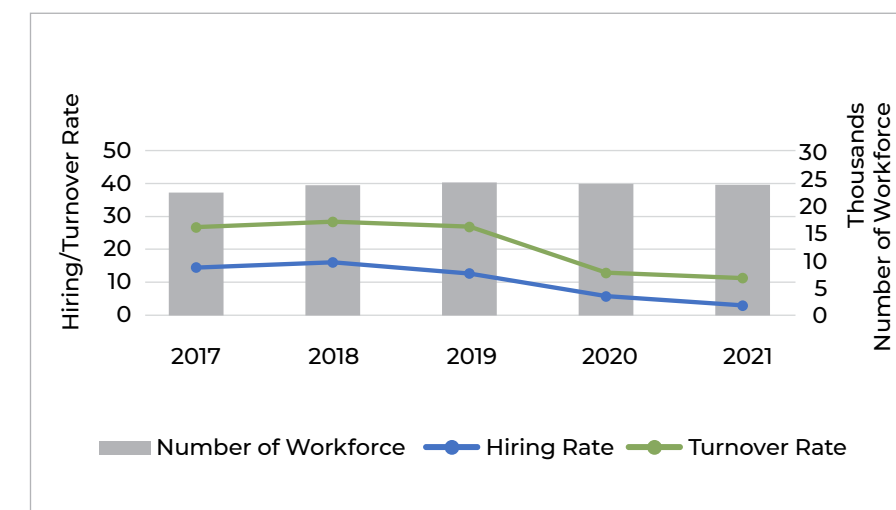
The Group is committed to providing fair working hours and adequate rest days. The management has implemented controls at all operating units to ensure no workers would be subjected to excessive working hours. No excessive working hours has been observed in our operations to date. Overtime is only offered to relevant workforce within the stipulation of local regulations where we operate and compensated accordingly.

### Talent Development

GENP is committed towards workforce diversity and the provision of equal opportunity to all who are interested to participate in our workforce. However, whenever applicable, priority of hiring is given towards locals, as this approach creates shared values with the local communities, as well as increasing the number of women participation in this industry. The Company attracts talents through career fairs, career talks, advertisements, website and internships. Our employees are hired, annually appraised and promoted on the basis of qualifications, competencies and work performance.

### Hiring & Turnover

A detailed breakdown of the Group’s hiring and turnover is available in Our Sustainability Data section.



Hiring & Turnover Rate

### No Forced, Human Trafficking and Debt Bondage Labour

We strictly prohibit forced labour, any form of exploitation, human trafficking, sexual harassment or abuse, contract substitution, debt bondage and retention of identification documents within our operation and third-party suppliers. Each worker is provided with a secure locker to store their personal documents or belongings at their own possession area.

To date, we have compiled the foreign workers’ recruitment procedures to establish control on the employment of foreign workers. GENP carries out direct recruitment and pay all recruitment fees. For each recruitment agencies used, due diligence is carried out, and we support our documentation process to ensure zero recruitment fees. We will provide employment agreement/contract in English language and respective worker’s mother tongue language. We will also ensure the employment agreement/contract is well explained and understood by both parties. In Malaysia, posters regarding the worker’s benefits and terms are displayed at workplace and hostel area.



Provision of new personal lockers in living quarters



### Workers' Benefits and Terms



Minimum wage RM1,100



One rest day per week



Medical treatment at estate clinic



Public Holiday 15 days



Annual leave 8 / 12 / 16 days



Levy & work permit paid by employer



3-year work contract period



Transport incentive to go home after completing contract



Working hours in accordance to Sabah Labour Ordinance (Sabah Cap. 67)



PPE for work safety



Free housing

### Addressing Workers Complaints/Grievances through GENP Careline

As part of Genting Plantations commitment to protect workers' rights, we have multiple dedicated channels for all our workers including local, foreign, contracted and outsourced workers to raise any issues or grievances. GENP has established a careline that is designed to be easily accessible to assist our workers to raise any issues or grievances concerning their needs and employment. We have activated the careline in January 2022.

We display our careline details strategically around the operating units. GENP will respond to all reports raised by workers and takes remedial action on all substantiated cases. We believe that this approach will help to address a wide range of concerns and serve as an excellent tool to improve our responsibility as an employer, as well as ensuring integrity in conducting our business.

To address workers' complaints and grievances, GENP endeavours to:

1

Communicate the complaint/grievance to workers at least once a year



2



Assist illiterate parties in submitting their complaints/grievance

3

Respect and ensure the anonymity of complainants



4



Record all complaints/grievances

5

Coordinate with management and follow up on all complaints/grievances submitted



6



Coordinate with independent party or mediator regarding a complaint/grievance, where deemed necessary

7

Resolve the complaint/grievance as soon as possible with a solution that benefits both parties while still considering the legal position or the laws and regulations



8



Record wholly and accurately all phases of the complaint/grievance resolution process, including a record of parties involved





## / Safety & Health

We believe that the most important responsibility of any company is to provide a safe workplace, with high level of safety monitoring, reporting and constant improvement. At GENP, health and safety are compulsory entitlement for our workforce, contractors, suppliers, visitors and the general public. The Company ensures that the best practices for safety and health are integrated into our daily operations and activities. We also strive to provide the best measures and tools to enable our workforce to feel safe and secure at the workplace.

Our Occupational Safety and Health (“OSH”) Policy mandates the health and safety of our employees. OSH Management and Performance are overseen by Senior Managers who report to the Board of Directors, whilst Safety & Health Committees enforce measures and protocols at our operating sites. We conduct regular training and safety exercises at all our operations, and workers are required to wear adequate personal protective equipment (“PPE”) at all applicable periods.

### COVID-19

The COVID-19 pandemic is a massive economic and social disruptor. In some ways, it is a catalyst for social engineering of today's society. GENP is not insulated from the effects of this pandemic. Hence, in a direct and indirect manner, we have made significant impacts in the way we do business. Various measures were sought to ensure the safety of our workforce, and operational adjustments were made to ensure productivity can be maintained or improved upon.

The Company has implemented a Group-wide standard operating procedure as well as change in processes to address this pandemic, which include but not limited to:

- Precautionary temperature screening at all facilities
- Contact tracing for persons under investigation
- Periodical disinfection of high traffic premises
- Managed entry into premises
- Alternate working schedule and options to work from home for office-based employees
- Training of emergency response team (“ERT”) in handling COVID-19 incidence
- Digitalisation of essential business processes
- Training of all employees in effective hygiene practices and social distancing

- Provision of personal protective equipment (“PPE”) for all workers
- Ensuring food security for workforce and local communities; especially in our remote operations
- Ensuring access to healthcare for all workforce

### Occupational Safety and Health Management System (“OSH MS”)

OSH MS is in place at all the Group's operations in both Malaysia and Indonesia. This system addresses the standards of safety adopted by the Group as well as legal requirements accorded by both countries where we operate.

- Malaysian Occupational Safety and Health Act, 1994, Malaysian Standard 1722 (MS 1722) & Factories and Machinery Act, 1967
- Indonesian Labour Law No 13 of 2003

This system covers all scope of work level, activities and workplaces within the Group, including contractors, and suppliers working within our premises with the exception of activities that is non-work related and involving individuals free or leisure time. To oversee the management of this system, the Group has Safety Health Officers (“SHO”) in each operating unit.

The duties of SHO are as follows:

- Provide advice to management on measures to address workplace safety & health
- Inspect the workplace to determine occupational hazards which are likely to cause bodily injury or illness
- Conduct investigations on accidents related to work, occupational diseases and occupational poisoning cases that occurred at the workplace
- Guide the Safety & Health Committee in promoting and implementing OSH Programme at the workplace
- Collect, analyse, maintain and compile statistics on accidents and occupational diseases reported by operating units
- Conduct internal audits on OSH
- Liaise with local authorities and regulatory bodies, including;
  - a. Submission of monthly OSH report
  - b. Promotion of local government initiatives
  - c. Participation in OSH related competitions



Chemical safety training at PT Agro Abadi Cemerlang

The OSH MS is documented in Genting Plantations OSH Manual, available at all operating units, which details critical work systems and practices such as:

- Hazard Identification, Risk Assessment and Risk Control (“HIRARC”)
- Chemical Safety Management
- Chemical Health Risk Assessment (“CHRA”)
- Personal Protection Equipment Procedure
- OSH Training
- Accident Reporting and Investigation Procedure
- Document Control Procedure
- Permit to Work (“PTW”)
- Emergency Response Plan (“ERP”)
- Terrorist Threat & Security Procedure

All our employees and workers are required to adhere to the GENP OSH Manual throughout their course of work. The manual also applies to all contractors and suppliers working on our premises. Whenever there is a unique work process at an operating unit, a customised Standard Operating Procedure (“SOP”) is outlined for the specific work process to supplement the OSH Manual.

Compliance to the OSH Manual, SOPs and OSH MS is monitored through internal audits conducted by our (“SHO”), and are verified during annual external audits as required by RSPO, ISCC, MSPO and ISPO certification schemes, and/or legal compliance assessments by the relevant government agencies.



### Hazard Identification, Risk Assessment and Risk Control ("HIRARC")

HIRARC is an excellent tool implemented by the Company at all operating units as a means of risk management practice. It allows an effective precautionary approach allowing the Company to provide and to improve workplace safety and health. With HIRARC, we are able to identify hazards, assess potential risks, investigate near-misses and accidents and produce suitable control measures.

Hazards in routine and non-routine work are reviewed and identified by competent SHO and operational managers through simulation of the work process, or based on review of work-related incidents and or near misses, as well as feedback from the workers and operators of the routine and non-routine work. The hazard, whenever feasible would either be removed, or adjusted to safer conditions, through application of SOPs and training and/or utilisation of personal, physical or mechanical controls.

The Company encourages workers to notify work-related hazards and hazardous situations. Workers should not be afraid and are assured protection from reprisals from their feedback as well as execution of their rights to remove themselves from work conditions that they believe could cause injury or ill health to themselves or others will be accorded.

This risk assessment and control implementation approach is used to investigate work-related incidents and determine appropriate corrective actions.

### Healthy Lifestyle, Safe Workplace & Healthcare Facilities

The Company wherever possible, conducts trainings and health promotions to ensure that our employees' health, safety and welfare are to a certain extent managed in an ideal manner.

Our OSH trainings are conducted freely and as frequently as possible to all levels of workforce, from management to workers, as well as our contractors and suppliers operating within our sites. The type and frequency of training is dependent on the job responsibilities, risks and exposures. For Malaysian operations, trainings for foreign workers would include assistance from fluent native speaking workers who could translate instructions into their native tongue. OSH trainings include, but not limited to, the socialising of OSH legal requirements, chemical handling training, safe working at height training, PPE training, HIRARC training, accident reporting training, investigation workshop, understanding functions of Safety and Health Committees, Basic Occupational First Aid ("BOFA"), and Cardiopulmonary Resuscitation ("CPR") competency training, tractor driving competency training,

firefighting training, fire drills and Industrial Code of Practices ("ICOP"). Workers are constantly assessed and reminded of their training on safety, especially during morning musters, to ensure a disciplined approach to ensuring safe and healthy workplace.

In line with UN SDG, the Group also promotes prevention of non-communicable diseases and ending epidemics of COVID-19, AIDS, tuberculosis, malaria, and neglected tropical diseases and combat hepatitis, water-borne disease and other communicable diseases.

The Group provides basic health clinics and dispensaries which are manned by trained and qualified medical personnel, which includes doctors, medical assistants and nurses at most of our estates. These facilities are responsible for providing first aid response and basic medical attention for both occupational and non-occupational requirements. These health clinics and dispensaries also conduct periodical assessments for workers whose line of work are at risk of work-related ill health. These facilities are also accessible to local communities surrounding our establishments in remote locations. During emergencies and severe cases, transportation is provided by the Company to the nearest government medical facility for treatment. For operation sites without a health clinic, the workforce is entitled to visit panel clinics or the nearest medical care facilities.

Country	Number of Clinics	Number of Medical Personnel
Malaysia	21	21
Indonesia	25	41

Fostering a culture of safety across our entire business is an ongoing priority for GENP. We strive to ensure the safety, health and general well-being of our employees, workers and those involved in GENP's operations. Not only is this a fundamental right, but it also ensures that we have a healthy, motivated and productive workforce. With our workers undertaking a wide range of different tasks – such as harvesting, operating heavy machineries and transporting goods, any lapse in health or safety protocols could either directly or indirectly impact our people as well as our operations.

## / OSH Overview

### Fatality

For year 2021, we had 3 fatalities from two separate incidents. The Group extends its heartfelt condolences to the families and relatives of the deceased. We learn from these accidents and have taken steps to put in place controls to ensure such accidents do not recur.

Date	Operating Unit	Country	Incident	Number of Fatalities
July 2021	PT SISM	Indonesia	Traffic accident during commute to harvesting block	2
September 2021	PT KMJ	Indonesia	Traffic accident during fruit evacuation at harvesting block	1

Based on our review of these incidents, the accidents occurred mainly due to slippery and soggy estate road conditions caused by heavy rainfall. Such road conditions could be challenging to inexperienced drivers. To ensure safety and security, the Group has improved the road conditions in the estates and provided additional training to increase driver competency to handle heavy vehicles and the estate terrain. The Group also ensures that machineries are well maintained and operating at the most optimum conditions.

### Towards Zero Fatality

The Group is committed to achieving zero fatality within our operations. We continuously strive to improve workforce safety wherever possible with intensified operating procedures, continuous training and advocacy as well as implementation of physical and mechanical controls; below is an example of this effort.

A fatal case was reported in 2020, wherein the worker at one of our Malaysian estates fell from a HUKA bin while rearranging FFB readied for despatch. In response to this incident, the Group has implemented an engineering control to prevent any worker from falls while stacking FFB in HUKA bins. The control has been reviewed and approved by the Malaysian Department of Safety and Health. All operating units with the same fruit evacuation system in both Malaysia and Indonesia will be incorporating this mechanical measure to ensure workers' safety, particularly while working at height.





### High Consequence Work-Related Injury

High consequence work-related injury is an injury that results in a fatality or an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months. For the calculation of the number and rate of high consequence work-related injury, fatalities are excluded.

For the year 2021, there are 4 cases of High Consequence Work-Related Injury. Three of the workers were injured during harvesting of crop, whereby injuries were caused by sharp tools and an oil mill worker suffered injuries due to falling from height. All workers have recovered from their injuries and have been reassigned suitable working conditions. The incidences reported in this category were reviewed, proper controls implemented and refresher training has been conducted for all relevant workers.

### Recordable Work-Related Injury

Recordable work-related injury is an injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness, or significant injury diagnosed by a physician or other licensed healthcare professional, even if it does not result in death.

For the year 2021, albeit the higher number of cases as compared to previous years, only 38 incidents are considered major cases which required more than 5 days of recovery time. The incidences requiring 3 to 4 days of recovery time account for 48 cases while 750 cases require less than 2 days of recovery time. Based on our review, the increase in numbers is proportionate to the growth of our operations, especially in Indonesia, as well as improvement in incidence recognition and reporting.

### Work-Related Ill Health

The Company strictly complies with the regulatory requirements to conduct health surveillance for employees who have been identified as having work conditions which may potentially pose work-related ill health risks. It is important to note that the Company does not discriminate in employing workers with pre-existing work-related ill health.

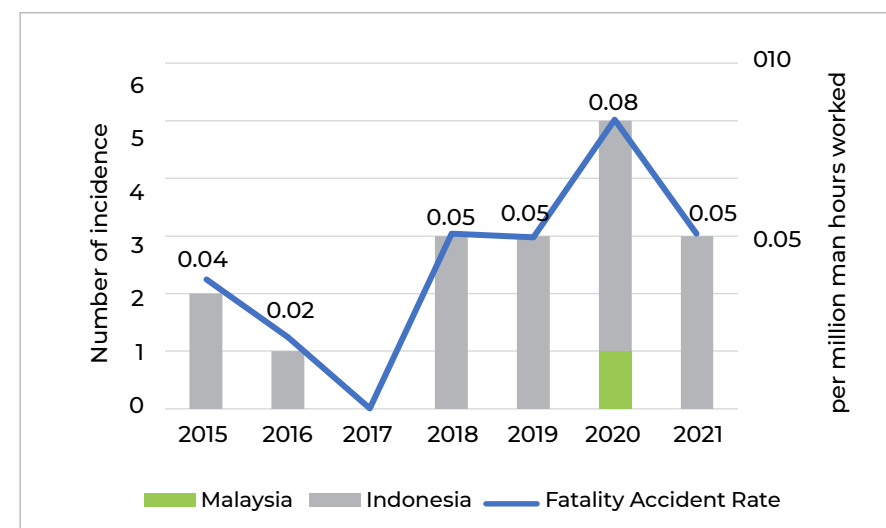
Our workers identified with risks for ill health are periodically assessed by our registered Medical Officers, and annually by

Occupational Health Doctors. All costs of medical assessments are borne by the Company. The medical surveillance reports are maintained and kept by persons-in-charge at respective operating units whilst respecting the privacy and confidentiality of our workers.

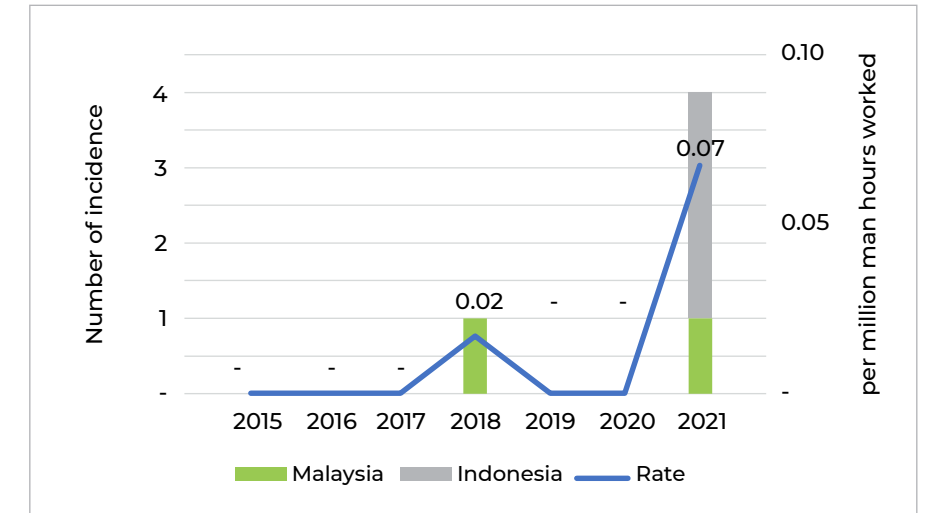
For the year 2021, the Company expanded the health screening programme to more workers working in conditions with potential exposure to noise pollution. This year, in addition to the screening of palm oil mills' workers, health surveillance has been extended to workers in our workshops.

Number of Work-Related Ill Health Cases	Country	2018	2019	2020	2021
Chemical-Induced Ill Health	Malaysia	Nil	Nil	Nil	Nil
	Indonesia	Nil	Nil	Nil	Nil
Noise-Induced Hearing Loss	Malaysia	12	12	6	16
	Indonesia	Nil	Nil	Nil	Nil

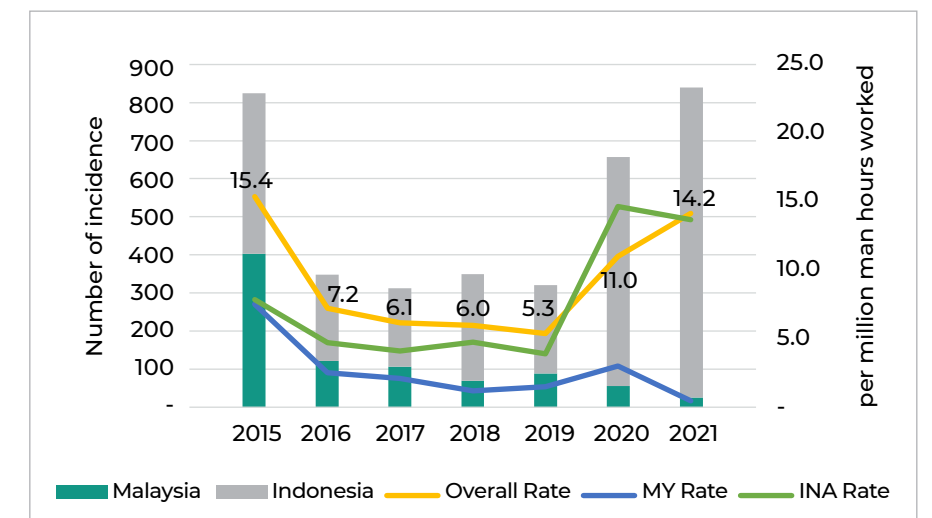
Sixteen workers were affected by noise-induced hearing loss. These workers were provided with medical recovery assistance and corrective actions were taken by implementing stricter PPE controls, intense training and reassignment to more suitable work with less noise pollution.



Fatality Accident Rate



High Consequence Work-Related Injury Rate



Recordable Work-Related Injury Rate



Worker inflating tyre whilst using explosion guard



# governance contents



## Responsible Business

### 23 Anti-Bribery and Corruption System



## / Responsible Business

### / Anti-Bribery and Corruption System

With reference to the The Malaysian Anti Corruption Commission Act 2009, which was enforced on 1 June 2020, the Group's long-standing commitment to conducting business professionally, ethically and with integrity was encapsulated and formalised into a comprehensive suite of anti-corruption policies and procedures under the Group's Anti-Bribery and Corruption System ("ABCS") Policy. The ABCS which was effective on 1 June 2020, addresses all types of corruption. GENP clearly sets out expected behaviours of directors and employees in the Group's Core Values and Code of Conducts and Ethics ("Code"). All Malaysian employees are required to sign a statement declaring that they have read, understood and will abide by the Code. The document states procedures regarding conflicts of interests, policy on confidentiality of information, corruption and bribery, discrimination, and abuse of power. We also conduct induction programmes for new employees to better familiarise themselves with the contents of the Code and other values and standards of the Company. Conformity with the Code enhances the Company's reputation and strengthens stakeholders' trust towards the organisation.

The ABCS governs our employees and directors, and where relevant and practicable, as well as our supply chain and other business associates. The Group is committed to conducting its business professionally, ethically and with the highest standard of integrity. The Group practises

**"The Group is committed to conducting its business professionally, ethically and with the highest standard of integrity. The Group practises a zero-tolerance approach against all forms of bribery and corruption, and upholds all applicable laws in relation to anti-bribery and corruption."**

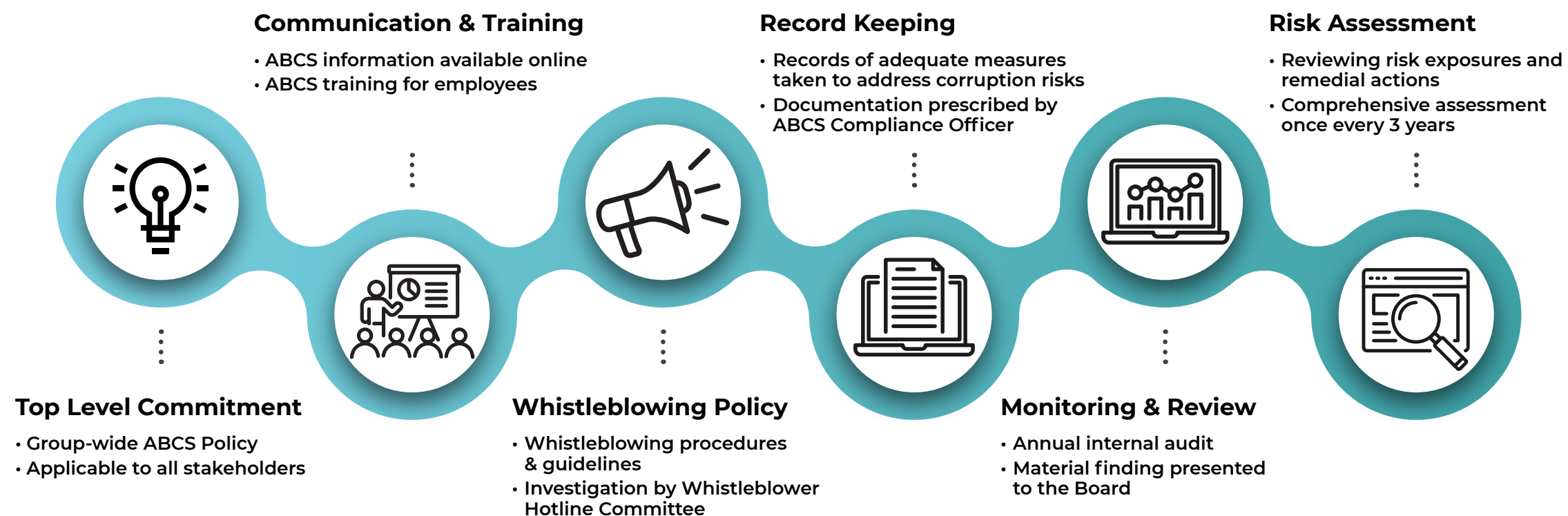
a zero-tolerance approach against all forms of bribery and corruption, and upholds all applicable laws in relation to anti-bribery and corruption. It is the expectation of the Company that all the aforementioned persons comply with the requirements set forth by GENP and relevant rules and regulations. Any individuals who suspect a violation of GENP's policies regarding bribery and corruption are encouraged to report through the Group's whistleblowing channel.

This year, as part of GENP's anti-corruption program, 100% of GENP's relevant workforce including the Board of Directors, management groups, employees and workers received comprehensive anti-bribery and anti-corruption training. We also ensure all new employees that were employed by the Company are trained within their first year of employment. Additional training that covers various

forms in which corruption can take, red-flags, and individuals' roles in GENP's anti-bribery and anti-corruption efforts will be provided to our existing staff when necessary. All relevant employees are required to sign their annual declaration forms to confirm their commitment to uphold the Company's Anti-Bribery and Corruption System Policy.



### GENP Anti-Bribery and Corruption System





In our commitment to adhering to the highest ethical standards, GENP has in place a Whistleblowing Policy which provides a channel to the reporting of any misconduct that concerns the Group. Our whistleblowing channel outlines when, how and to whom a concern may be appropriately raised, distinguishes a concern from a personal grievance, and allows the whistleblower the opportunity to raise a concern outside his or her management line. Where non-compliance with the ABCS is detected or a complaint is received, whistleblowers are assured that all reports will be thoroughly investigated and held in strict confidence by the Whistleblower Hotline Committee. Non-ethical business conduct will be treated seriously and may result in disciplinary action, including the possibility of suspension or dismissal, and if warranted, legal proceedings against the internal parties involved. Violation of applicable laws may subject all parties involved to civil and/or criminal penalties imposed by the government agency or a court of law.

Each GENP's operating units is responsible

for understanding the specific challenges regarding anti-corruption. Our Code requires employees to be vigilant and to speak up and raise any suspicions of wrongdoings, malpractice or impropriety observed in the Company by bringing up these issues through the whistleblowing channel. In addition to combating misconduct in our business activities, we are committed to addressing bribery risks in the activities of our stakeholders. We communicate our ABCS policy to a large extent and it forms part of the contracts with our contractors, suppliers and buyers. All new suppliers must indicate that they understand and accept GENP's ABCS policy. To strengthen the implementation of the policy, we welcome comments and improvements from all our stakeholders.

In 2021, GENP had no legal violations or government sanctions as a result of acts of corruption. No reports on acts of bribery committed by the Group were received from individuals claiming to be business partners of the Group or from their employees.

### GENP's definition on type and/or element of corruption (Including but not limited to bribery):



#### Gift

No gift can be offered by any Personnel in return for any business advantage for the Company. Save as allowed under the Group's ABCS Manual, all Personnel are prohibited from receiving and/or offering gifts whether directly or indirectly.



#### Political Contribution

As a general rule, the Company does not make political donations. However, in limited circumstances, the Company may make political donations in countries where such donations are permitted by law.



#### Facilitation Payment and/or Extortion Payment

The Company strictly prohibits giving, whether directly or indirectly, any facilitation payments or extortion payments in return for any business advantage for the Company.



#### Donation and Sponsorship

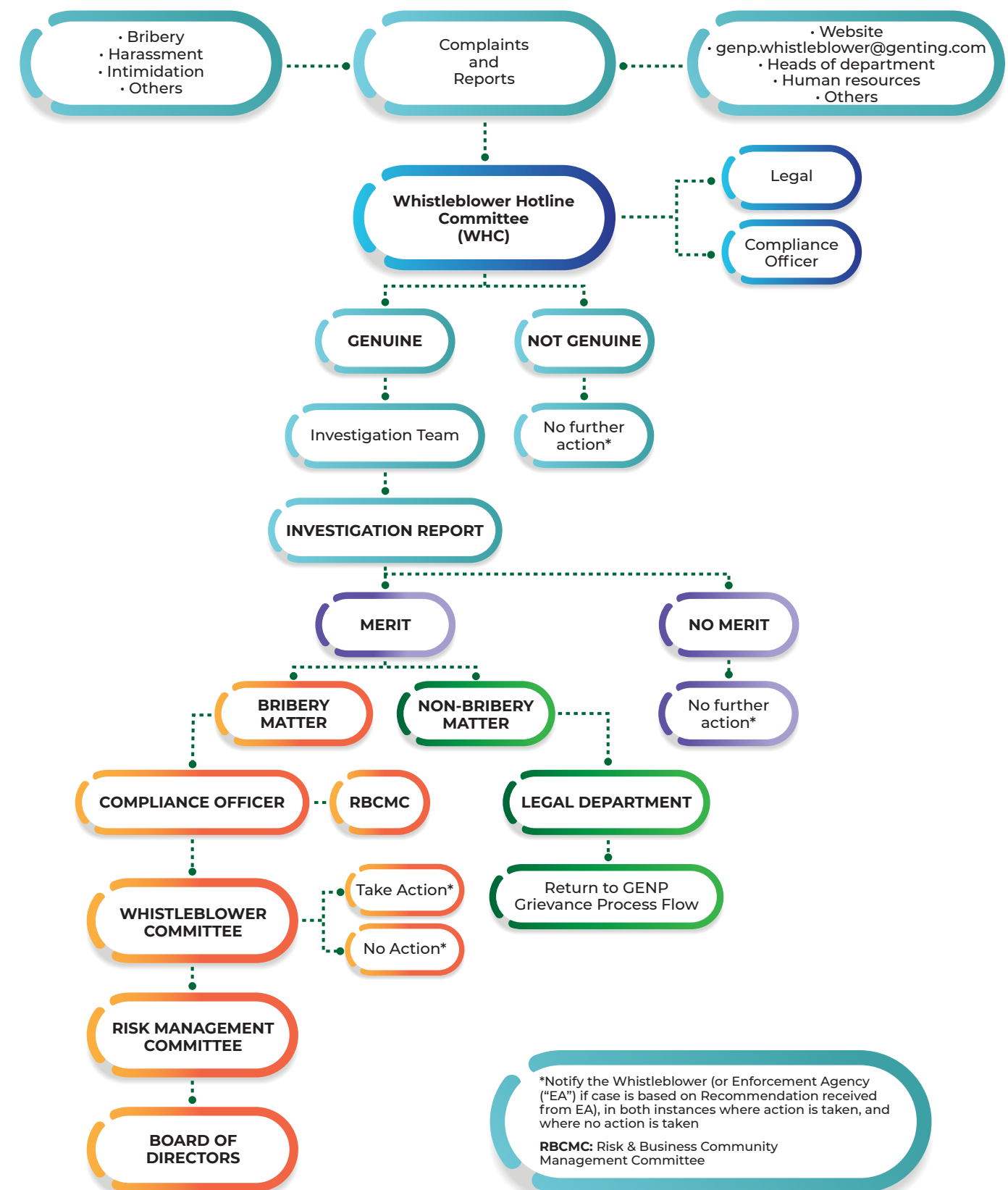
As a responsible corporate citizen, the Company is committed to contributing to the well-being of the people and the country where it operates. However, the Company recognises that providing donations and sponsorships can pose a bribery risk as it involves payments to a third party without tangible return. As such, all donations and sponsorships are to be made in accordance with the Company's policies.

#### Hospitality and Entertainment

The Company recognises that it is a common practice to provide modest hospitality and entertainment to build and foster business relationships. However, all hospitality and/or entertainment, if received in connection with the Company's business, must be unsolicited and must not be perceived as a form of bribery. It must not be received if it could affect or be perceived to affect the outcome of business transactions with the Company and/or are not reasonable or bona fide business expenditures.



### Anti-Bribery and Corruption System Process Flow







# environment contents

**Environmental Approach**

- 25** Climate Risk Impact and Mitigation
- 26** Conservation of Flora and Fauna
- 27** GENP Conservation and Restoration Projects
- 29** Our Carbon Footprint
- 30** Energy Management
- 31** Our Approach to Fire
- 33** Our Water Footprint
- 37** Waste & Hazardous Material Management



## / Environmental Approach



climate-related risks that would, directly and indirectly, impact our business. As a plantation company, the direct impacts of climate change have been observed through the increasing occurrence of fires, floods, changing weather patterns and even biological stresses on our oil palms.

To mitigate and adapt to climate-related risks, the Company has developed a climate action plan and strategies. In mitigating risks, with oversight from the Board of Directors and Senior Management, the Group sets an ultimate goal to limit the environmental impact and

review resource consumption of our entire operations and supply chain. In the event climate-related risks are inevitable, the Group augments its adaptation and management of climate-related risks.

The Group's climate action plan seeks to integrate environmental consideration into our development activities and all related decision-making processes. Most strategies employed within this plan have direct relevance towards climate change mitigation efforts such as the establishment of conservation areas, land use planning and assessments, sustainable management of resources like energy and water, and responsible application of chemical substances in our operations. It is hoped that our climate action plan would contribute positively towards improving the world's climate and mitigate effects of climate change, while at the same time allowing us to be prepared to manage the risks related to climate change.









**Environment & Natural Resource Management**  
Environmental management has been a key focus for the Group for many decades as we strive to ensure our operations are managed efficiently and sustainably in the long run. Over the years, we have implemented several pioneering initiatives aimed at forest conservation, protection of biodiversity and minimising harmful impacts on the environment.

Our efforts in this area contribute to UN SDG 15 which aims to protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.

### / Climate Risk Impact and Mitigation

Climate change is an ever-growing global concern. We acknowledge the existence of

#### GENP's Climate Risk Impact and Mitigation Assessment Summary

Climate Risks Category	Risk	Management Approach
Forest Degradation 	Habitat Loss	<ul style="list-style-type: none"> <li>• Support No Deforestation</li> <li>• Support No Development of Peat of any depth</li> <li>• Conservation of HCV</li> <li>• Conservation of HCS</li> <li>• Human-Wildlife Conflict Management</li> <li>• Creation of wildlife sanctuaries &amp; corridors</li> </ul>
Water 	Drought	<ul style="list-style-type: none"> <li>• Water Risk Analysis</li> <li>• Water Conservation &amp; Rainwater Harvesting System</li> <li>• Optimise and reduce water use intensity for operations by 2050</li> <li>• Meteorological data collection and analysis</li> </ul>
	Flood	<ul style="list-style-type: none"> <li>• Water Risk Analysis</li> <li>• Flood Hydrological study – monitoring and mapping</li> <li>• Flood Mitigation/Adaptation Programme</li> </ul>
	Water Pollution	<ul style="list-style-type: none"> <li>• Management of effluent and discharges</li> <li>• Application of organic chemical and fertiliser</li> </ul>
	Clean water/ Drinking Water	<ul style="list-style-type: none"> <li>• Installation and maintenance of water treatment systems</li> <li>• Improve infrastructure and technology</li> <li>• Engage with the local community and relevant institutions to protect water sources &amp; natural ecosystem</li> </ul>
Carbon Emission 	Global Warming	<ul style="list-style-type: none"> <li>• Commitment to Carbon Neutrality by 2030</li> <li>• Conduct fire hotspot monitoring and fire management system</li> <li>• Strive to use safe alternative chemical substance and/or biological solution in operation</li> <li>• GHG emission management</li> <li>• Implementing GHG savings technology</li> </ul>
	Air Pollution	<ul style="list-style-type: none"> <li>• Commitment to Zero Burning</li> <li>• Install fire management system including prevention actions to reduce the potential risk of forest fires</li> <li>• Fire prevention training, fire risk campaign, fire monitoring and fire risk sign installation</li> </ul>
Pest & Diseases 	Influx of Pest	<ul style="list-style-type: none"> <li>• Integrated Pest Management</li> <li>• Monitor increase in pests and diseases</li> <li>• R&amp;D for disease and pest tolerant crops</li> <li>• R&amp;D for biocontrol agents</li> </ul>
	Decreasing Pollinators	<ul style="list-style-type: none"> <li>• Monitor key species population – pollinators and beneficial species</li> <li>• Identify alternative species – plants and insects</li> </ul>
Waste 	Increased Amount of Waste	<ul style="list-style-type: none"> <li>• Sustainable use of chemical</li> <li>• Perform waste segregation and separate wastes based on their characteristics</li> <li>• Perform waste management by implementing 3Rs - develop method to use waste and by-products</li> <li>• Maintain equipment regularly</li> <li>• Manage waste in accordance with national standards of waste and hazardous wastes management</li> <li>• Provide proper waste storage for hazardous and toxic waste</li> <li>• Encourage and increase the usage of Biodegradable products</li> </ul>
Energy 	Combustion of Fossil Fuels	<ul style="list-style-type: none"> <li>• Manage and monitor energy consumption</li> <li>• Improve energy use efficiency</li> <li>• Identify alternative energy source</li> <li>• Invest in renewable energy and alternative source of energy</li> </ul>
Supply Chain 	Deforestation & peat destruction	<ul style="list-style-type: none"> <li>• Responsible sourcing commitment</li> <li>• Conduct due diligence on suppliers and contractors</li> <li>• Engage and manage suppliers on environmental impacts</li> <li>• Sourcing raw materials with minimal environmental impact</li> <li>• Ensure shared responsibility</li> </ul>
Business Growth 	Low Productivity	<ul style="list-style-type: none"> <li>• Development of better tools and machines for business operations</li> <li>• Development of better agronomic practices</li> <li>• Intensify digitalisation and mechanisation wherever possible</li> <li>• Application of best plantation management practices</li> <li>• Adoption of precision agriculture</li> </ul>



## / Conservation of Flora and Fauna

We are committed to conserving flora and fauna since our early development days. Throughout the years, the Company has increased monitoring and conservation efforts to ensure our operations do not cause any negative impact to our pristine natural surroundings, several of our conservation works undertaken are related to increasing and enriching flora and fauna in the critically endangered category.

As a plantation company, Genting Plantations has always acknowledged that its activities can directly affect the environment and has always taken proactive steps to ensure that we stay true to our commitment. Thus, the Company has adopted the following principles for our plantation operations:

- No new development on HCV areas
- No new development of HCS areas
- No new development on peat of any depth
- Zero burning in any activities
- Establishment of wildlife sanctuaries and corridors
- Improving sustainable practices beyond certification, standards, and local legal requirement

### No Deforestation

GENP takes a strong stance against deforestation and is committed to ensure no deforestation occurs within our operations or in our supply chain, and we are working closely with all our FFB suppliers to ensure that no FFB processed at our mills has contributed to deforestation. To strengthen our resolve on no deforestation, the Group conducts assessments prior to land clearing to ensure new developments are protective of the invaluable flora and fauna.

Any new planting development conducted within the Group is according to RSPO's New Planting Procedure, and the HCS Approach and its Toolkit. The Group ensures that no development is conducted on HCV, HCS and peatland. The new planting approach ensures that areas with HCV and HCS such as primary forest and peatlands are identified and conserved. For these assessments, the Company is committed to only engage licensed HCV and HCS assessors accredited by the HCV Resource Network's Assessor Licensing Scheme ("ALS"). This also applies to our third-party suppliers of *Plasma* schemes smallholders.

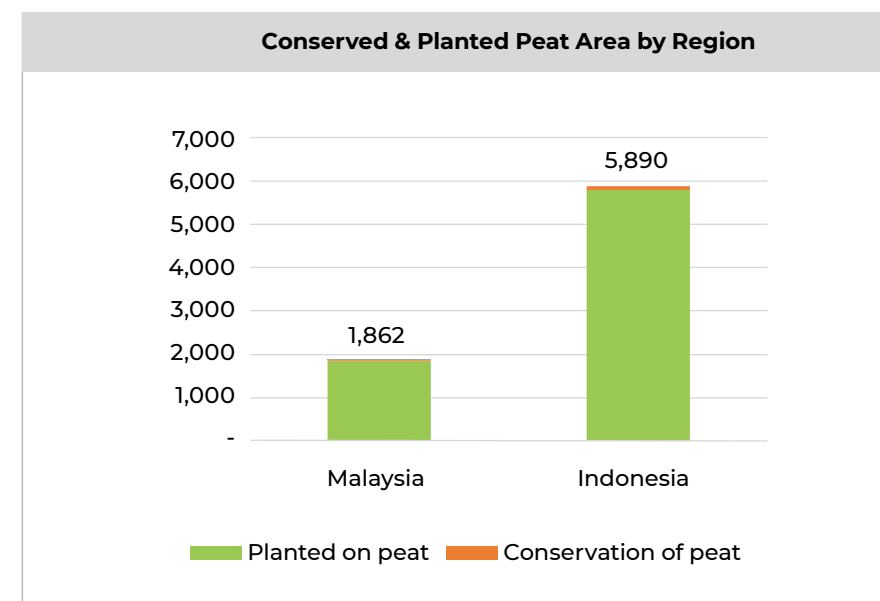
To date, the Group has identified approximately 21,095 hectares of land as HCV. Areas designated as HCV are conserved in its natural state and continue to be an important part of the ecosystem

services. Management of these HCV areas in our Group is guided by internal policies, procedures and training. HCV sites are mapped and demarcated for protection with signage indicating their status and are consistently monitored by trained personnel to ensure continuous protection and conservation of these sites. All illegal activities that can jeopardise these sanctuaries' status such as hunting, poaching, encroachment, and burning are strictly prohibited. Where rare, threatened, and endangered species of wildlife are found within these sites or are encountered near or within our plantation, appropriate management and wildlife monitoring plans are implemented. These include collaboration with local NGOs and state wildlife agencies for staff training and the potential translocation of these endangered species. Conservation policies are in place to reduce or avoid human-wildlife conflicts.

### No Peat

Genting Plantations is committed to prohibit any new development on peatlands, regardless of depth. This commitment, which is in line with RSPO, is also expected to be observed by all involved in our supply chain inclusive of *Plasma* schemes smallholders.

Peatlands have tremendous value for its ability to act as carbon storage and play a major role in climate change. Improper management of peatlands could lead to massive ecological impact.



We are aware of the importance, opportunities and benefits of peatlands and what it could bring to the Company and its stakeholders and are committed to preserve this ecosystem.

To date, the Group has about 7,752 hectares of area identified as peat, of which 7,637 hectares have been developed for oil palm before 2009. This amounts to about 3% of our Group's total landbank.

The peat areas planted with oil palm has not increased ever since its development prior to 2009. As a matter of fact, the planted peat areas are expected to decrease further as and when, and where feasible, and thereafter, the Group will rehabilitate these areas to leverage on its ability to sequester carbon dioxide.

In existing planted peat areas, the Group ensures that best management practices and proper water table management are implemented to prevent peatland fires and no accelerated degradation as well as subsidence of peatlands. For this, the Group adopts the RSPO Best Management Practices ("BMPs").

### Ecological Impact Management

GENP supports 'No Deforestation' and contributes to the protection of ecosystems and biodiversity in and around the landscapes where we operate. We avoid land clearing in HCV and HCS areas, and fully supports the 'No Deforestation, No Peat and No Exploitation' ("NDPE") agenda.

### New Planting Procedure ("NPP") & Responsible Land Use Planning

The RSPO New Planting Procedure consists of comprehensive and participatory technical assessments and verification activities to be conducted by growers and certification body ("CB") before new oil palm development to help guide responsible planting.

The NPP applies to any development of new plantings, regardless of land size. The purpose is to ensure that new oil palm planting will not negatively impact primary forest, HCV, HCS, fragile and marginal soils or local people's lands. GENP subscribes and supports this stance.

The main assessments of NPP are as follows:

- Soil suitability and topographic surveys
- Social Environmental Impact Assessments ("SEIA")
- HCV and HCS assessments
- Stakeholder engagement, including FPIC
- Land Use Change Analyses ("LUCA")
- GHG assessments



Successful implementation of NPP ensures that all RSPO Principles and Criteria (“P&C”) indicators are being implemented and in compliance when new development starts. One of the outputs of NPP is a report that proposes how and where new oil palm plantings should proceed, or not, for a given management area. The NPP report is posted on the RSPO’s website for public consultation for a duration of 30 days. Planting and any associated development can only be conducted once NPP is completed and RSPO approval is obtained.

#### Integrating HCV and the HCS Approach

As a member of RSPO, GENP is 100% committed to embrace and implement the sustainability concepts outlined in the RSPO P&C. In line with the RSPO P&C as well as Indonesian laws, Environmental Impact Assessments (“EIA”) and HCV Assessments were conducted prior to commencing plantation development by the Company.

GENP has not only followed the recommendations of these assessments but expanded the scope to include much larger conservation areas than that stipulated in the EIA and HCV assessments. To date, more than 30,064 hectares are set aside as conservation areas. This is in line with the Company’s policy to maintain and manage the ecological integrity of the landscape in which GENP operates its palm oil plantation, as well as to provide necessary habitat for endangered and critically endangered species that are found in or adjacent to GENP’s properties.

GENP is committed to breaking the link between deforestation and land use development in our operations and supply chains. The Group has implemented HCS assessments to all its development since 2016. HCS Assessment is a methodology that distinguishes forest areas for protection from degraded lands with low carbon and biodiversity values that may be developed. The methodology respects local community rights through its integration with enhanced FPIC procedures and respecting community land use and livelihoods. It requires participatory community-land use planning and management, applies conservation planning tools to the identified HCS forest areas and combines with mapped community land use, HCV, peatland and riparian areas to delineate areas for conservation, restoration, community land use, and/or areas potentially available for plantation development.

## / GENP Conservation and Restoration Projects

### Restoration Project in Tenegang Groups of Estates

In 2021, Genting Plantations Berhad and Borneo Rhino Alliance Berhad (“BORA”) signed a Memorandum of Understanding (“MoU”) to initiate habitat restoration and enrichment with orangutan food plants at Genting Layang Estate, Genting Tenegang Estate and Genting Tanjung Estate.

The first planting was conducted as an experimental restoration to gauge the number of seedlings that can potentially be planted daily, to identify logistical or technical issues that might arise as well as to determine the intensity of planting per hectare. To date, about 60 of *Ficus racemosa* seedlings (also known as tangkol, nunuk ragang and red river) were planted on the west side of Tenegang Besar river, within Genting Layang Estate and the northern boundary of Genting Tenegang Estate. Moving forward, the Group will update the progress of this collaborative effort.



### Reforestation Project in Genting Wildlife Corridor

We continuously monitor our buffer zones within our plantation. This is done through a reforestation project in partnership with HUTAN’s reforestation team. The team has initiated a long-term mission to rehabilitate crucial wildlife habitat in the Lower Kinabatangan, aiming at recreating a functional forest ecosystem along the Kinabatangan River.

The Keruak Wildlife Corridor is a wildlife corridor near the village of Sukau, of which an area of 110 acres covered by mature oil palm was allocated by GENP.

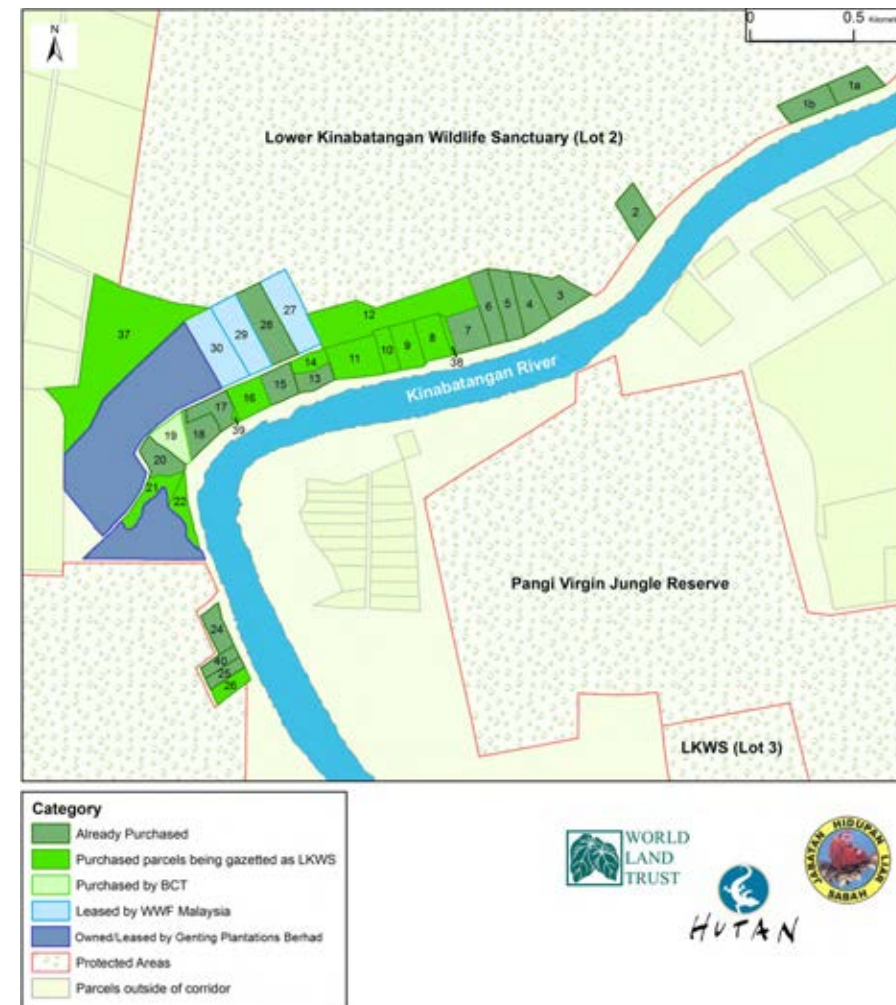
To ensure a gradual return of the area to natural forest, HUTAN planted native tree seedlings in between the abandoned palms. The results for the first year of the reforestation efforts are very encouraging with very high survival and growth rates of seedlings. A total of 45,975 seedlings of 29 native tree species were successfully planted, covering 16 acres of the corridor.

Seedlings maintenance was carried out every second month, consisting of manual weeding around the planted seedlings by using grass cutters to remove grasses and shrubs in between. No fertilisers, pesticides, or chemical products were used during the process. Maintenance was conducted quarterly for the next two years and then once a year up until the young trees are mature enough to survive independently. The seedlings were purchased from a network of home nurseries in the Kinabatangan region (named “Kapok”), which provide an alternative income to the community. In addition, ongoing training programs for nursery operators are conducted to enable the team to work in a highly professional manner.

As part of our reforestation commitment, we intend to go a step further from looking at our impacts on the biodiversity-ecosystem in and around our plantation to assessing how we can contribute more to the beneficial impacts for both communities and the environment.



Genting Wildlife Corridor map



### Borneo Pygmy Elephant

We are privileged to have the Borneo Pygmy Elephant (“BPE”), the smallest elephant in the world and the biggest mammals in Borneo, as a prevalent species near our operations in Kinabatangan, Sabah. The BPE has limited distribution and is only found on the island of Borneo in Southeast Asia. The population is further limited to the northeast of Borneo. These elephants live in several locations in Sabah with the largest population found in the central forest of Sabah and the Kinabatangan flood plain. It is estimated 2,040 pygmy elephants left in the wild, with over 95% of them found in Malaysia. The Borneo Pygmy Elephant is listed as Endangered on the IUCN red list of threatened species.

The human-wildlife conflicts in our Sabah plantation mainly involve the interaction of humans and elephants, with elephants posing the higher risk. Following recent drastic land-use changes in Kinabatangan, the elephants in the Keruak Wildlife Corridor



### Kinabatangan River of Life

We operate in one of the world's most biodiverse regions. As an environmentally conscious Group, we strive towards contributing to the protection and preservation of wildlife and rare species in and around the areas where we operate. Our conservation efforts have a long history of supporting biodiversity projects - notably being the first plantation company to participate in the Kinabatangan Corridor of Life project in Sabah back in 1999. The project, initiated by the World Wildlife Fund (“WWF”), involved 84 hectares of riparian reserves along the Tenegang Besar River, a major tributary of the Kinabatangan River, being dedicated to rehabilitation and restoration. With over 23,000 native tree species planted, the area now thrives as a wildlife corridor along the Tenegang Besar River.

spend more time in the mixed forest agricultural landscape, dominated by oil palm plantations. We understand that elephant-human conflict is of concern to many stakeholders.

On this note, GEP forms a strategic partnership with Seratu Aatai, HUTAN, and SWD in a mission to mitigate elephant-human conflicts. Following the sponsorship of a satellite collar for a young male elephant named Vina, the team is able to identify the elephant's movement thus facilitating a better understanding of the underlying reasons for their movements through the forest and plantation areas. Such invaluable information of the animal ventures will assist efforts to mitigate these conflicts peacefully.

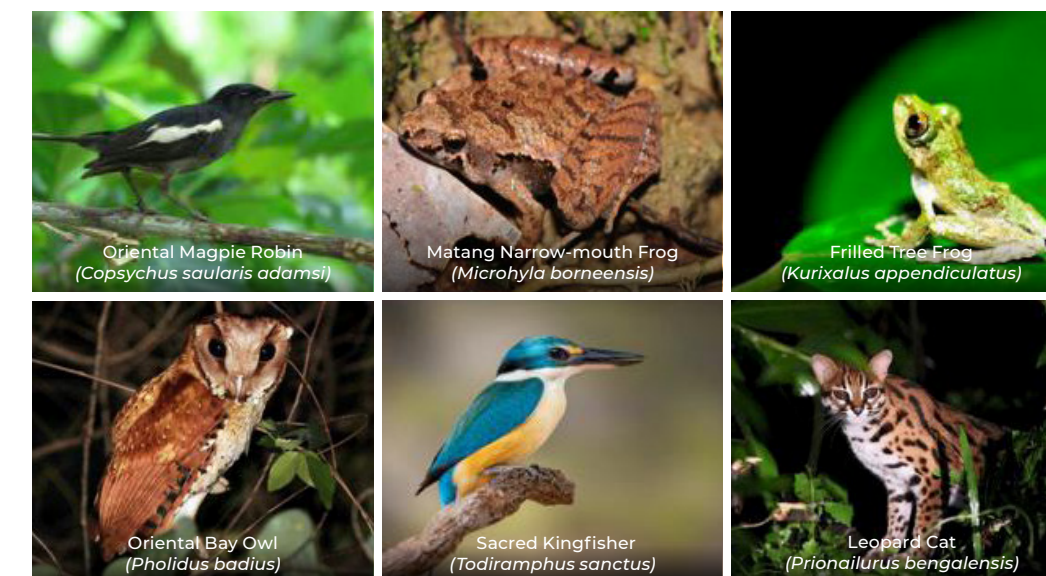
### Wildlife Monitoring

GENP's long standing mission to protect wildlife in and surrounding our concession area is accomplished through innovative conservation efforts and partnerships with various parties in Malaysia and Indonesia.

GENP is committed to controlling any illegal or inappropriate

hunting of all species across our concession areas, including rare or threatened species listed under the IUCN Red List.

For more information on the IUCN Red List Threatened Species, please refer to page 52 & 53.





## / Our Carbon Footprint

**The Group is committed to achieve Carbon Neutrality by 2030**

The oil palm industry today is greatly scrutinised, and is assumed to be one of the more significant contributors to global warming through land-use change ("LUC"). This necessitates a change in the business structure for palm oil in the face of demands to monitor and reduce carbon dioxide (CO<sub>2</sub>) emissions, especially those through LUC.

The Group has started to take steps to account for the CO<sub>2</sub> emissions within the Group, the supply chain, including the suppliers, from procurement of raw materials to product logistics. This accounting exercise aims to help us balance the efforts in controlling Green House Gas ("GHG") emissions and our business activities.

Genting Plantations Berhad aspires to achieve Carbon Neutrality for the entire Group by 2030. This target will be achieved through the implementation of GHG emissions reduction projects within our operations and investments in carbon offset projects. The Group believes that by moving in this direction, it would be able to contribute to the global collective effort in mitigating global warming and its potential impacts.

As a start, towards Carbon Neutrality, the Company would establish baselines for all our operating units and thereafter improve effective use of resources and reduce emissions wherever possible. The following initiatives are currently being undertaken to achieve those goals:

- Seek alternative or cleaner energy source at all levels of operations
- Identify and monitor significant pollutants and implement plans to reduce or minimise those pollutants
- Implement waste management plan that includes reduction, recycling, and reusing as well as disposal based on toxicity and hazard characteristics
- Monitor effluents and discharges which includes:
  - a. Monitoring of Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD")
  - b. Compliance with national regulations
- Improve estate systems and practices
  - a. Carbon stock of all the proposed new plantings and major potential sources of emissions that

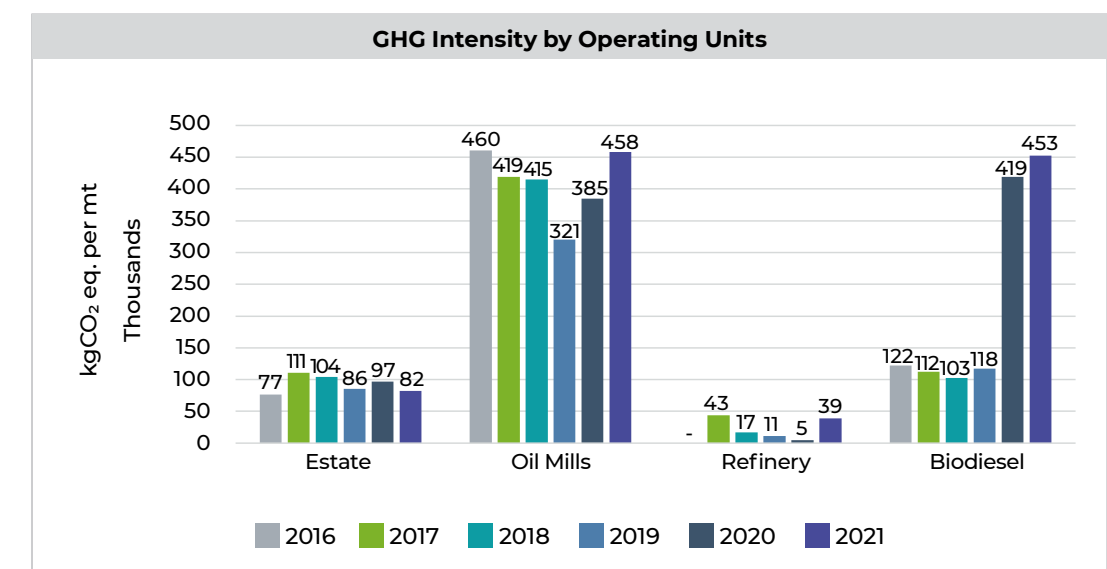
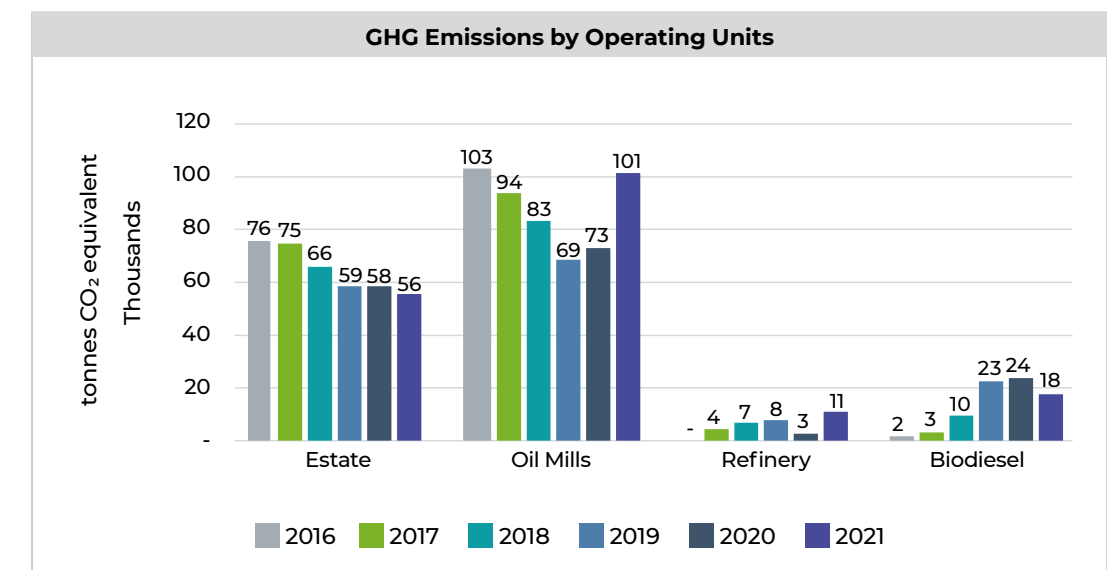
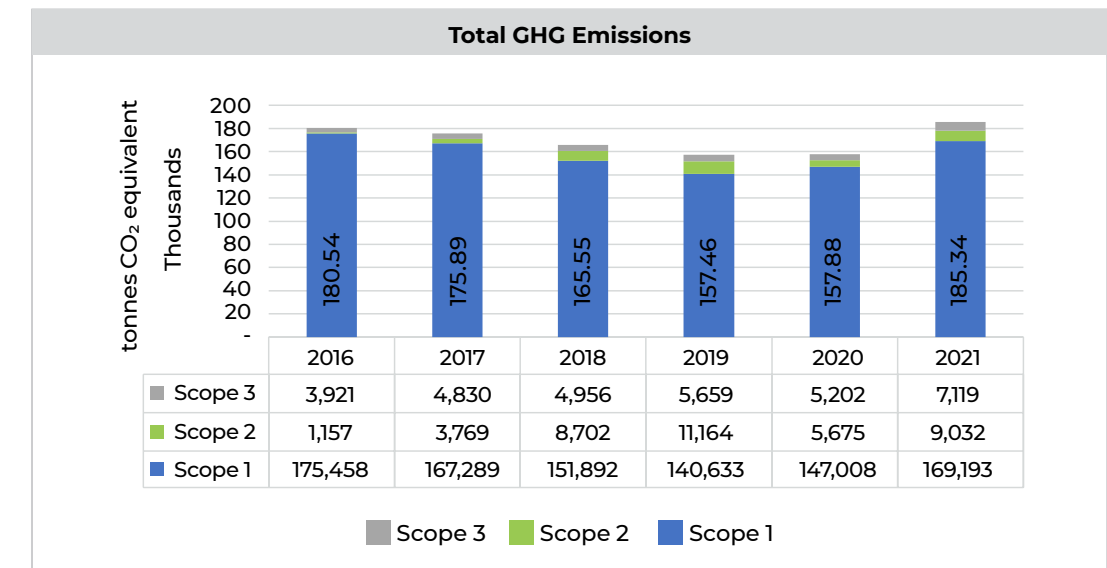
may result directly from the development are estimated and a plan to minimise them are prepared and implemented

- b. Intensify fire prevention and control measures
  - c. No new planting on peat and all existing plantings on peat are managed responsibly
  - d. Improve fertiliser and pesticide application methods including implementation of mechanisation
  - e. Judicial use of pesticides through selection of products and application methods that are specific to the target pest, weed or disease
- Improve oil mill system and practices  
Implement GHG reducing/savings systems like belt-press, methane gas capture system, zero discharge system

On this note, GENP takes pride that its Genting Jambongan Oil Mill is the nation's first zero discharge palm oil mill.

### GHG Emissions

GHG emissions in Genting Plantations' Malaysian operations are measured using toolkits that are aligned with the calculation methodology guided by the EU Renewable Energy Directive. These data points are verified externally during our Group's annual ISCC re-certification audits. Additionally, GHG emissions by our RSPO certified oil mills and estates are further measured using RSPO's PalmGHG toolkit. The Group projects to include GHG emissions data from our Indonesian operations in the near future.





## / Energy Management

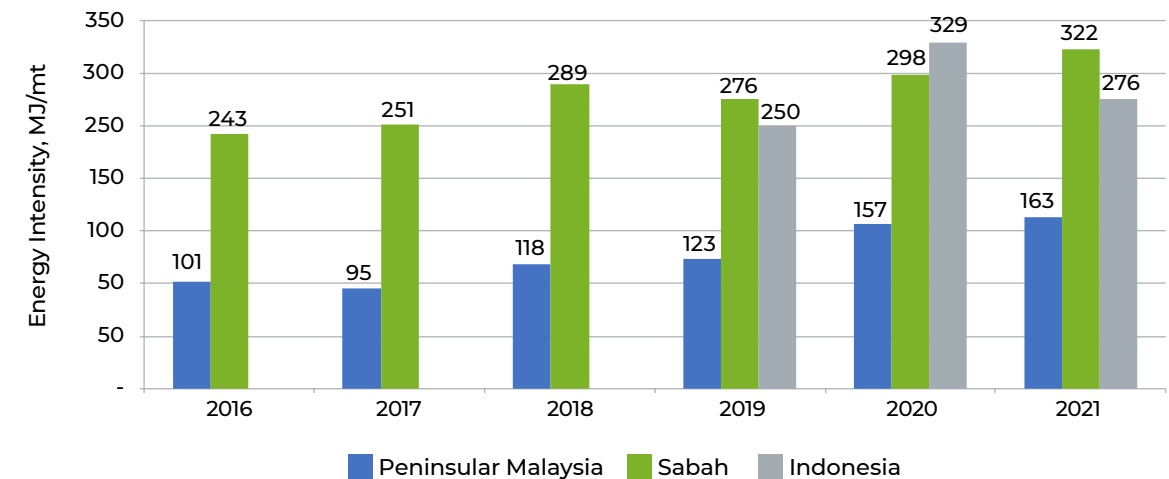
The Group utilises both renewable and non-renewable sources for its energy requirements

Renewable energy is produced at our oil mills and downstream facilities from the utilisation of oil palm biomass products like palm fibres, palm kernel shells and empty fruit bunches ("EFB") as the source of fuel. A minute amount of this biomass is also used for heating at our refinery of which the calorific energy generated are not recorded.

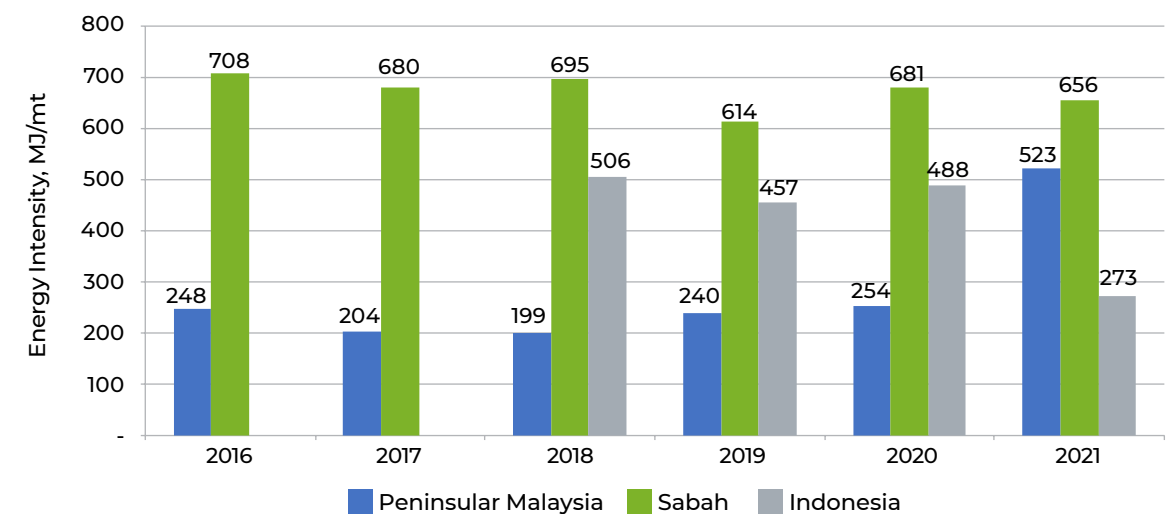
Non-renewable energy consists of petrol, diesel and gas used for transportation, power generation, and heating as well as energy purchased from utility providers. Our contractors are mainly transporters, who consumed energy in the form of diesel. Energy usage is intensive for most of our operating units which are in remote locations, particularly in Sabah and Indonesia, as these units rely on diesel generators to supply electricity for operations, workers' quarters and workers' facilities.

	2016	2017	2018	2019	2020	2021
<b>Energy Usage at Our Estates, TeraJoules</b>						
<b>Non-Renewable Energy - Internal</b>						
Peninsular Malaysia	19.94	21.67	21.48	24.46	26.06	24.80
Sabah	142.40	149.35	156.19	166.37	166.06	153.97
Indonesia	n.a.d.	n.a.d.	n.a.d.	267.10	344.43	301.03
<b>Non-Renewable Energy - Contractor</b>						
Peninsular Malaysia	11.11	13.85	14.52	11.37	18.93	18.18
Sabah	58.41	63.75	79.53	63.23	58.07	59.53
Indonesia	n.a.d.	n.a.d.	n.a.d.	n.a.d.	n.a.d.	n.a.d.
<b>Energy Usage at Our Oil Mills, TeraJoules</b>						
<b>Non-Renewable Energy</b>						
Peninsular Malaysia	7.63	6.54	5.59	6.97	7.44	5.75
Sabah	69.76	65.74	64.53	52.96	78.36	69.15
Indonesia	n.a.d.	n.a.d.	39.36	43.14	43.18	45.90
<b>Renewable Energy</b>						
Peninsular Malaysia	2.21	2.62	2.33	2.07	2.65	14.96
Sabah	90.84	90.18	87.86	85.69	62.87	47.36
Indonesia	n.a.d.	n.a.d.	85.14	80.48	88.44	34.16
<b>Energy Usage at Our Downstream Manufacturing, TeraJoules</b>						
<b>Non-Renewable Energy</b>						
Sabah	53.62	111.85	154.54	307.37	192.41	137.22
<b>Energy Usage at Our AgTech Division, TeraJoules</b>						
<b>Non-Renewable Energy</b>						
Peninsular Malaysia	4.91	3.41	1.53	2.38	2.00	2.09
Sabah	1.86	1.62	1.88	1.19	n.a.d.	n.a.d.
<b>TOTAL ENERGY USAGE, TeraJoules</b>	<b>462.69</b>	<b>530.59</b>	<b>714.46</b>	<b>1,114.74</b>	<b>1,090.89</b>	<b>914.10</b>

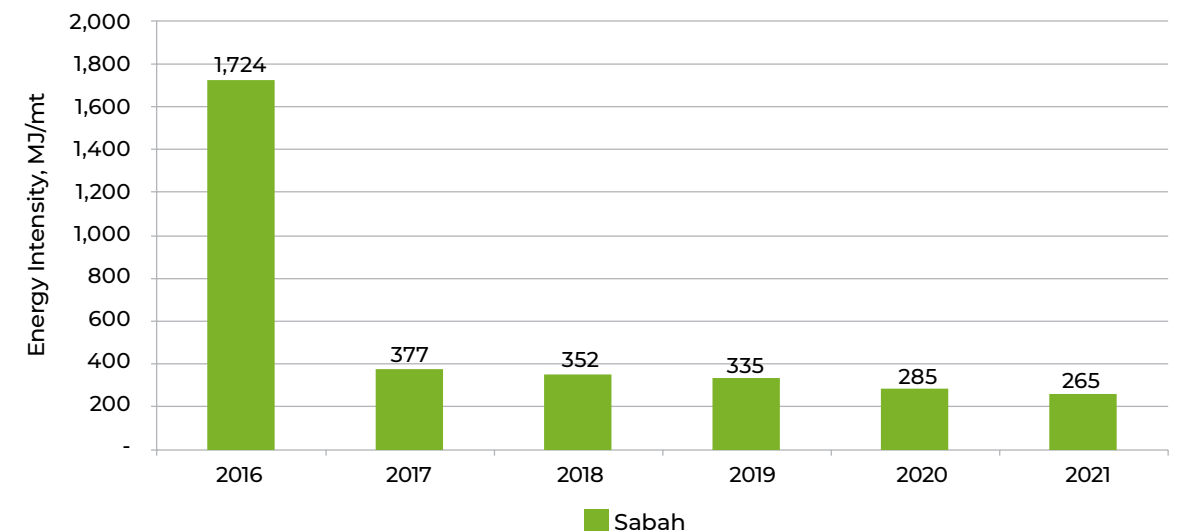
Energy Intensity - FFB Production



Energy Intensity - CPO Production



Downstream Manufacturing Energy Intensity











Firefighting at PT SAP



Coordinated mobilisation with 'Kepala Desa' to address regional firefighting

### Fire Incidences

All hotspots identified in Malaysia are verified as fire cases occurring outside our operations. The fires occurring within our Indonesian concessions are mostly due to agricultural activities of local communities, most of whom are still very much reliant on the traditional practice of slash and burn.

In 2021, there were three fire incidences which occurred within our operations including *plasma*, affecting 0.79 ha of our planted area, due to dry weather conditions. These fires were immediately extinguished and the palms are expected to fully recover.

It has been observed that fire hotspots and incidences are mainly on community lands arising from controlled burning, of which most of them had obtained permission from the local government for the use of fire for land clearing.

### Hotspot and Fire Incidences for 2021

COUNTRY & LOCATION	SATELLITE MONITORING				
	RSPO HOTSPOT	GENP HOTSPOT	GROUND MONITORING & PATROLLING	ACTUAL FIRE INCIDENCE & EXTINGUISHED	HECTARAGE AFFECTED (ha)
<b>MALAYSIA</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
► <b>INSIDE CONCESSION</b>	1	0	0	0	0
• <b>OWN ESTATE</b>	1	0	0	0	0
◄ <b>OUTSIDE CONCESSION</b>	2	0	2	2	n/a
• <b>COMMUNITY LAND</b>	2	0	2	2	n/a
<b>INDONESIA</b>	<b>103</b>	<b>143</b>	<b>135</b>	<b>135</b>	<b>128.81</b>
► <b>INSIDE CONCESSION</b>	94	138	131	131	122.25
• <b>OWN ESTATE</b>	4	5	3	3	0.71
• <b>COMMUNITY LAND</b>	90	133	128	128	121.54
◄ <b>OUTSIDE CONCESSION</b>	9	5	4	4	6.56
• <b>PLASMA</b>	0	0	1	1	0.08
• <b>COMMUNITY LAND</b>	8	4	3	3	6.48
• <b>FOREST</b>	1	1	0	0	0
<b>TOTAL</b>	<b>106</b>	<b>143</b>	<b>135</b>	<b>137</b>	<b>128.81</b>



## / Our Water Footprint

### GENP targets to improve water use intensity by 2050

Water is an essential, shared and finite global resource. At GENP, we recognise the need to carefully manage our use of water as it is needed for oil palms' growth and to process FFB. Therefore, we have implemented comprehensive measures to safeguard water quality and safety, increase water-use efficiency, and improve water management system. These measures are designed to mitigate any adverse impacts which our operations may have on waterways.

Genting Plantations takes into account the prevailing land conditions, topography and changes in the climate to achieve the best water management strategy and mitigate water-related risks. The increase in global average temperature continues to result in changes to the climate and creates water-related risks for our business and our stakeholders like floods, droughts, storms and wildfires. This has led us to examine and gain a better understanding of water risks to our Company, the communities in which we operate, the environment surrounding our operations and also our supply chain.

#### Our Operations & Water Risk

The Group's operating units' locations in Malaysia and Indonesia were analysed for water risk using WWF Water Risk & WRI's Aqeduct 3.0.



Flood mitigation in  
Genting Tenegang Estate

Water Risk Analysis								Projection Change From Baseline to 2030 (Business as usual)			
Major Basin Name	Minor Basin Name	Operating Units	Overall Water Risk	Water Stress	Drought Risk	Coastal Flood Risk	Riverine Flood Risk	Water Stress	Seasonal Variability	Water Supply	Water Demand
Peninsular Malaysia	Jijan	GTBE						2x ↑	≈	≈	≥1.7x ↑
	Kurau/ Beruas	GSLE						2x ↑	≈	≈	≥1.7x ↑
	Malaysia Coast	GSRE, GSGE						≥2.8x ↑	≈	≈	≥1.7x ↑
		GKBE						2x ↑	≈	≈	≥1.7x ↑
	Muar	GTME						2x ↑	≈	≈	≥1.7x ↑
	Muda	GBSE						2x ↑	≈	≈	≥1.7x ↑
North Borneo Coast	Borneo North East Coast	GJBE						≈	≈	≈	≥1.7x ↑
	Labuk/Melaut	GSPE						≈	≈	≈	≥1.7x ↑
	Lokan/ Kinabatangan/ Kuamut	GMWE, GLKE, GSKE, GSLB, GTJE, GBGE, GTGE, GLWE, GLYE, GIDE, GPME, GKCE						≈	≈	≈	≥1.7x ↑
Kalimantan	Barito	PT UAI, PT GAL						≈	≈	≈	≥1.7x ↑
	Kalimantan West Coast	PT AAC						≈	≈	≈	≥1.7x ↑
	Kalimantan	PT PALJ						≈	≈	≈	≥1.7x ↑
	Kapuas	PT SAP						≈	≈	≈	≥1.7x ↑
	Kapuas/ Murui/ Mangkutup/ Mur	PT DWK, PT SP, PT KMJ						≈	≈	≈	≥1.7x ↑
	Negara/Kumap	PT KIU						≈	≈	≈	≥1.7x ↑
	Pawan	PT SISM, PT SMA, PT CSC						≈	≈	≈	≥1.7x ↑

Extreme Risk Very High Risk High Risk Medium Risk Low Risk Very Low Risk

~Baseline: 1960-2014; updated 2019

^ WRI Aqeduct 2019: Overall water risk measures all water-related risks, by aggregating all selected indicators from the Physical Quantity, Quality and Regulatory & Reputational Risk categories. Higher values indicate higher water risk.

Water stress is an indicator of competition for water resources and is defined informally as the ratio of demand for water by human society divided by available water.

Seasonal variability (SV) is an indicator of the variability between months of the year. Increasing SV may indicate wetter wet months and drier dry months, and higher likelihood of droughts or wet periods. We used the within-year coefficient of variance between monthly total blue water as our indicator of seasonal variability of water supply. We calculated the coefficient of variance between months for each year, then estimated projected change in seasonal variability as the 21-year mean around the target year over the baseline period mean. Total blue water (renewable surface water) was our indicator of water supply. Projected change in total blue water is equal to the 21-year mean around the target year divided by the baseline period of 1950-2010.

Water demand was measured as water withdrawals. Projected change in water withdrawals is equal to the summarized withdrawals for the target year, divided by the baseline year, 2010. Since irrigation consumptive use varies based on climate, we generated unique estimates of consumptive and non-consumptive agricultural withdrawal for each year. Estimates for consumptive and non-consumptive agricultural withdrawal for each ensemble member, scenario, and target year are the mean of the 21-year window around the target year.

Source: WRI Aqeduct, accessed on 3 January 2021



Based on this risk projection, the Group will review and verify the probability of the water risk identified in each locality. On a Group wide scale, it is projected that the Group's overall water risk is low.

A majority of the Group's operations in Indonesia are predicted to have a high overall water risk, mainly attributed to risk relating to coastal floods and riverine floods. Thus far, we have identified a few of our operating units having risks of seasonal flooding and for these, measures and controls are in place to ensure impacts of floods towards our operations and safety of our workforce and surrounding communities is mitigated.

Our operations' primary water sources are from surface water like rain-fed ponds, rivers and lakes. The remaining water demands wherever applicable are from water supplied by utility companies. The availability of fresh and clean water for our surrounding environment and communities poses a risk to the Company's license to operate.

The water risk analysis indicated that most of our operations have a medium to very high drought risk. To address this risk, the Group has water management and risk mitigation programmes to ensure a sustainable balance for consistent supply of freshwater for operations, for the use of local communities, for the conservation of natural environment and ultimately for the conservation of the water resource itself. Quality of water bodies and rivers running through our operations are monitored frequently to ensure no deleterious impacts towards the environment and the surrounding community. Local communities and stakeholders are constantly engaged and consulted to ensure our operations do not affect their right to access fresh and clean water. Our Company also has rainfall collection stations set up throughout our operations to monitor moisture availability and forecast weather patterns.

With reference to our current practices, no incidence of drought has been observed on

a large scale, though a few operations are subjected to prolonged dry months. In estates facing water scarcity, the Company establishes water catchments and uses water gates, silt pits and furrows to ensure water is stored and available for irrigation when needed. We also encourage the planting of leguminous cover crops, stacking of oil palm fronds and application of EFB as mulch to enhance retention of soil moisture. In operating units where natural lakes, ponds, streams and rivers are available, the Group maintains riparian buffer zones to ensure avoidance of contamination due to fertiliser, pesticide or effluent runoff as well as to avoid soil erosion. In flood-prone operations, drainage systems with water gates and pumps, as well as bunds are constructed to manage the risks involved. In areas without connectivity to treated potable water, GENP builds and maintains water treatment plants to ensure our workers are provided with clean and potable water.

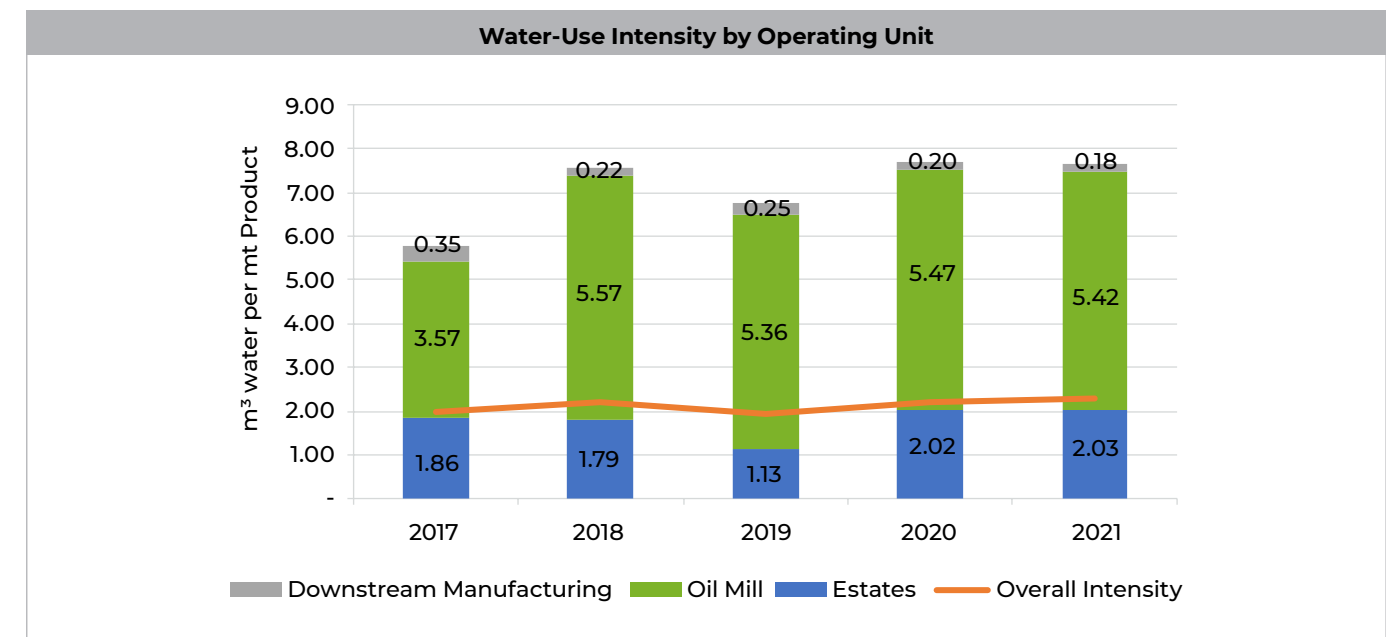
The best example of water management is at our oil mills. All our oil mills use rainwater for operational activities and the entire design of the oil mill complex including the roofing structure is designed to collect rainwater which is channel led towards reservoirs. Concurrently, our Group's oil mills optimise and minimise the use of water by implementing water-saving technologies and innovations including the use of automatic pumps, steam management systems, dry pneumatic separation systems for the segregation of palm kernels in kernel recovery, and zero dilution systems to optimise oil separation in the pressing station.

The projected change from baselines to 2030 indicates that a few operations in Peninsular Malaysia are expected to encounter water stresses by two-folds. This is modelled based on the future migration and urbanisation of these locations. However, the Group believes that this water stress projection is unwarranted as water for potable use in these areas are supplied through pipes by utility companies. Competition for clean water between our operations and human consumption would not be a significant issue.

### Water-Use Intensity

The Group targets to reduce the water-use intensity for our operations by the year 2050. Currently, our Group is improving the measurement systems and baselines for accounting water utilisation in our business. The scope and boundary of water usage in our operations, especially for the estates are

still expanding, thus a true intensity value would be available in a few years. It has been observed that the water-use intensity in our oil mills and downstream operations are somewhat optimised and have been showing a significant progress towards reduction of water-use intensity.



**Note:** Water intensity for estate operations has been restated to factor in our Indonesian estates.





## Water &amp; Effluent Disclosure

WATER & EFFLUENTS DISCLOSURE			All Areas (MegaLitres)					Areas with water stress (MegaLitres)
Water Withdrawal			2017^	2018	2019	2020	2021	2017, 2018, 2019, 2020, & 2021
Water withdrawal by source	Surface Water		11,686.14	14,042.18	13,852.45	13,139.92	12,650.80	nil
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	7,460.30	7,957.14	8,637.15	8,691.67	8,775.72	nil
		Oil Mills	4,225.84	6,085.04	5,215.30	4,445.27	3,872.52	nil
		Downstream Manufacturing	-	-	-	-	-	nil
		AgTech Division	-	-	-	2.98	2.55	nil
	Other Water (≥1,000 mg/l Total Dissolved Solids)	All Operating Units	-	-	-	-	-	nil
	Produced Water		809.99	1,551.28	1,734.63	1,354.99	951.95	nil
	Raw Palm Oil Mill Effluent (POME) (≥1,000 Wmg/L Total Dissolved Solids)	Oil Mills	797.60	1,536.89	1,696.05	1,315.55	905.01	nil
	Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)	Downstream Manufacturing	12.39	14.39	38.58	39.44	46.94	nil
	Third-Party Water		432.66	395.54	636.87	642.12	565.62	nil
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	327.13	294.91	391.00	434.05	399.81	nil
		Oil Mills	-	-	-	-	-	nil
		Downstream Manufacturing	100.60	94.94	240.94	203.79	161.46	nil
		AgTech Division	4.93	5.69	4.93	4.28	4.34	nil
	Other Water (≥1,000 mg/l Total Dissolved Solids)	All Operating Units	-	-	-	-	-	nil
Total water withdrawal	Surface Water + Produced Water + Third-Party Water		12,928.79	15,989.01	16,223.96	15,137.03	14,168.36	nil
Water Discharge			2017^	2018	2019	2020	2021	Areas with water stress (MegaLitres)
Water discharge by destination	Land Application + Compost		786.95	1,962.42	1,002.15	704.12	623.63	n/a
	Surface Water		15.53	15.65	34.69	427.55	275.79	nil
	Third-Party Water		4.93	5.69	4.93	4.28	4.34	nil
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)		807.41	1,983.76	1,041.77	1,135.95	903.76	nil
	Other Water (≥1,000 mg/l Total Dissolved Solids)		-	-	-	-	-	nil
Water discharge by level of treatment	No treatment		4.93	5.69	4.93	7.26	6.89	nil
	Treated Palm Oil Mill Effluent (POME)		786.95	1,962.42	1,002.15	1,090.24	850.63	nil
	Treated Downstream Manufacturing Effluent		15.53	15.65	34.69	38.45	46.24	nil
Total water discharge	Land Application + Compost + Surface Water + Third-Party Water		807.41	1,983.76	1,041.77	1,135.95	903.76	nil
Water Consumption			2017^	2018	2019	2020	2021	Areas with water stress (MegaLitres)
Water Consumption	Changes in Storage (Rainfall/evaporation at POME ponds and Downstream Manufacturing's water treatment plants)		-7.51	-426.79	-697.79	-223.33	-52.53	n/a
	Total water consumption		12,121.38	14,005.25	15,182.19	14,001.08	13,264.60	nil

**Notes:** Water usage at our Property Division are excluded from this disclosure; n/a – not applicable; <sup>^</sup> Data for 2017 is excluding our Indonesian Oil Mills. Data for freshwater use in estates have been revised to include Indonesian estates.



### Wastewater

The processing of FFB results in highly soiled water known as palm oil mill effluent ("POME"). Raw, untreated POME cannot be discharged to waterways, and carelessness will result in pollution of groundwater and soil.

At GENP, we are mindful of the effluents we produce and have in place strict controls to mitigate possible contamination of waterways. Most of our effluents originate from the mills, in the form of POME, and downstream operations. POME from our mills, which represents about 50% of the total water consumed by the mills, are treated and used for land application and composting. We also repurpose POME as fertiliser. Applied to land, it provides moisture, nutrients and organic matter that enhances the soil and in turn reduces our reliance on inorganic fertilisers. Effluents from our downstream operations are treated to meet local regulatory requirements prior to discharge. In both instances, we comply with local environmental limits to minimise any risk of groundwater pollution or disturbance to aquatic life.

The Group is committed to improving and reducing both BOD and COD levels in our effluents to an acceptable level as per our goal to improve water quality by the year 2050.

Oil Mill & Refinery	Legal Limit (mg/L)		BOD						COD					
			Final Discharge BOD Level (mg/L)						Final Discharge COD Level (mg/L)					
	BOD	COD	2016	2017	2018	2019	2020	2021	2016	2017	2018	2019	2020	2021
GAIOM	500	NA	122	119	112	64	34	78	1192	1370	1549	1373	686	1192
GIOM	20	NA	11	10	14	15	15	12	279	203	204	281	179	301
GJOM	n/a	NA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
GMOM	20	NA	12	6	7	9	19	12	254	426	521	291	351	282
GSOM	500	NA	163	151	179	201	192	172	1523	1156	1801	1543	1562	1323
GTHOM	20	NA	8	6	6	9	8	6	406	404	590	543	502	333
GTOM	20	NA	14	20	15	16	12	8	238	163	152	206	116	85
GOM	5000	NA	n.a.d.	n.a.d.	97	61	93	56	n.a.d.	n.a.d.	264	265	430	260
MOM	5000	NA	n.a.d.	n.a.d.	261	483	186	221	n.a.d.	n.a.d.	1170	2448	895	1024
GHOM	5000	NA	n.a.d.	n.a.d.	981	928	223	191	n.a.d.	n.a.d.	2852	5671	866	729
COM	5000	NA	n/a.	n/a.	n/a.	n/a.	n/a.	120	n/a.	n/a.	n/a.	n/a.	n/a.	573
KIUOM	5000	NA	n.a.d.	n.a.d.	146	116	137	90	n.a.d.	n.a.d.	376	545	540	438
GMMR	NA	200	n/a.	n/a.	n/a.	n/a.	n/a.	n/a.	n/a	200	200	200	134	56
GBSB	NA	200	n/a	n/a.	n/a.	n/a.	n/a.	4	200	200	200	200	200	129
SPC	NA	200	n/a	n/a	n/a	n/a	n/a.	3	200	200	200	200	200	115



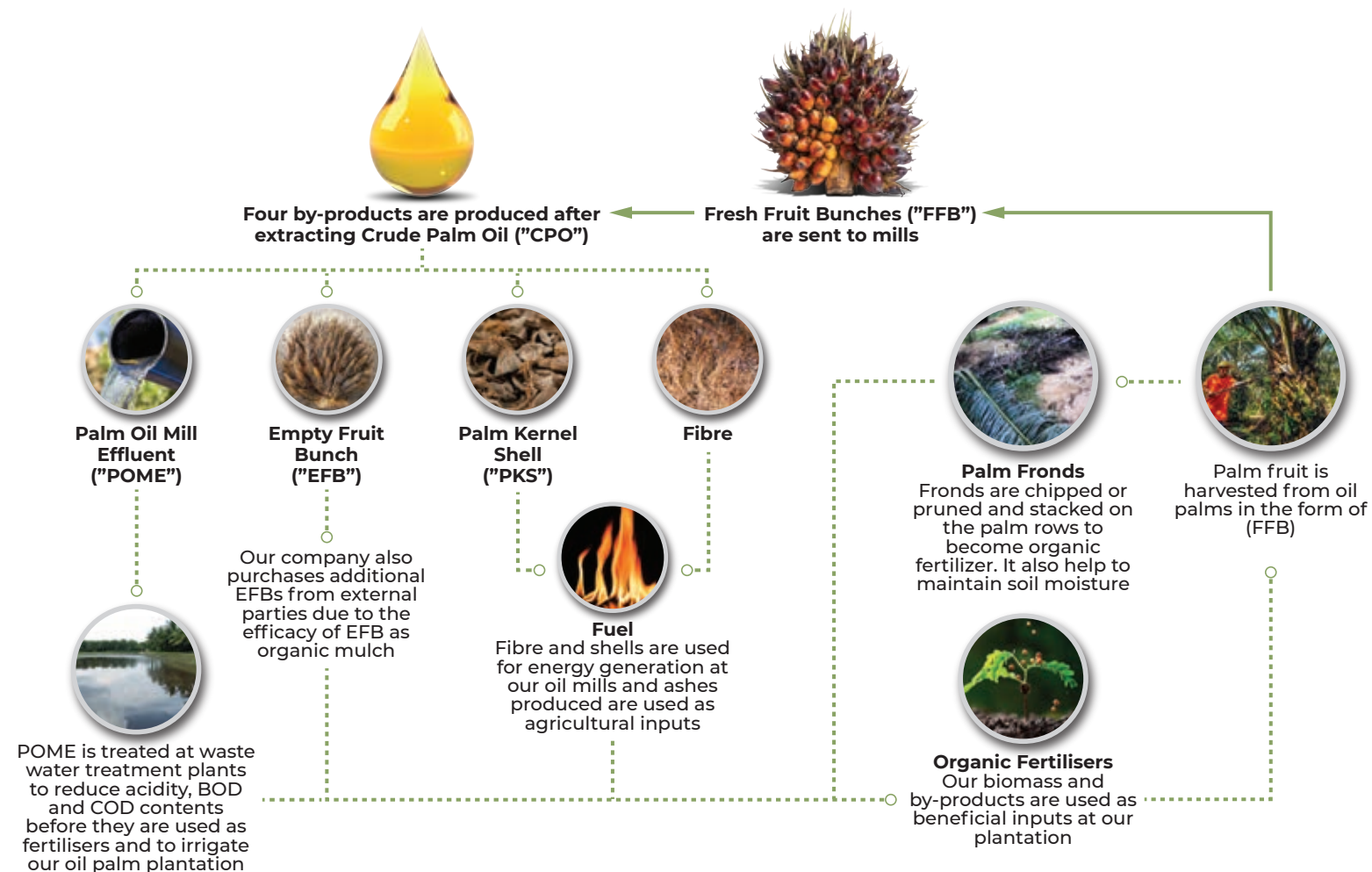


## / Waste & Hazardous Material Management

Proper management of waste is crucial for environmental stewardship and human health. All waste products including domestic waste, agricultural waste, biomass or by-products generated by our operations, are, if not recycled, required to be safely disposed of in accordance with the prevailing regulations.

### Biomass By-products, Production & Use

The fundamental principles of waste management are to recycle the waste, recover the energy and finally reduce the amount of waste generated. In oil palm cultivation and milling, the ability to recycle waste biomass is an immediate available resource utilisation opportunity. More importantly, recycling of waste biomass also meets both economic and sustainability objectives.



In 2021, GENP capitalised 1.6 million mt of biomass.

### GENP's Biomass Use, 2018-2021 (metric tonnes)

	2018	2019	2020	2021
Fibre – Energy Generation	344,856.79	339,784.81	327,781.02	664,030.02
EFB – Energy Generation	149,844.99	78,619.18	102,607.97	238,145.25
EFB - Heating	4,754.35	-	-	15,734.98
PKS – Energy Generation	217,738.88	200,613.96	61,821.15	41,901.99
PKS - Heating	2,850.90	8,410.12	9,261.82	8,093.40
EFB – Organic Mulch	224,631.31	443,550.38	355,994.40	384,308.40
EFB – Composting	79,519.17	32,325.23	36,527.20	37,903.16
Decanter Solid – Organic Fertiliser	82,362.47	82,443.09	78,155.98	177,898.91
Boiler Ash – Organic Fertiliser	9,276.53	30,574.34	20,125.92	17,928.65

### Scheduled Wastes Management

Scheduled wastes ("SWs") are potentially detrimental to human health, the environment, and may cause unintended accidents. Secure and the effective management of SWs is essential not only to conform to the regulations but also to safeguard human health and the natural environment.

At GENP, all SWs generated by our estates are collected and disposed of through methods approved and prescribed by the Malaysia Department of Environment ("DOE"), in compliance with Malaysia Environmental Quality (Scheduled Waste) Regulations 2005 (Amendment) 2007 and Indonesia "Peraturan Pemerintah PP Nomor 22 Tahun 2021". To ensure that SWs are handled and disposed of in the proper and safe manner, we engage the services of licensed contractors, registered with the DOE, for the transportation and disposal of SWs.

	Scheduled Waste Disposed (metric tonnes)					
Operating Unit*	2016	2017	2018	2019	2020	2021
Estates	29.91	37.89	29.25	44.11	78.12	46.76
Oil Mills	34.61	28.82	16.44	12.02	23.15	17.31
Downstream Operations	n/a	0.42	1.10	10.18	3.28	2.53
AgTech Division	0.69	0.71	0.60	0.00	0.66	0.00

**Notes:** \*GENP Property Division is excluded from this disclosure. GENP Indonesian estates data is included in FY2020 onwards only.



# supply chain contents

## Responsible Supply Chain

- 38 Supplier Guiding Principles
- 38 Reviewing Our Suppliers
- 39 Our Traceability Implementation
- 41 Traceability to Plantation



## / Responsible Supply Chain

Genting Plantations believes sustainability is the collective responsibility of each member of the organisation as well as its supply chain. The Group imposes the need for all suppliers to adopt best practices of sustainability to ensure shared responsibility in ensuring a healthy and sustainable supply chain.

### Traceability of Produce

Genting Plantations recognises the importance of being traceable and enabling consumers of our palm oil products to have confidence in our produce. This transparency imparts our buyers and interested parties with knowledge that our raw materials have been procured through sustainable and best of practices means.

We continuously manage sustainability risks within our supply chain by identifying potential economic, environmental, and social risks associated with third-party suppliers. This year, we have conducted preliminary engagement with our suppliers to uplift their practices to be in line with our sustainability requirements and to eventually attain relevant certifications such as the RSPO, MSPO, and ISPO.

To further manage the sustainability of our supply chain, we are developing a supplier code of conduct that will further enhance and strengthen our approach to implementing responsible sourcing practices throughout our supply chain and contribute towards meeting the expectations of our customers and end-users of our products.

### / Supplier Guiding Principles

In harmony with our business principles, we are committed to ensure that the products and services we provide are produced ethically, and with respect for human rights and the environment. We will develop and strengthen relationships with suppliers that are committed to these same principles, or have similar standards through their own activities and the management of their own suppliers and service providers. Suppliers include, but are not limited to, raw material suppliers, product suppliers and suppliers supporting GENP's operations such as third-party labour recruitment agencies, contractors, service providers and, transportation and logistics service providers. Where applicable, policies of the Company are enforced through legally binding documents to all of our suppliers.

General Expectations for GENP's Suppliers & Contractors	
1 Legal Obligations	Suppliers shall comply with all applicable laws, legal regulations, directives and guidelines; and all obligations in any contract that a supplier may have with GENP.
2 Responsible Sourcing	Suppliers need to ensure their products and services are responsibly sourced according to applicable national regulations as well as regional and international standards.
3 Work on GENP Premises	Suppliers working in our properties or facilities shall comply with all our applicable policies and requirements.
4 Certifications	If GENP requires additional certifications, such as MSPO, ISPO, ISCC, RSPO or other relevant accreditations, suppliers shall make good faith efforts to obtain such certifications in a timely manner.
5 Information Disclosure	Suppliers shall accurately disclose information regarding their labour, health and safety, environmental practices, business activities, structure, financial situation and performance, in accordance with prevailing industry practices.
6 Cooperation	Suppliers shall cooperate with any information requests or audits that GENP may initiate to confirm their fulfilment of these responsibilities. Though we seek to work with suppliers to improve conditions, we may terminate the relationship with any supplier that fails to meet these responsibilities.

### / Reviewing Our Suppliers

As a part of our sourcing policy and continuous improvement focus, we engage with our suppliers to improve practices on the ground, and to strengthen our supply chain. This ensures positive developments in our sustainable palm oil production journey. We have also started to implement Supplier Engagement Programme for our FFB and CPO suppliers which is an important step towards improving our sustainability within Environmental, Social and Governance ("ESG") areas of our business. GENP aims to improve sustainability in its supply chain and to ensure that benefits are shared mutually wherever possible. Our approach to engagement also includes conducting meetings, self-assessment questionnaire, traceability forms, as well as consultation.

The Group progressively evaluates our suppliers. We evaluate their commitment on health and safety, workers' rights, human rights, commitment to NDPE, proper governance, adherence to local governance as well as our expectations on adherence to policies of sustainable palm oil. For our third party FFB suppliers, we conduct site visits and due diligence to ensure our suppliers are committed to good agricultural practices and implement sustainable palm oil practices on the ground. We also evaluate their readiness and adoption of MSPO, ISPO and RSPO certifications.



Based on our assessment, there were no cases of non-compliant deforestation recorded in both our own operations as well as our suppliers' in the reporting year.

## / Our Traceability Implementation



Proportion of Supplier Engaged					
Description	Total Supplier	Supplier Engaged	Low Risk Supplier	Medium Risk Supplier	High Risk Supplier
Local Supplier	532 *	532 ^	55	459	18
International Supplier	-	-	-	-	-
Total	532	532	55	459	18

\* Suppliers from Malaysia and Indonesia are considered as local suppliers as the Group is operating in both countries

^ All FFB and CPO suppliers are assessed and engaged for good ESG performance

### Recovery Plan for Non-Compliance

In order to minimise and mitigate sustainability risks, any supplier in our supply chain categorised as high-risk supplier, based on our assessment and desktop analysis, will be subjected to further due diligence. Further, GENP will engage with the supplier to work on a reasonable time-bound action plan including follow-up engagements to ensure that they meet our sourcing requirements and commitments.

### How GENP responds when shortcomings are detected?

Engagement with the supplier is our primary way of action considered when any shortcomings are detected. We believe discontinuing purchases does not resolve problems; engagement provides the most efficient means to resolve any problems.

We take all allegations on suspected sustainability violations and shortcomings seriously and will endeavour to investigate such cases. Upon learning about credible serious allegations concerning our suppliers, we will put on hold all further purchases from those suppliers or supply chains while the cases are being investigated.

### How GENP addresses confirmed allegation?

1. Requiring the alleged supplier to provide an account of the situation
2. Providing assessment and due diligence
3. Requiring a detailed plan for corrective actions from the alleged supplier
4. For palm suppliers, submitting the case to the RSPO's grievance process
5. Engagement with the supplier and other stakeholders to improve operations
6. Discontinue purchases if no adequate progress conducted



### GENP Suppliers Risk Assessment

Engagement with suppliers through desktop assessment by distributing Traceability & Supply Chain Form to every oil palm product supplier on annual basis

Analyse the risk level upon submission of Traceability & Supply Chain Form where Traceability to Plantation ("TTP") Score are derived

Suppliers are evaluated based on the following criteria:

- Origin of FFB
- Geographical Location
- Legal Obligation
- Certification
- ESG Commitments
- Information Disclosure



HIGH RISK

0% to 49%

Accepted as a supplier with consultation, ongoing progress, followed by corrective actions



MEDIUM RISK

50% to 74%

Accepted as a supplier with ongoing monitoring



LOW RISK

75% to 100%

Preferred choice of supplier with ongoing monitoring

Showing Progress

Approved as Supplier

No Progress

Termination

### Genting Plantations' Own Mills

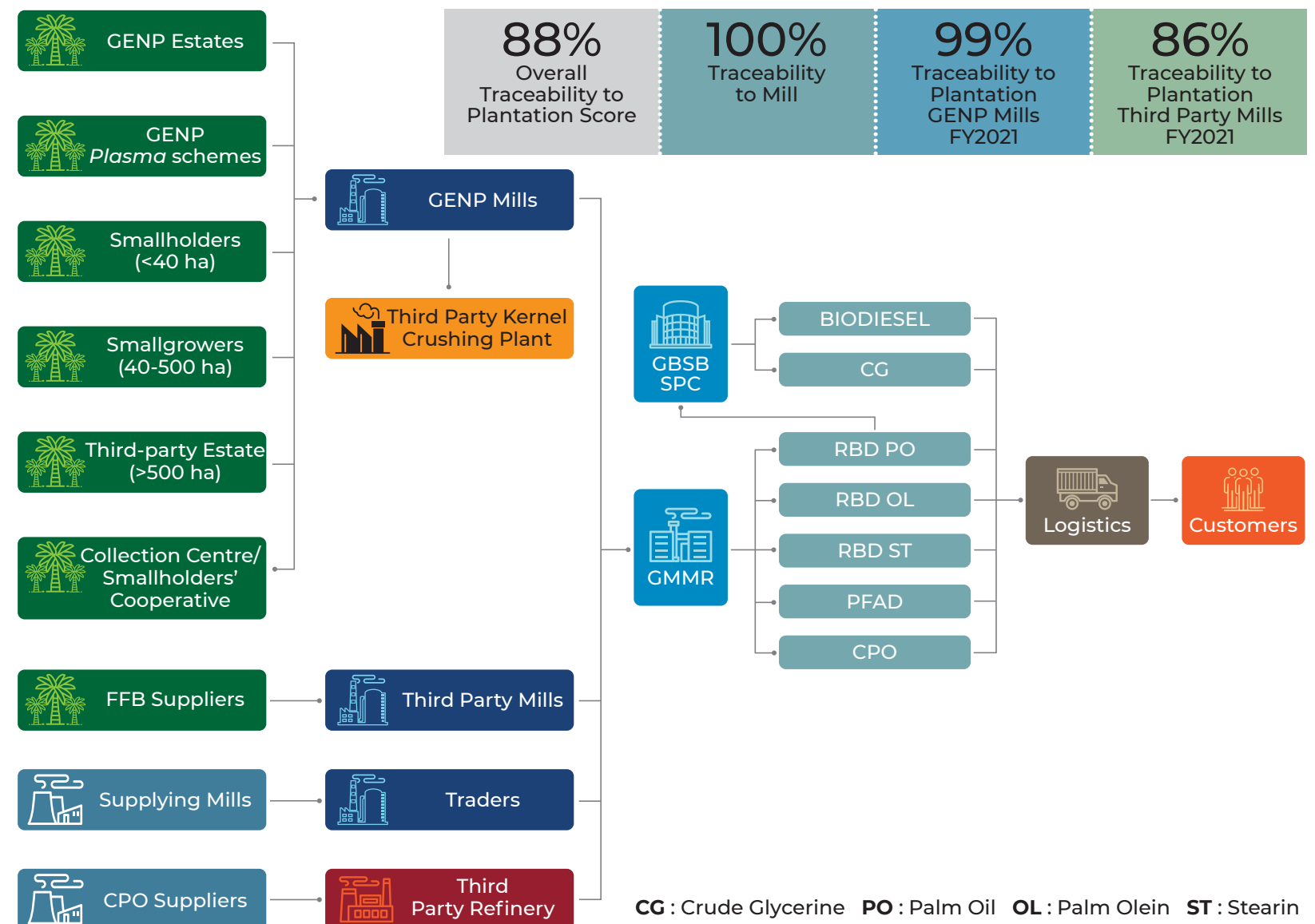
GENP operates 12 oil mills, 1 mill in Peninsular Malaysia, 6 mills in Sabah, 2 in Kalimantan Barat, 2 in Kalimantan Tengah and 1 in Kalimantan Selatan. The overall FFB processing capacity is 665 mt of FFB per hour.

For our Malaysian mills, only 1 mill sources exclusively from own plantation while the other 6 mills source from both own and third-party suppliers. For our Indonesian mills, all

mills predominantly source from our own plantation and *Plasma* schemes, along with some quantities from third-party suppliers.

For 2021, the Group processed a total of about 2.3 million mt of FFB and produces 511,000 mt of CPO and 96,753 mt of palm kernel ("PK"). The Group does not have a kernel crushing plant and all palm kernels are sold to third-party kernel crushing plants.

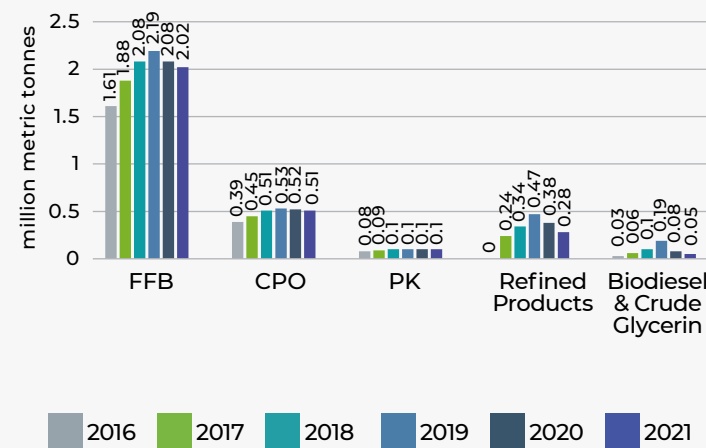
### GENP Traceability & Supply Chain Overview



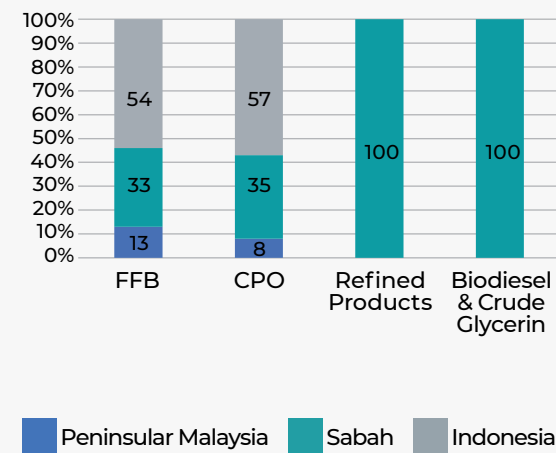


## / Traceability to Plantation

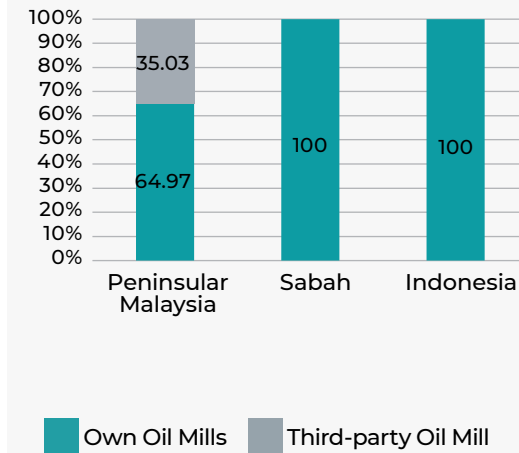
Genting Plantations Production Summary



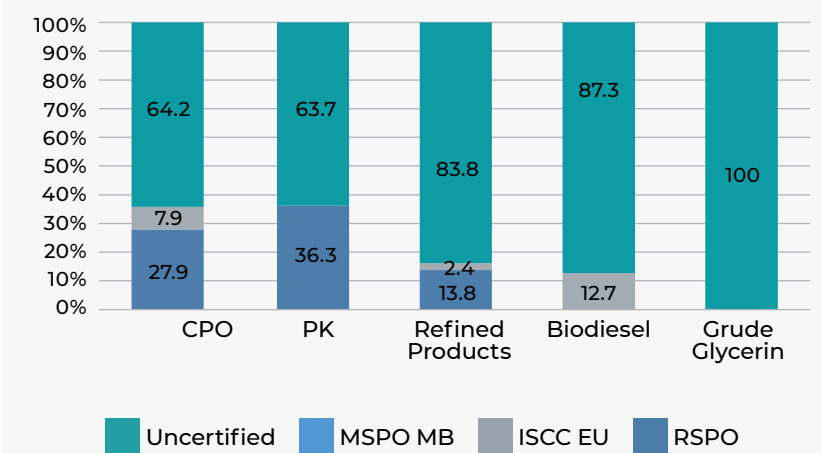
2021 Production by Region



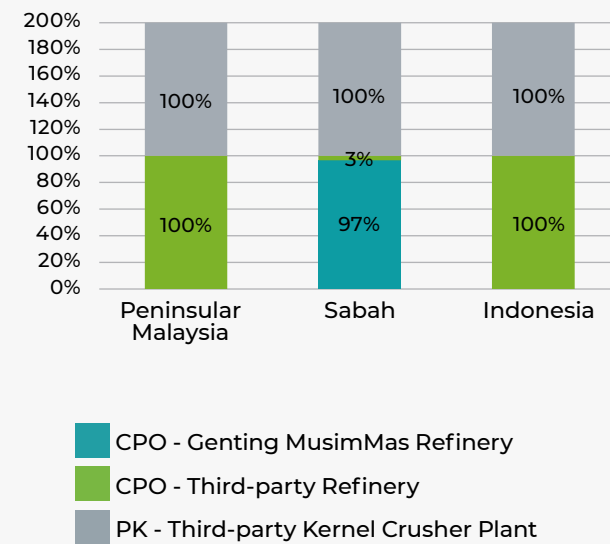
2021 FFB Produce by Destination



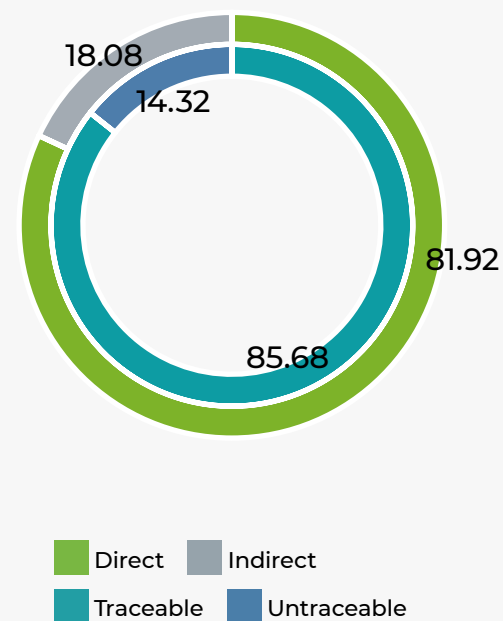
2021 Products Sold by Certification



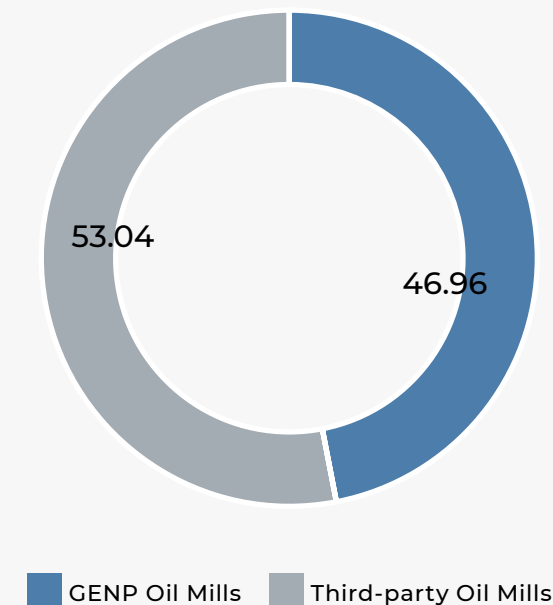
2021 CPO &amp; PK Despatch by Destination



Traceability to Plantation for External CPO Suppliers (Oil Mills, Traders &amp; Refineries)

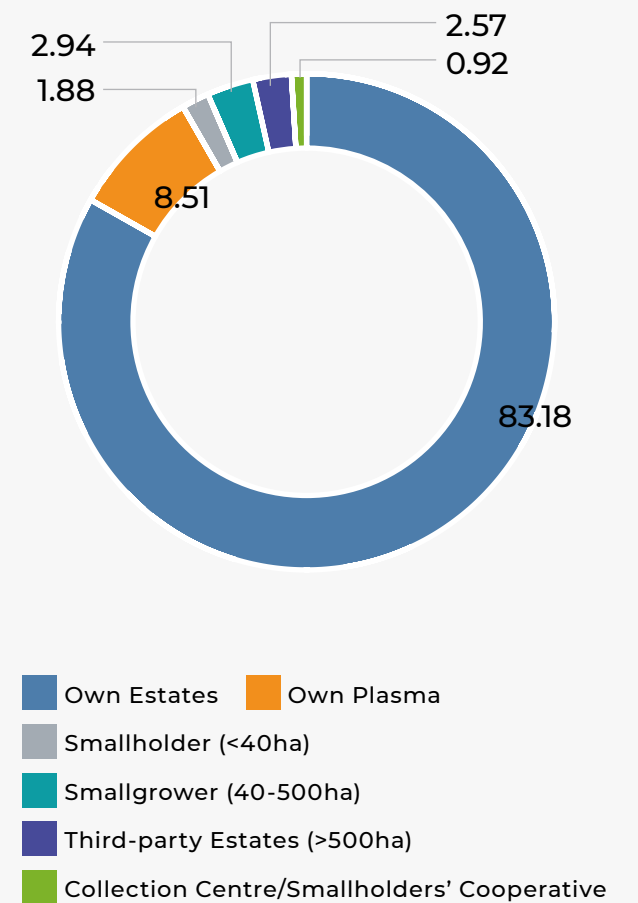


CPO Intake for Genting MusimMas Refinery



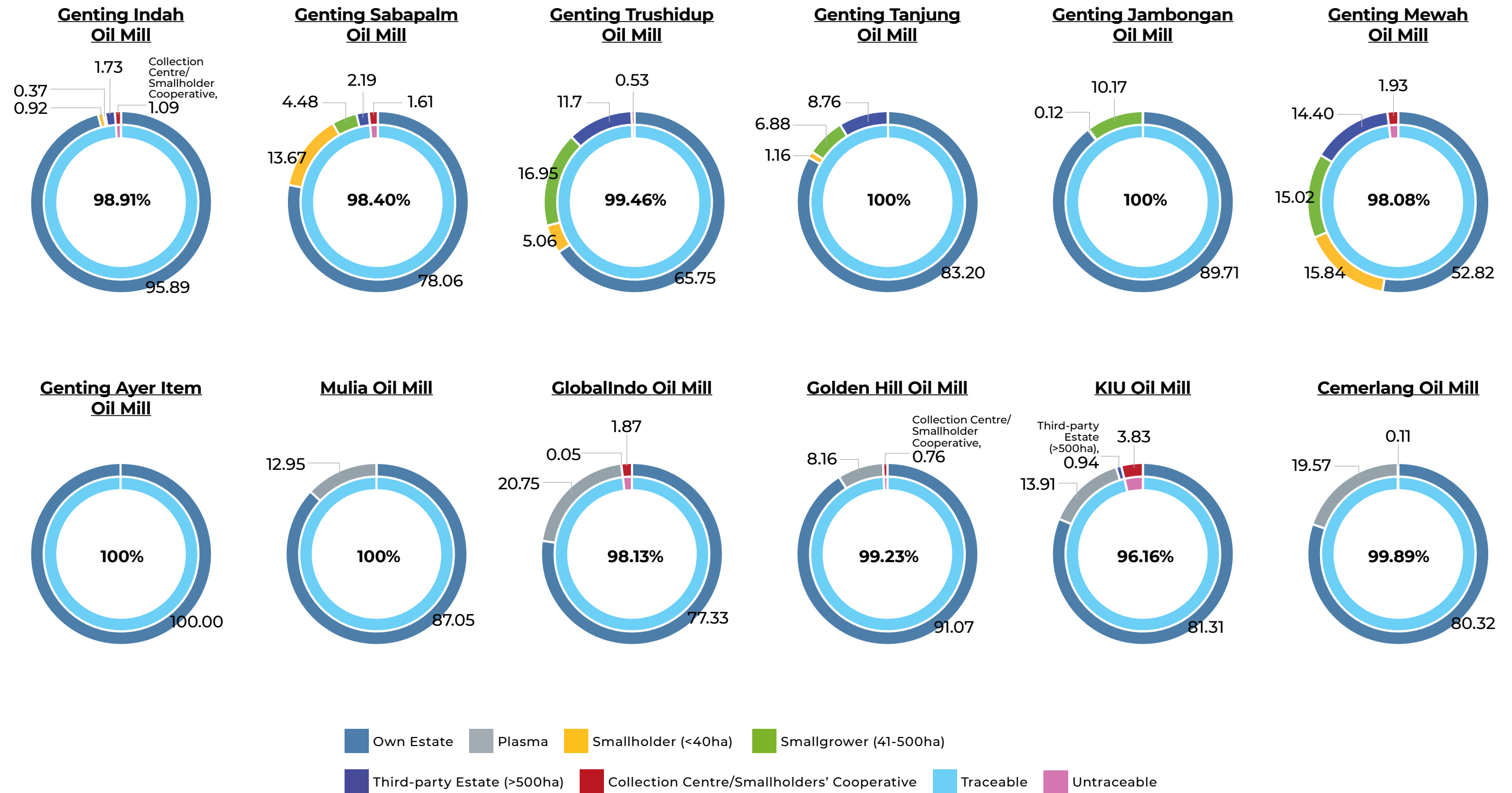
CPO Intake	Volume, mt
GENP Oli Mills	172,481
Third-party Oil Mills	194,812
<b>Total</b>	<b>367,293</b>

FFB Intake for All GENP Oil Mills





## Traceability to Plantation for GENP Oil Mills







# information contents

- 43 Grievance & Feedback
- 44 Our Sustainability Data
- 54 GRI Content Index



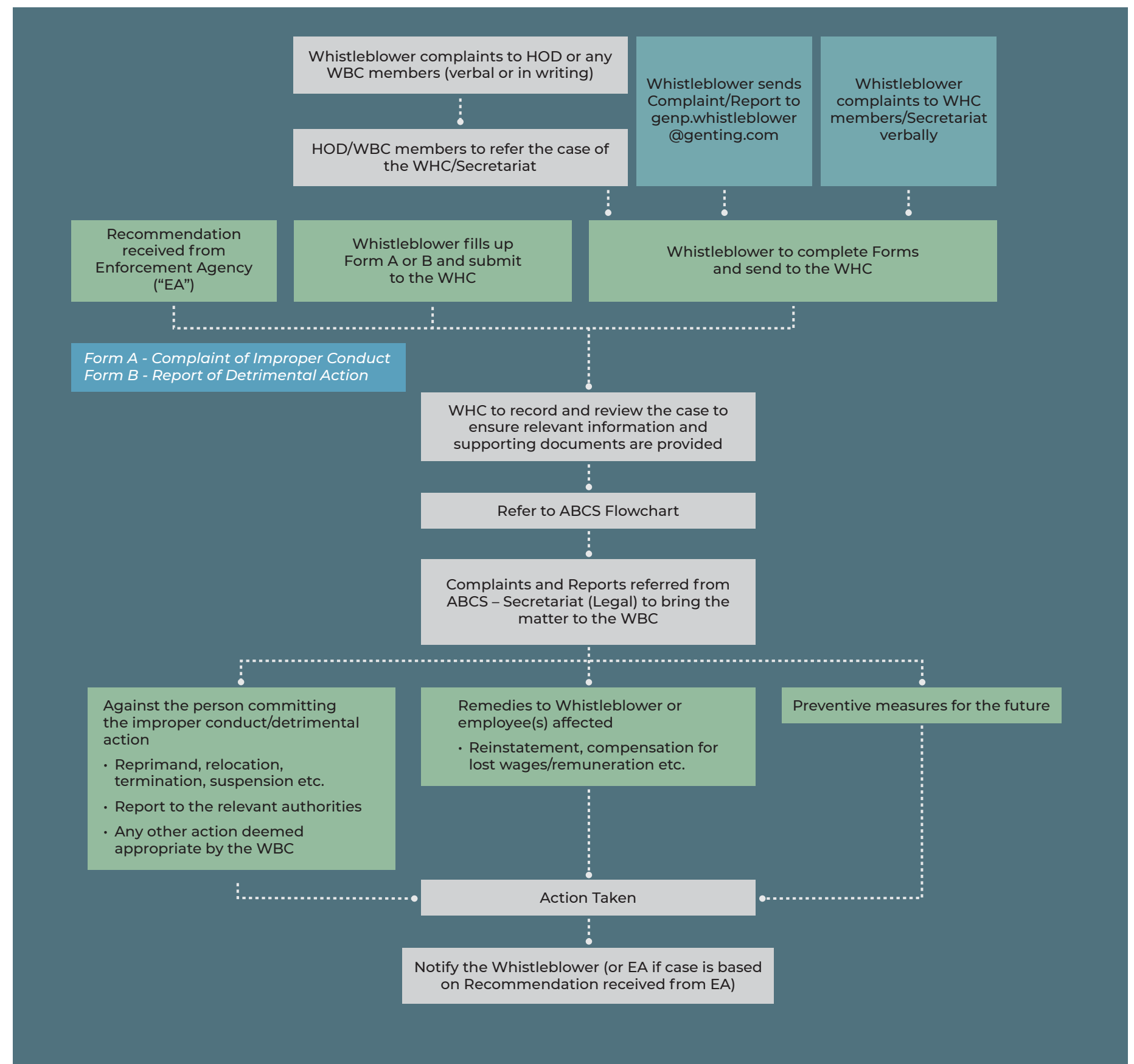
## / Grievance & Feedback

GENP established a Grievance Procedure to ensure that as a company, we are responsive to any grievances raised by external parties as well as various stakeholders, including our employees, to raise grievances involving our own operations and/or our third-party suppliers. It helps us to address a wide range of concerns, including those related to our most material issues.

The grievance process is managed and implemented by the Whistleblower Committee ("WBC"). GENP Grievance Procedure covers all activities related to the management of stakeholders' concerns including recording of grievances from relevant stakeholders, verifying claims, recommending remedial actions, rectifying confirmed claims, reporting the outcome and actions taken on the ground, reviewing business relations with suppliers, and responding to stakeholders whilst monitoring and managing follow-up actions.

Our grievance process includes a whistleblowing channel that acts promptly on notifications particularly on matters of concern raised against GENP or our suppliers. The process of dealing with a grievance is illustrated on the flow diagram on the right. Further details of GENP Grievance Procedure can be found on GENP's website.

In 2021, there were no grievances raised in relation to GENP's facilities and operations.



WHC : Whistleblower Hotline Committee



# / Our Sustainability Data

## / Company Key Information

### Company Overview

COMPANY	GENTING PLANTATIONS BERHAD
Parent Company	GENTING BERHAD
Divisions	Plantation Division Downstream Manufacturing Division Property Division AgTech Division
Landbank	MALAYSIA – 64,567 (including Property Development) Indonesia – 178,886 (including Plasma schemes)
Number of Plantations	32
Number of Oil Mills <i>Total processing capacity</i>	12 665 mt/hour
Number of Refinery <i>Total processing capacity</i>	1 600,000 mt/year
Number of Biodiesel Plants <i>Total processing capacity</i>	2 300,000 mt/year
Number of Biotechnology Units	2
Number of Research Centre	1
Number of Property Township Development	3
Number of Premium Outlets®	2
Number of Workforce	23,747

### Our Membership, Association & Alliance

Organisation	Programme	Operating Unit	Location
Roundtable on Sustainable Palm Oil	• Global multistakeholder initiative for sustainable palm oil	Genting Plantations Berhad	Malaysia & Indonesia
Malaysian Palm Oil Association	• Growers collective agenda & initiatives	Genting Plantations Berhad	Malaysia
Malaysian Estate Owners Association	• Growers collective agenda & initiative	Genting Plantations (WM) Sdn. Bhd.	Peninsular Malaysia
Malaysian Biodiesel Association	• National biodiesel initiatives	Genting Biodiesel Sdn Bhd, SPC Biodiesel Sdn Bhd.	Malaysia
Humana Child Aid Society Sabah	• Education of foreign workers' children	Genting Plantations Berhad	Sabah, Malaysia
WWF	• Kinabatangan River of Life	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department	• Lower Kinabatangan Wildlife Corridor	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department & HUTAN-KOCP	• Keruak Wildlife Corridor Project	Genting Plantations Berhad	Sabah, Malaysia
Balai Konservasi Sumber Daya Alam (BKSDA), Kalimantan Tengah	• Biodiversity management and monitoring. • Socialisation of biodiversity conservation to workforce and surrounding communities.	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan, Indonesia
Borneo Orang Utan Foundation (BOS)	• Orang Utan conservation & handling project	PT Susantri Permai, PT United Adro Indonesia	Central Kalimantan, Indonesia
Tropenbos	• The Green Livelihood Alliance	PT Sawit Mitra Abadi	Pangkalan Telok Villages, West Kalimantan
Yayasan Inisiasi Alam Rehabilitasi Indonesia (YIARI)	• Training for Orang Utan Conflict Mitigation	PT Sawit Mitra Abadi, PT Citra Sawit Cemerlang	West Kalimantan, Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA) Kalimantan Barat	• Biodiversity management & monitoring. • Socialisation of biodiversity conservation to workforce and surrounding communities.	PT Sawit Mitra Abadi, PT Sepanjang Intisurya Mulia, PT Citra Sawit Cemerlang, PT Surya Agro Palma	Central Kalimantan, Indonesia
Manggala Agni	• Training on fire prevention, fire management and handling of fires in emergency situations. • Mapping of fire prone areas.	Indonesian operating units	West Kalimantan, Central Kalimantan, South Kalimantan, Indonesia
Palm Oil Refiners Association of Malaysia (PORAM)	• Refiners collective agenda & initiatives	Genting MusimMas Refinery	Sabah, Malaysia
Bringing Back Our Rare Animals (BORA)	• Restoration Planting in the Tenegang Groups of Estates	Genting Plantations Berhad	Sabah, Malaysia



## Our Estates

No	Our Estates	Certification				Titled Hectarge	HCV Hectarge	HCS Hectarge	Coordinates
		RSPO	ISCC EU	MSPO	ISPO				
1	Genting Bukit Sembilan Estate	YES	YES	YES	n/a	1,241	2.15	n/a	5°34'35.0"N 100°41'09.6"E
2	Genting Selama Estate	YES	YES	YES		1,830	9.97	n/a	5°13'19.8"N 100°39'03.6"E
3	Genting Tebong Estate	YES	YES	YES		3,010	45.29	n/a	2°27'20.2"N 102°21'39.3"E
4	Genting Tanah Merah Estate	YES	YES	YES		2,233	46.60	n/a	2°17'06.7"N 102°33'30.4"E
5	Genting Sri Gading Estate	YES	YES	YES		3,520	29.93	n/a	1°50'17.8"N 103°01'05.6"E
6	Genting Sungei Rayat Estate	YES	YES	YES		2,376	0.18	n/a	1°54'14.5"N 103°00'38.5"E
7	Genting Kulai Besar Estate	YES	YES	YES		2,513	35.06	n/a	1°36'55.4"N 103°36'39.4"E
8	Genting Sabapalm Estate	YES	YES	YES		4,360	8.91	n/a	5°57'54.3"N 117°22'26.8"E
9	Genting Indah Estate	2022	YES	YES		3,620	111.78	n/a	5°23'8.56"N 116°56'17.13"E
10	Genting Permai Estate	2022	YES	YES		2,560	29.90	n/a	5°21' 56.5"N 116°53'40"E
11	Genting Kencana Estate	2022	n/a	YES		2,002	56.99	n/a	5°22'40.7"N 116°52'56.0"E
12	Genting Mewah Estate	YES	YES	YES		3,296	45.54	n/a	5°30'13.5"N 117°43'2.0"E
13	Genting Lokan Estate^	YES	YES	YES		2,314	219.51	n/a	5°30'44.7"N 117°43'19.7"E
14	Genting Sekong Estate	YES	YES	YES		3,037	44.85	n/a	5°33'50.6"N 117°58'46.0"E
15	Genting Suan Lamba Estate	YES	YES	YES		3,718	12.76	n/a	5°33'16.5"N 118°11'31.6"E
16	Genting Jambongan Estate	YES	YES	YES		4,062	24.36	n/a	6°38'59.3"N 117°27'3.3"E
17	Genting Tanjung Estate	YES	YES	YES		4,345	187.92	n/a	5°25'22.9"N 118°16'23.9"E
18	Genting Bahagia Estate	YES	YES	YES		4,548	92.10	n/a	5°21'48.0"N 118°13'50.2"E
19	Genting Tenegang Estate	YES	YES	YES		3,653	83.32	n/a	5°20'46.0"N 118°13'32.2"E
20	Genting Landworthy Estate	YES	YES	YES		4,039	9.87	n/a	5°25'13.44"N 118°18'24.61"E
21	Genting Layang Estate	YES	YES	YES		2,077	172.05	n/a	5°25'21.9"N 118°14'3.4"E
22	PT Sepanjang Intisurya Mulia	YES	n/a	n/a	YES	14,555	1,233.13	1,233.13	1°22'48.6"S 110°30'52.4"E
23	PT Sawit Mitra Abadi	YES			YES	9,374	1,243.33	1,340.72	1°22'30.9"S 110°24'54"E
24	PT Surya Agro Palma	2023			2023	17,500	893.61	2,773.45	0°18'18.72"S 110°4'29.65"E
25	PT Agro Abadi Cemerlang	2022			YES	8,771	301.51	301.51	0°20'20.55"S 110°12'40.97"E
26	PT Citra Sawit Cemerlang	2023			2023	14,858	1,488.31	6,550.69	1°15'29.9"S 110°39'52.2"E
27	PT Dwie Warna Karya	2023			2023	12,872	1,203.68	1,203.68	0°51'41.2"S 114°4'31"E
28	PT Susantri Permai	2023			2023	15,176	1,696.51	1,696.51	0°53'19.7"S 113°56'36.8"E
29	PT Kapuas Maju Jaya	2023			2023	18,510	2,428.37	2,428.37	1°4'55.02"S 114°8'27.17"E
30	PT United Agro Indonesia	2023			2023	6,723	573.62	604.87	2°35'29"S 114°35'20.6"E
31	PT GlobalIndo Agung Lestari	2023			YES	29,609	3,432.32	6,122.94	2°35'29"S 114°35'20.6"E
32	PT Palma Agro Lestari Jaya	2023			2023	11,727	3,207.50	3,272.92	0°46'51.7"N 111°28'46.7"E
33	PT Kharisma Inti Usaha	2022			YES	19,212	961.94	966.85	2°59'34.26"S 114°54'6.57"E

**Notes:** ^ Genting Lokan Estate is certified together with Genting Mewah Estate; n/a: not applicable



## Our Oil Mills, Refinery &amp; Biodiesel Plants

Operating Unit Name	Certification/Standards					Processing Capacity	Coordinates	Number of FFB Suppliers						% Percentage of FFB by Suppliers					
	RSPO	ISCC EU	MSPO	ISPO	Others			Own Estates	Own Plasma	Smallholder (<40 ha)	Smallgrower (40-500 ha)	Estate (>500 ha)	Collection Centre/ Smallholder Cooperative	Own Estates	Own Plasma	Smallholder (<40 ha)	Smallgrower (40-500 ha)	Estate (>500 ha)	Collection Centre/ Smallholders' Cooperative
Genting Ayer Item Oil Mill	IP	YES	YES	n/a		40 mt/hour	1°51'24.19"N 103°12'36.55"E	5	-	-	-	-	-	100	-	-	-	-	-
Genting Indah Oil Mill	2022	YES	YES			30 mt/hour	5°22'31.1"N 116°56'08.0"E	3	-	4	3	3	2	95.9	-	0.9	0.4	1.6	1.2
Genting Trushidup Oil Mill	MB	YES	YES			60 mt/hour	5°33'47.8"N 117°58'46.4"E	2	-	38	25	7	2	65.7	-	3.7	18.4	11.6	0.5
Genting Mewah Oil Mill	MB	YES	YES			45 mt/hour	5°31'04.9"N 117°42'31.7"E	1	-	159	14	5	2	52.8	-	15.4	15.3	14.5	1.9
Genting Tanjung Oil Mill	MB	YES	YES			80 mt/hour	5°25'21.5"N 118°16'23.3"E	5	-	4	4	4	-	83.2	-	1.2	6.9	8.8	-
Genting Sabapalm Oil Mill	MB	YES	YES			20 mt/hour	5°57'54.3"N 117°22'26.8"E	1	-	194	2	1	1	78.1	-	13.7	4.5	2.2	1.6
Genting Jambongan Oil Mill	MB	YES	YES			20 mt/hour	6°39'07.4"N 117°26'46.5"E	1	-	3	1	-	-	89.7	-	0.6	9.7	-	-
Mulia Oil Mill	MB	n/a	n/a	YES		80 mt/hour	1°22'59.8"S 110°28'45.6"E	3	5	-	-	-	-	87.0	13.0	-	-	-	-
GlobalIndo Oil Mill	2023			YES		90 mt/hour	2°35'06.5"S 114°35'44.2"E	2	2	-	-	1	2	77.3	20.8	-	-	-	1.9
Golden Hill Oil Mill	2023			2023		80 mt/hour	0°50'36.5"S 114°04'50.9"E	3	3	-	-	-	1	91.1	8.2	-	-	-	0.8
KIU Oil Mill	2022			YES		60 mt/hour	3°00'10.6"S 114°56'12.7"E	1	5	-	-	-	3	81.3	13.9	-	-	-	4.7
Cemerlang Oil Mill	2023			2022		60 mt/hour	0°20'18.9"N 110°11'21.7"E	2	3	-	-	-	1	80.3	19.6	-	-	-	0.1
Genting MusimMas Refinery	SCCS	YES	YES	n/a	HALAL by JAKIM, KOSHER by KLBD, MESTI and GMP by Ministry of Health Malaysia ("MOH"), HACCP by MOH and SIRIM	600,000 mt/year	5°01'14.19"N 118°22'12.14"E												
Genting Biodiesel Sdn Bhd	SCCS	YES	YES	n/a	European Standards EN14214, Malaysian Standards MS2008:2014	300,000 mt/year	5°01'37.35"N 118°20'29.98"E												
SPC Biodiesel Sdn Bhd	SCCS	YES	YES	n/a			5°01'45.6"N 118°22'05.2"E												

## / Economic Performance

## Direct Economic Value Generated &amp; Distributed

RM Million	2016	2017	2018	2019	2020	2021
Revenue	1,480.1	1,808.8	1,902.9	2,266.4	2,498.2	3,130.2
Economic Value Distributed						
Operating Cost	1,216.9	1,390.9	1,700.1	2,085.5	2,174.3	2,431.4
Employee Wages & Benefits	301.8	334.5	363.8	407.6	404.2	440.4
Payments to Providers of Capital	123.1	300.7	333.1	241.4	246.5	347.0
Payments to Government (Taxes & Levies)	151.6	199.1	139.2	88.0	151.2	225.0
Community Investments	4.4	3.0	6.6	2.9	4.0	4.0

## Production

	2016	2017	2018	2019	2020	2021
FFB Production (mt)	1,614,137	1,883,945	2,083,510	2,193,812	2,085,386	2,017,637
Yield Per Mature Hectare (mt/ha)	17.5	18.4	18.2	18.5	17.9	17.1
CPO (mt)	387,125	446,404	504,762	534,306	517,312	511,000
PK (mt)	81,317	91,044	98,839	104,168	100,266	96,753
Refined Products (mt)	-	240,263	336,200	473,673	379,967	278,517
Biodiesel & Crude Glycerin(mt)	31,022	57,546	103,642	191,992	78,450	47,509

## 2021 CPO &amp; PK Supply Chain

	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
<b>Our Oil Mills</b>					
Total CPO sold as RSPO certified (mt)	141,372	4,100	22,000	112,272	nil
Total CPO sold under other certification scheme (mt)	38,928	n/a	n/a	38,928	n/a
Total CPO sold as conventional (mt)	338,287	n/a	n/a	n/a	n/a
Total PK sold as RSPO certified (mt)	34,644	10,100	nil	24,544	nil
Total PK sold under other certification scheme (mt)	n/a	n/a	n/a	n/a	n/a
Total PK sold as conventional (mt)	62,840	n/a	n/a	n/a	n/a
<b>GMMR</b>					
Total RSPO Certified CPO from own palm oil mills (mt)	69,722	nil	nil	69,722	nil
Total RSPO Certified CPO bought from third party palm oil mills (mt)	19,123	7,455	8,001	3,666	nil
Total CSPO certified under other certification scheme from own palm oil mills (mt)	40,449	n/a	n/a	40,449	n/a
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	8,767	n/a	n/a	8,767	n/a
Total conventional CPO from own palm oil mills (mt)	62,260	n/a	n/a	n/a	n/a
Total conventional CPO from third party palm oil mills (mt)	166,922	n/a	n/a	n/a	n/a

## Land Areas Controlled or Managed for Oil Palm Cultivation

DEFINITION	2019	2020	2021
TOTAL LAND AREA (Ha)	242,541.00	243,240.00	243,240.00
Land area excluding Plasma schemes (Ha)	226,687.00	222,944.00	222,944.00
Land area under Plasma schemes (Ha)	15,854.00	20,296.00	20,296.00
Land area – planted (including buildings & infrastructure) (Ha)	165,058.00	165,058.00	165,058.00
Land designated & managed as HCV areas (Ha)	19,933.00	19,933.00	21,095.32
Land designated as conservation areas (excluding HCV areas) (Ha)	9,832.00	9,832.00	8,969.03
TOTAL PEAT AREA (Ha)	7,751.72	7,751.72	7,751.72
Total area planted on peat (Ha)	7,637.17	7,637.17	7,637.17
Total peat area as conservation (Ha)	114.55	114.55	114.55
TOTAL RSPO CERTIFIED AREA (Ha)	78,165.00	79,604.00	79,341.99
RSPO Certified Area (excluding Plasma schemes) (Ha)	75,263.00	76,702.00	76,439.99
%, RSPO Certified Area (excluding Plasma schemes)	33.20	34.40	34.29
RSPO Certified Area for Plasma schemes (Ha)	2,902.00	2,902.00	2,902.00
%, RSPO Certified Area for Plasma schemes	18.30	14.30	14.30
% RSPO Certified Area (All inclusive)	32.23	32.73	32.62
Land area for Conservation (HCV+HCS) (Ha)	29,765.00	29,765.00	30,064.35
% Area for conservation	12.27	12.24	12.36
TOTAL LAND AREA CLEARED (Ha)	0	0	0

## Peat Area by Region

	2019	2020	2021
PENINSULAR MALAYSIA	Ha	Ha	Ha
Total peat area	338.75	338.75	338.75
Planted on peat	338.75	338.75	338.75
Conservation of peat	Nil	Nil	Nil
SABAH	Ha	Ha	Ha
Total peat area	1,522.93	1,522.93	1,522.93
Planted on peat	1,494.87	1,494.87	1,494.87
Conservation of peat	20.99	20.99	20.99
Unplanted Area	7.07	7.07	7.07
CENTRAL KALIMANTAN	Ha	Ha	Ha
Total peat area	456.60	456.60	456.60
Planted on peat	456.14	456.14	456.14
Conservation of peat	0.46	0.46	0.46
SOUTH KALIMANTAN	Ha	Ha	Ha
Total peat area	5,433.44	5,433.44	5,433.44
Planted on peat	5,347.41	5,347.41	5,347.41
Conservation of peat	86.03	86.03	86.03

**Notes:** No peat area in West Kalimantan



## / Traceability to Plantation Data

## GENP Third-Party CPO Suppliers

No	Oil Mill Name	Parent Company	RSPO	ISCC	MSPO	ISPO	Location		% of FFB Received		TTP Score, %	Untraceable Score, %
							Latitude	Longitude	Own Plantation	Third-party Plantation		
Direct Suppliers												
1	ATLANTICA PALM OIL MILL	ATLANTICA SDN BHD			•		5.712135	117.686628	100.00	-	100.00	-
2	AUMKAR PALM OIL MILL *	AUMKAR PLANTATIONS SDN BHD			•		4.747442	117.868820	72.36	27.64	96.11	3.89
3	BATU PUTIH OIL MILL	LADANG PERMAI SDN BHD			•		5.580000	117.946000	63.81	36.19	66.53	33.47
4	BERKAT SETIA PALM OIL MILL	BERKAT SETIA SDN BHD			•		5.710034	117.620773	42.02	57.98	54.87	45.13
5	BINUANG PALM OIL MILL	SIME DARBY PLANTATION BERHAD	• IP		•		4.704457	118.060186	100.00	-	100.00	-
6	BORNION PALM OIL MILL	KL-KEPONG (SABAH) SDN BHD	• MB	•	•		5.608639	117.788694	92.69	7.31	100.00	-
7	DESA KIM LOONG PALM OIL MILL	DESA KIM LOONG PALM OIL SDN BHD			•		5.129927	116.265564	18.22	81.78	41.42	58.58
8	GIRAM PALM OIL MILL	SIME DARBY PLANTATION BERHAD	• MB		•		4.586785	118.193914	100.00	-	100.00	-
9	GLOBAL ENTERPRISE OIL MILL	GLOBAL ENTERPRISE OIL MILL SDN BHD			•		5.490111	117.988556	58.65	41.35	80.90	19.10
10	GOLDEN ELATE OIL MILL	GOLDEN ELATE OIL MILL SDN BHD			•		5.137290	118.837979	100.00	-	100.00	-
11	HARANKY PALM OIL MILL *	KWANTAS CORPORATION BERHAD			•		5.212991	118.064422	17.90	82.10	28.03	71.97
12	JEROCO PALM OIL MILL 2	JEROCO PLANTATIONS SDN BHD	• MB	•	•		5.431112	118.417224	7.19	92.81	100.00	-
13	KILANG SAWIT BAIDURI AYU	FGV PALM INDUSTRIES SDN BHD			•		5.081152	118.939752	100.00	-	100.00	-
14	KILANG SAWIT EMBARA BUDI	FGV PALM INDUSTRIES SDN BHD			•		5.132065	119.092445	100.00	-	100.00	-
15	KILANG SAWIT HAMPARAN BADA1	FGV PALM INDUSTRIES SDN BHD			•		5.336233	119.204668	100.00	-	100.00	-
16	KILANG SAWIT KALABAKAN	FGV PALM INDUSTRIES SDN BHD			•		4.370035	117.512487	100.00	-	100.00	-
17	KILANG SAWIT KEMBARA SAKTI	FGV PALM INDUSTRIES SDN BHD			•		5.361039	119.093000	100.00	-	100.00	-
18	KILANG SAWIT LANCANG KEMUDI	FGV PALM INDUSTRIES SDN BHD			•		5.232319	119.057997	100.00	-	100.00	-
19	KILANG SAWIT MERCU PUSPITA	FGV PALM INDUSTRIES SDN BHD			•		5.205806	119.013742	99.67	0.33	99.92	0.08
20	KILANG SAWIT NILAM PERMATA	FGV PALM INDUSTRIES SDN BHD			•		5.290831	119.009438	100.00	-	100.00	-
21	KILANG SAWIT UMAS	FGV PALM INDUSTRIES SDN BHD			•		4.496906	117.650576	37.58	62.42	61.00	39.00
22	KIM LOONG SABAH MILL	KIM LOONG SABAH MILLS SDN BHD			•		5.467278	116.989556	28.71	71.29	64.54	35.46
23	LADANG PERMAI MILL	LADANG PERMAI SDN BHD			•		5.187332	118.440289	82.56	17.44	84.89	15.11
24	LAM SOON PALM OIL MILL *	LAM SOON PLANTATIONS SDN BHD	• IP		•		5.254833	118.175167	100.00	-	100.00	-
25	LUMADAN MILL	SAWIT KINABALU SDN BHD			•		5.256014	115.656269	42.15	57.85	59.43	40.57
26	LUNGMANIS PALM OIL MILL	KL-KEPONG (SABAH) SDN BHD	• IP	•	•		5.083950	118.588250	100.00	-	100.00	-
27	MELALAP OIL MILL	SIME DARBY PLANTATION BERHAD	• MB		•		5.230789	115.986263	100.00	-	100.00	-
28	MEROTAI PALM OIL MILL	SIME DARBY PLANTATION BERHAD	• MB		•		4.369347	117.832905	100.00	-	100.00	-
29	MEWAH PALM OIL MILL *	KWANTAS OIL SDN BHD			•		5.254581	117.909014	62.20	37.80	78.87	21.13
30	MILL 2	KL-KEPONG (SABAH) SDN BHD	• IP	•	•		4.455086	118.223825	100.00	-	100.00	-
31	PINANG OIL MILL	KL-KEPONG (SABAH) SDN BHD	• IP	•	•		4.450414	118.278194	100.00	-	100.00	-
32	PINTASAN PALM OIL MILL *	KWANTAS CORPORATION BERHAD			•		5.229215	117.716900	86.37	13.63	100.00	-
33	PONTIAN FICO	PONTIAN UNITED PLANTATIONS BERHAD			•		5.423837	118.145415	82.88	17.12	100.00	-
34	PROLIFIC YIELD PALM OIL MILL	CEPAT WAWASAN GROUP BERHAD			•		5.717481	117.827607	21.20	78.80	55.56	44.44
35	SANDAKAN BAY PALM OIL MILL	SIME DARBY PLANTATION BERHAD	• MB		•		5.641362	118.166868	100.00	-	100.00	-
36	SANDAU PALM OIL MILL *	SAWIT KINABALU SDN BHD			•		5.204328	118.134136	86.48	13.52	97.92	2.08
37	SEBRANG PALM OIL MILL *	SAWIT KINABALU SDN BHD			•		4.989722	118.555103	94.18	5.82	100.00	-
38	SEGAMAHA PALM OIL MILL	BOUSTEAD RIMBA NILAI SDN BHD	• MB		•		5.210414	117.809660	80.42	19.58	100.00	-
39	SEPAGAYA MILL	SAWIT KINABALU SDN BHD			•		5.633883	118.124950	92.47	7.53	100.00	-
40	SUNGAI RUKU PALM OIL MILL	SUNGAI RUKU OIL PALM PLANTATION SDN BHD			•		5.563667	117.900278	-	100.00	40.26	59.74
41	SUNGAI TENEGANG OIL MILL *	THP SABACO SDN BHD			•		5.218094	118.031364	90.15	9.85	90.15	9.85
42	TAMACO OIL MILL SDN BHD (MILL 1) *	TAMACO OIL MILL SDN BHD			•		5.245000	118.327556	78.11	21.89	97.71	2.29
43	TAMACO OIL MILL SDN BHD (MILL 2) *	TAMACO OIL MILL SDN BHD			•		5.154061	118.228474	31.03	68.97	71.66	28.34
44	TUNG HUP PALM OIL MILL	TUNG HUP PALM OIL MILL SDN BHD			•		5.282445	117.868012	95.26	4.74	100.00	-
45	WARIS SELESA PALM OIL MILL *	WARIS SELESA SDN BHD			•		4.869653	118.090641	-	100.00	1.80	98.20
46	KWANTAS OIL SDN BHD (REFINERY)	KWANTAS OIL SDN BHD	• MB		•		5.021528	118.356361	N/A	N/A	69.69	N/A
Average TTP											85.68	

\* Direct and indirect supplier (the oil mill has been supplying to Kwantas Oil Sdn Bhd)

## GENP Third-Party Supplying Plantations

No	GENP Oil Mill Name	Supplier Name	Location	
			Latitude	Longitude
1	GIOM	PIONEER GLOW SDN BHD	5.2733	116.7780
2	GIOM	CORAK NAKHODA SDN BHD	5.3230	116.9304
3	GIOM	USAHA TELITI SDN BHD	5.4228	117.0752
4	GMOM	MALGREEN PROGRES SDN BHD	5.4534	177.6357
5	GMOM	BAKARA SDN BHD	5.5315	117.7401
6	GMOM	FIRST ESPRIT SDN BHD	5.5370	117.7082
7	GMOM	KEMABONG SDN BHD	5.5469	117.8032
8	GMOM	KENSO TIMUR SDN BHD	5.5469	117.8032
9	GOM	PT LIFERE AGRO KAPUAS	-2.6432	114.4672
10	GSOM	STYLAND CORPORATION SDN BHD	5.9234	117.4294
11	GTHOM	SYARIKAT YU KWANG DEVELOPMENT SDN BHD	5.3245	118.1115
12	GTHOM	ATLANTIC PLANTATION SND BHD	5.3620	117.9641
13	GTHOM	SRI LIKAS MEWAH SDN BHD	5.5286	118.0199
14	GTHOM	TONG SANG PLANTATION	5.5730	117.9010
15	GTHOM	SUARA BARU SDN BHD	5.7202	117.8374
16	GTHOM	NGAN YIN FOOD INDUSTRIES SDN BHD	5.7497	117.7692
17	GTHOM	CEPAT WAWASAN SDN BHD	5.7889	117.6829
18	GTOM	TENTU MURNI SDN BHD	5.2446	118.1498
19	GTOM	MALBUMI ESTATE SDN BHD	5.2847	118.1626
20	GTOM	YU KWANG DEVELOPMENT SDN BHD	5.3241	118.1124
21	GTOM	TEY AH BU PLANTATION	5.4247	118.2090

## GENP Smallgrower Supplying Plantations

No	GENP Oil Mill Name	Supplier Name	Location	
			Latitude	Longitude
1	GIOM	MUTUSEJAHTERA SDN BHD	5.2976	116.8914
2	GIOM	SUNNITE TIMUR SDN BHD	5.3030	116.7841
3	GIOM	MERIT AGENDA SDN BHD	5.5797	117.8866
4	GJOM	BAHAGIA JAYA	6.6499	117.4682
5	GMOM	PARAGON HARVEST SDN BHD	5.4508	117.7654
6	GMOM	OSIMBAYAN DEVELOPMENT SDN BHD	5.4854	117.7373
7	GMOM	GEMALAI JADI SDN BHD	5.4911	117.7756
8	GMOM	CERGAS FORTUNE SDN BHD	5.4934	117.7848
9	GMOM	AKIL WIJAYA SDN BHD	5.4951	117.7023
10	GMOM	IKA ENTERPRISE	5.5052	117.8218
11	GMOM	RADIANT ESTATES SDN BHD	5.5099	117.8411

12	GMOM	TONG LIM PLANTATION SDN BHD	5.5325	117.7263
13	GMOM	SINRICO PLANTATION SDN BHD	5.5676	117.7869
14	GMOM	MASIDERAS SDN BHD	5.5680	117.7800
15	GMOM	MERIT AGENDA SDN BHD	5.5797	117.8866
16	GMOM	CENTRAL AGRICULTURE DEVELOPMENT	5.5827	117.7976
17	GMOM	SABANDAR SDN BHD	5.5902	117.8098
18	GMOM	GAGAH MAKMUR SDN BHD	5.7034	117.4651
19	GSOM	DRAGON VILLA SDN BHD	5.0600	117.4669
20	GSOM	SUNNITE TIMUR SDN BHD	5.3030	116.7841
21	GTHOM	IKA ENTERPRISE	5.5052	117.8218
22	GTHOM	RADIANT ESTATES SDN BHD	5.5099	117.8411
23	GTHOM	CREST MIDVALLEY	5.5294	117.9816
24	GTHOM	COMMERCIAL ONE SDN BHD	5.5294	117.9818
25	GTHOM	SYARIKAT MELABAU SDN BHD	5.5317	117.9585
26	GTHOM	SINALANG ESTATE SDN BHD	5.5386	118.0125
27	GTHOM	GREAT PINES SDN BHD	5.5412	117.9789
28	GTHOM	ELITE TRADING (SABAH) SDN BHD	5.5412	118.1225
29	GTHOM	THIEN NYUK LING	5.5587	118.0717
30	GTHOM	SEKONA COCOA SDN BHD	5.5588	118.0318
31	GTHOM	ULTISEARCH TRADING SDN BHD	5.5614	118.2043
32	GTHOM	MERIT AGENDA SDN BHD	5.5797	117.8866
33	GTHOM	MERIT AGENDA SDN BHD LCC	5.5797	117.8866
34	GTHOM	CENTRAL AGRICULTURE DEVELOPMENT	5.5827	117.7976
35	GTHOM	MAKMUR LAND DEVELOPMENT COPERATION	5.5840	117.9933
36	GTHOM	BENUA MUTIARA	5.5890	117.8467
37	GTHOM	SABANDAR SDN BHD	5.5902	117.8098
38	GTHOM	ULTISEARCH SDN BHD	5.5980	117.9830
39	GTHOM	GOLDEN FOREFRONT SDN BHD	5.6015	117.9994
40	GTHOM	SURE SUCCESS SDN BHD	5.6235	117.9836
41	GTHOM	HARIMAJU PLANTATION SDN BHD	5.6308	118.1053
42	GTHOM	COMRISE SDN BHD	5.6950	117.5930
43	GTHOM	GAGAH MAKMUR SDN BHD	5.7034	117.4651
44	GTHOM	GELANG USAHA SDN BHD	5.7202	117.8374
45	GTHOM	KOVUSAK SDN BHD (CEPATWAWASAN)	5.8237	117.6671
46	GTOM	ANCHOR PROSPECTS SDN BHD	5.4346	118.2841
47	GTOM	V.K KALYANASUNRAM PLANTATION SDN BHD	5.4463	118.2386
48	GTOM	WINKING PLANT SDN BHD	5.4475	118.2633
49	GTOM	TENERA ECO PLANTATIONS SDN BHD	5.4523	118.2492



## GENP Plasma Schemes Smallholder

Region	Company	Cooperative	Total Member Koperasi
<b>PALMINDO</b>			
I	SISM	KOPERASI SAWIT TRIMULIA LESTARI	448
I	SISM	KOPERASI SAWIT HARAPAN JAYA	723
I	SMA	KOPERASI PANCA MITRA ABADI	597
I	SAP	KOPERASI PELUNJUNG JAYA	151
I	SAP	KOPERASI MAJU BERSAMA	59
I	SAP	KOPERASI BADAQ SURYA LESTARI	329
I	AAC	KOPERASI SUMBER KEHIDUPAN	312
I	CSC	KOPERASI TRIPALUH BERSATU	290
I	CSC	KOPERASI GALISA MAKMUR LESTARI	344
<b>TOTAL</b>			<b>3,253</b>
<b>GLOBALINDO &amp; KIU</b>			
II	GAL	KOPERASI GLOBALINDO MITRA SEJATI	3,023
II	GAL	KOPERASI GLOBALINDO MAJU BERSAMA	530
II	KIU	KOPERASI BINUANG MAJU BERSAMA	332
II	KIU	KOPERASI JASA MANDIRI SEJAHTERA	475
II	KIU	KOPERASI JASA SINAR ALAM	1,077
II	KIU	KOPERASI KELADAN MITRA USAHA	76
II	KIU	KOPERASI KHARISMA SEJAHTERA BERSAMA	33
<b>TOTAL</b>			<b>5,546</b>
<b>ASIANINDO</b>			
III	SP	KOPERASI INTAN LESTARI WARGA BERSATU	276
III	KMJ	KOPERASI HAGATANG TARUNG BERSAMA	954
III	DWK	KOPERASI CITRA MANDIRI PERMAI	372
<b>TOTAL</b>			<b>1,602</b>
<b>GRAND TOTAL</b>			<b>10,401</b>

## / Social Data

## GENP Workforce Demographics

Total Percentage by Gender, Age Group & Work Category							
Gender	Age Group	By Gender	By Gender & Age Group	Work Category, %			Total
				Management	Non-Executive Staff	Workers	
Male	<30	18,058	6,004	160	142	5,702	
	30-50		10,606	553	459	9,594	
	>50		1,448	117	55	1,276	
Female	<30	5,689	1,514	44	118	1,352	
	30-50		3,676	144	159	3,373	
	>50		499	21	21	457	
Age Group	<30			204	260	7,054	7,518
	30-50			697	618	12,967	14,282
	>50			138	76	1,733	1,947
Total				1,039	954	21,754	23,747

	2016		2017		2018		2019		2020		2021	
Workforce Data	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Management	746	186	769	183	864	184	800	181	816	192	830	209
Non-Executive Staff	784	294	650	302	871	328	637	298	650	291	656	298
Workers	13,206	4143	15769	4679	16881	4575	17805	4463	16,947	5,011	16,572	5,182

## 2021 Hiring and Turnover Rate

Group		Gender		Age			Region		
		Male	Female	<30	30-50	>50	Malaysia	Indonesia	Singapore
Hiring	3.1	2.5	0.6	1.4	1.3	0.4	1.8	1.3	-
Turnover	8.3	6.6	1.7	2.9	4.7	0.7	6.3	2.0	-

## Benefits for Full-Time Employees at Genting Plantations Berhad

	MY	INA
Salary Increment & Bonus	√	√
Life Insurance	√	-
Health Care & Dental Coverage	√	√
Disability/Invalidity Coverage	√	√
Annual Leave	√	√
Parental Leave	√	√
Retirement Provision	√	√
Interest Free Car Loan	√	-
Scholarship, Training & Enrichment Provision	√	√
Travel Related Benefits	√	√
Financial Relief for Bereavements	√	√
Staff Discounts	√	√
Long Service Awards	√	√

## Additional Benefits for Our Workforce Based at Our Estates and Oil Mill

	MY	INA
Free Housing	√	√
Subsidised Water & Electricity	√	√
Transportation to Work	√	√
Medical Care & Supporting Facilities	√	√
Creches for Infants & Toddlers	√	√
Basic Education Facilities for Children	√	√
Recreational Facilities	√	√
Places of Worship	√	√
Training & Awareness Programmes	√	√
Recognition for Highly Productive Workers	√	√
Celebrations of Cultural & Religious	√	√

## Fatality

$$\text{Fatality Accident Rate} = \frac{\text{Number of fatalities as a result of work related injury}}{\text{Number of hours worked} \times 1,000,000} \times 1,000,000$$

	Country	2015	2016	2017	2018	2019	2020	2021
Number of fatalities	Malaysia	0	0	0	0	0	1	Nil
	Indonesia	2	1	0	3	3	4	3
Fatality Accident Rate	Malaysia & Indonesia	0.04	0.02	0.00	0.05	0.05	0.08	0.05

Number of hours worked = number of workforce x 8 hours x 26 days x 12 months

## High Consequence Work-Related Injury

$$\text{High Consequence Work Related Injury Rate} = \frac{\text{Number of high consequence work related injury (excluding fatalities)}}{\text{Number of hours worked}} \times 1,000,000$$

	Country	2018	2019	2020	2021
Number of High Consequence Work Related Injury	Malaysia	1	Nil	Nil	3
	Indonesia	Nil	Nil	Nil	1
High Consequence Work-Related Injury Rate	Malaysia & Indonesia	0.02	Nil	Nil	0.07

Number of hours worked = number of workforce x 8 hours x 26 days x 12 months



## Recordable Work-Related Injury

$$\text{Rate of recordable work related injuries} = \frac{\text{Rate of recordable work related injuries}}{\text{Number of hours worked}} \times 1,000,000$$

	Country	2015	2016	2017	2018	2019	2020	2021
Number of Recordable Work-Related Injury	Malaysia	403	122	106	69	89	56	26
	Indonesia	421	226	207	280	232	601	813
Recovery Time [Number of Days on Medical Leave]	Malaysia	646	433	428	469	357	627	544
	Indonesia	499	470	556	709	850	1403	1624
Recordable Work-Related Injury Rate	Malaysia	7.55	2.52	2.07	1.17	1.48	2.99	0.44
	Indonesia	7.85	4.66	4.05	4.73	3.86	14.68	13.72
	Malaysia & Indonesia	15.40	7.20	6.13	5.95	5.34	11.01	14.15

## / Environmental Data

## Flora inventory under IUCN Red List of Threatened Species

IUCN Status	Scientific Name	Common Name	Family
Critically Endangered (CR)	<i>Hopea mengerawan</i>	Bengkirai Ulin/Telur	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea kunstleri</i>	Benuas	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea seminis</i>	Cerindak	Dipterocarpaceae
Critically Endangered (CR)	<i>Hopea sangal</i>	Gagil	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea balangeran</i>	Kahoi	Dipterocarpaceae
Critically Endangered (CR)	<i>Dryobalanops aromatica</i>	Keladan	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus grandiflorus</i>	Keruing	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus grandiflorus</i>	Keruing	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus cornutus</i>	Keruing Gombang	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus costulatus</i>	Keruing	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea kunstleri</i>	Mahadirang	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea lamellata</i>	Maharun/Meranti	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea hopeifolia</i>	Meranti Kuning	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea palembanica</i>	Meranti Majau	Dipterocarpaceae

Critically Endangered (CR)	<i>Shorea almon</i>	Meranti Merah	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea acuminatissima</i>	Meranti Pakit	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea hopeifolia</i>	Meranti Pakit Besar	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea accuminatissima</i>	Meranti Putih	Dipterocarpaceae
Critically Endangered (CR)	<i>Hopea mengarawan</i>	Merawan	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea smithiana</i>	Tengkawang layar	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea inappendiculata</i>	Selangan batu	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea johorensis</i>	Seraya Majau	Dipterocarpaceae
Endangered (EN)	<i>Shorea faguetiana</i>	Bunyit	Dipterocarpaceae
Endangered (EN)	<i>Durio kutejensis</i>	Durian Burung/ Peukawai	Bombacaceae
Endangered (EN)	<i>Dryobalanops beccarii</i>	Kayu Kapur	Dipterocarpaceae
Endangered (EN)	<i>Dipterocarpus costatus</i>	Keruing	Dipterocarpaceae
Endangered (EN)	<i>Shorea teysmanniana</i>	Meranti Buaya	Dipterocarpaceae
Endangered (EN)	<i>Shorea hopeifolia</i>	Meranti Lebar Daun	Dipterocarpaceae
Endangered (EN)	<i>Shorea leprosula</i>	Meranti Nasi	Dipterocarpaceae
Endangered (EN)	<i>Shorea falcifera</i>	Meranti Pakit	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Putih	Dipterocarpaceae
Endangered (EN)	<i>Shorea stenoptera</i>	Tengkawang	Dipterocarpaceae
Endangered (EN)	<i>Shorea brunescens</i>	Meranti Asam (Kuning)	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Batu	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Batu/Padoho	Dipterocarpaceae
Endangered (EN)	<i>Shorea leprosula</i>	Meranti Bunga	Dipterocarpaceae
Endangered (EN)	<i>Shorea smithiana</i>	Meranti Merah	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Putih	Dipterocarpaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Burung	Bombacaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Peukawai	Bombacaceae
Vulnerable (VU)	<i>Gonystylus bancanus</i>	Ramin	Thymelaeaceae
Vulnerable (VU)	<i>Gonystylus macrophyllus</i>	Ramin Bukit	Thymelaeaceae
Vulnerable (VU)	<i>Eusideroxylon zwageri</i>	Ulin/Belian	Lauraceae

## Fauna inventory under IUCN Red List of Threatened Species

IUCN Status	Class	Scientific Name	Common Name	Family
Critically Endangered (CR)	Mammals	<i>Manis javanica</i>	Trenggiling	Manidae
Endangered (EN)	Mammals	<i>Nasalis larvatus</i>	Bekantan Kahau	Cercopithecidae
Endangered (EN)	Mammals	<i>Tomistoma schlegelii</i>	Buaya Senyulong	Crocodylidae
Endangered (EN)	Mammals	<i>Pongo pygmaeus</i>	Orang Utan, Mawas	Hominidae
Endangered (EN)	Mammals	<i>Hylobates albibarbis</i>	Owa Ungko Borneo	Hylobatidae
Endangered (EN)	Mammals	<i>Nasalis larvatus</i>	Proboscis Monkeys	Cercopithecidae
Endangered (EN)	Mammals	<i>Manis javanica</i>	Trenggiling	Manidae
Endangered (EN)	Mammals	<i>Hylobates albibarbis</i>	Ungko Borneo	Hylobatidae
Vulnerable (VU)	Aves	<i>Spilornis kinabaluensis</i>	Elang-ular Kinabalu	Accipitridae
Vulnerable (VU)	Mammals	<i>Lutra sp.</i>	Berang-berang	Mustelidae
Vulnerable (VU)	Mammals	<i>Helarctos malayanus</i>	Beruang Madu	Ursidae
Vulnerable (VU)	Mammals	<i>Macaca nemestrina</i>	Monyet Beruk	Cercopithecidae
Vulnerable (VU)	Mammals	<i>Cervus unicolor</i>	Rusa sambar	Cervidae
Vulnerable (VU)	Aves	<i>Treron capellei</i>	Punai besar	Columbidae
Vulnerable (VU)	Reptiles	<i>Ophiophagus hannah</i>	King Cobra	Elapidae
Vulnerable (VU)	Aves	<i>Leptoptilos javanicus</i>	Lesser adjutant	Ciconiidae
Vulnerable (VU)	Mammals	<i>Neofelis nebulosa</i>	Panther	Felidae
Near Threatened (NT)	Aves	<i>Buceros rhinoceros</i>	Rhinoceros Hornbill	Bucerotidae
Near Threatened (NT)	Aves	<i>Chloropsis cyanopogon</i>	Lesser Green Leafbird	Chloropseidae
Near Threatened (NT)	Mammals	<i>Ratufa bicolour</i>	Black Giant Squirrel	Sciuridae

GHG Emission Data, tonnes CO<sub>2</sub> equivalent

Division	Year	Scope 1	Scope 2	Scope 3	Total Scope
Estate	2016	75,286	300	-	75,586
	2017	74,039	665	-	74,704
	2018	65,164	766	-	65,930
	2019	57,492	1,033	-	58,525
	2020	57,479	953	-	58,432
	2021	53,247	759	1,557	55,563
Oil Mills	2016	99,190	201	3,857	103,248
	2017	89,874	253	3,585	93,712
	2018	79,417	294	3,607	83,318
	2019	64,420	305	3,787	68,512
	2020	69,167	464	3,425	73,056
	2021	98,169	445	2,717	101,330
Refinery	2016	-	-	-	-
	2017	1,535	1,755	1,151	4,442
	2018	2,105	3,445	1,249	6,798
	2019	109	6,093	1,666	7,868
	2020	682	750	1,285	2,716
	2021	3,475	5,243	2,118	10,837
Biodiesel	2016	982	656	64	1,702
	2017	1,841	1,097	93	3,031
	2018	5,207	4,197	100	9,504
	2019	18,612	3,733	205	22,551
	2020	19,680	3,508	492	23,680
	2021	14,303	2,584	727	17,614

## Water Use Intensity

	2017	2018	2019	2020	2021
Estates	1.86	1.79	1.13	2.02	2.03
Oil Mills	3.57	5.57	5.36	5.47	5.42
Downstream Manufacturing	0.35	0.22	0.25	0.20	0.18



## / GRI CONTENT INDEX

## GENERAL DISCLOSURE

GRI Standards	Disclosure	Page	Reference/Response
<b>ORGANISATIONAL PROFILE</b>			
102-1	Name of the organisation		Genting Plantations Berhad
102-2	Activities, brands, products, and services	4	About Genting Plantations Berhad
102-3	Location of headquarters	1	Feedback
102-4	Location of operations	6, 44	Our Presence Our Sustainability Data
102-5	Ownership and legal form		A public limited liability company. Incorporated and domiciled in Malaysia; Company No. 34993-X.
102-6	Markets served	4, 23, 38	About Genting Plantations Berhad Responsible Business Responsible Supply Chain
102-7	Scale of the organization	4, 17	About Genting Plantations Berhad Responsible Employer
102-8	Information on employees and other workers	17	Responsible Employer
102-9	Supply chain	38	Responsible Supply Chain
102-10	Significant changes to the organization and its supply chain		No significant changes in the organisation or our supply chain;
102-11	Precautionary Principle or approach	25	Annual Report 2021: Statement on Risk Management and Internal Control, page 61 Environment Approach
102-12	External initiatives	13, 25, 44	Respecting Human Rights Environmental Approach Our Membership, Association & Alliances
102-13	Membership of associations	44	Our Membership, Association & Alliances
<b>STRATEGY</b>			
102-14	Statement from senior decision-maker	2	Message from President & Chief Operating Officer
102-15	Key impacts, risks, and opportunities	11, 12, 13, 17, 23, 25, 38	Our Stakeholders Our Material Topics Respecting Human Rights Responsible Employer Responsible Business Environmental Approach Responsible Supply Chain
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards, and norms of behaviour	4	About Genting Plantations Berhad
102-17	Mechanisms for advice and concerns about ethics	1	Feedback Grievance and Whistle Blowing Policy; available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>

<b>GOVERNANCE</b>			
102-18	Governance structure	7	Our Sustainability Governance Annual Report 2020: Corporate Governance Overview Statement, page 44
102-19	Delegating authority	7	Our Sustainability Governance Annual Report 2021: Corporate Governance Overview Statement, page 44 Annual Report 2021: Statement on Risk Management and Internal Control, page 61
102-20	Executive-level responsibility for economic, environmental and social topics	7	Our Sustainability Governance
102-21	Consulting stakeholders on economic, environmental and social topics	11	Our Stakeholders
102-22	Composition of the highest governance body and its committees	7	Our Sustainability Governance Annual Report 2021
102-23	Chair of the highest governance body		The Chairman of the Board of Directors is independent and non-executive
102-24	Nominating and selecting the highest governance body		Annual Report 2021: Corporate Governance Overview Statement, page 44
102-25	Conflicts of interest		Annual Report 2021: Corporate Governance Overview Statement, page 44
102-26	Role of highest governance body in setting purpose, values and strategy		Annual Report 2021: Corporate Governance Overview Statement, page 44
102-27	Collective knowledge of highest governance body		Annual Report 2021: Corporate Governance Overview Statement, page 44
102-28	Evaluating the highest governance body's performance		Annual Report 2021: Corporate Governance Overview Statement, page 44 Annual Report 2021: Statement on Risk Management and Internal Control, page 61
102-29	Identifying and managing economic, environmental, and social impacts	7	Our Sustainability Governance
102-30	Effectiveness of risk management process		Annual Report 2021: Corporate Governance Overview Statement, page 44
102-31	Review of economic, environmental, and social topics	7	Our Sustainability Governance Annual Report 2021: Corporate Governance Overview Statement, page 44 Annual Report 2021: Audit Committee Report, page 57; Annual Report 2021: Risk Management Committee Report, page 60 Annual Report 2021: Statement on Risk Management and Internal Control, page 61
102-32	Highest governance body's role in sustainability reporting		Reporting Approach & Assurance Annual Report 2021: Audit Committee Report, page 57 Annual Report 2021: Risk Management Committee Report, page 60

102-33	Communicating critical concerns	1	Feedback Grievance and Whistle Blowing Policy; available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>
102-34	Nature and total number of critical concerns	38	Responsible Supply Chain
102-35	Remuneration policies		Annual Report 2021: Corporate Governance Overview Statement, page 44 Terms of Reference; available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>
102-36	Process for determining remuneration		Annual Report 2021: Corporate Governance Overview Statement, page 44 Terms of Reference; available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>
103-37	Stakeholders' involvement in remuneration		Annual Report 2021: Corporate Governance Overview Statement, page 44 Terms of Reference; available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>
103-38	Annual total compensation ratio		Annual Report 2019: Corporate Governance Overview Statement, page 44
102-39	Percentage increase in annual total compensation ratio		Confidentiality Constraints
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	11	Our Stakeholders
102-41	Collective bargaining agreements	13	Respecting Human Rights
102-42	Identifying and selecting stakeholders	11	Our Stakeholders
102-43	Approach to stakeholder engagement	11	Our Stakeholders
102-44	Key topics and concerns raised	11	Our Stakeholders
<b>REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements	1	About This Report
102-46	Defining report content and topic Boundaries	1, 12	About This Report Our Material Topics
102-47	List of material topics	12	Our Material Topics
102-48	Restatements of information	44	Our Sustainability Data
102-49	Changes in reporting	1, 14, 44	About This Report Our Material Topics Our Sustainability Data
102-50	Reporting period	1	About This Report
102-51	Date of most recent report	1	About This Report
102-25	Reporting cycle	1	About This Report
102-53	Contact point for questions regarding the report	1	Feedback
102-54	Claims of reporting in accordance with the GRI Standards	1	About This Report
102-55	GRI content index	54	GRI Content Index
102-56	External assurance	1	To be applied in the future

**MANAGEMENT APPROACH**

GRI Standards	Disclosure	Page	Reference/Response
<b>ORGANISATIONAL PROFILE</b>			
103-1	Explanation of the material topic and its Boundary	12	Our Material Topics
103-2	The management approach and its component	13, 17, 23, 25, 38	<b>Human Rights</b> Respecting Human Rights <b>Human Resource</b> Responsible Employer <b>Governance</b> Responsible Business <b>Environment</b> Environmental Approach <b>Supply Chain</b> Responsible Supply Chain
103-3	Evaluation of the management approach	13, 17, 23, 25, 38	<b>Human Rights</b> Respecting Human Rights <b>Human Resource</b> Responsible Employer <b>Governance</b> Responsible Business <b>Environment</b> Environmental Approach <b>Supply Chain</b> Responsible Supply Chain

**ECONOMIC PERFORMANCE**

GRI Standards	Disclosure	Page	Reference/Response
<b>Economic Performance</b>			
201-1	Direct economic value generated and distributed	46	Economic Performance
201-2	Financial implications and other risks and opportunities due to climate change	25	Environmental Approach Currently, we do not have a system to calculate the financial implications or costs, or to make revenue projection due to climate change. A system is to be developed in the future.
201-3	Defined benefit plan obligations and other retirement plans	19, 51	Workers' Benefits and Terms Benefits for Full-Time Employees at Genting Plantations Berhad Annual Report 2021: Notes to The Financial Statements, page 88
201-4	Financial assistance received from government		Annual Report 2021: Notes to The Financial Statements, page 88
<b>Market Presence</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	18	Decent & Fair Living Wage
202-2	Proportion of senior management hired from local community	17	All senior management are Malaysian nationals Responsible Employer Annual Report 2021
<b>Indirect Economic Impacts</b>			
203-1	Infrastructure investments and services supported	13, 17	Responsible Human Rights Respecting Employer



203-2	Significant indirect economic impacts	13, 17	Responsible Human Rights Respecting Employer
<b>Procurement Practices</b>			
204-1	Proportion of spending on local suppliers	38	Responsible Supply Chain We support local suppliers in both Malaysia & Indonesia whenever possible
<b>Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	23	The entire Group's operations are assessed for risk related to corruption. No significant risks were identified. Responsible Business Annual Report 2021: Audit Committee Report, page 57 Annual Report 2021: Risk Management Committee Report, page 60 Annual Report 2021: Statement on Risk Management and Internal Control, page 61
205-2	Communication and training about anti-corruption policies and procedures	23	Responsible Business Code of Conduct & Business Ethics available at <a href="http://www.gentingplantations.com">www.gentingplantations.com</a>
205-3	Confirmed incidents of corruption and actions taken		No incidents of confirmed corruption for the reporting period
<b>Anti-competitive Behaviour</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		No legal actions for the reporting period

**ENVIRONMENTAL TOPIC**

GRI Standards	Disclosure	Page	Reference/Response
<b>Materials</b>			
301-1	Materials used by weight or volume	25, 38	Environmental Approach Responsible Supply Chain
301-2	Recycled input materials used	25, 38	Environmental Approach Responsible Supply Chain
301-3	Reclaimed products and their packaging materials		Not applicable as products are not packaged
<b>Energy</b>			
302-1	Energy consumption within the organisation	30	Energy Management
302-2	Energy consumption outside the organisation	30	Energy Management
302-3	Energy intensity	30	Energy Management
302-4	Reduction of energy consumption	30	Energy Management
302-5	Reductions in energy requirements of products and services		Not applicable as products do not require energy
<b>Water</b>			
303-1	Interaction with water as a shared resource	33	Our Water Footprint
303-2	Management of water discharge-related impacts	33	Our Water Footprint
303-3	Water withdrawal	33	Our Water Footprint

303-4	Water discharge	33	Our Water Footprint
303-5	Water consumption	33	Our Water Footprint
<b>Biodiversity</b>			
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	30	Environmental Approach
304-2	Significant impacts of activities, products and services on biodiversity	30	Environmental Approach
304-3	Habitats protected or restored	30	Environmental Approach
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	44	Our Sustainability Data
<b>Emissions</b>			
305-1	Direct (Scope 1) GHG emissions	29	Our Carbon Footprint
305-2	Energy indirect (Scope 2) GHG emissions	29	Our Carbon Footprint
305-3	Other indirect (Scope 3) GHG emissions	29	Our Carbon Footprint
305-4	GHG emissions intensity	29	Our Carbon Footprint
305-5	Reduction of GHG emissions	29	Our Carbon Footprint
305-6	Emissions of ozone-depleting substances (ODS)		Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
<b>Waste</b>			
306-1	Waste generation and significant waste-related impacts	37	Waste & Hazardous Material Management
306-2	Management of significant waste-related impacts	37	Waste & Hazardous Material Management
306-3	Waste generated	37	Waste & Hazardous Material Management
306-4	Waste diverted from disposal	37	Waste & Hazardous Material Management
<b>Environmental Compliance</b>			
307-1	Non-compliance with environmental laws and regulations		No non-compliance for the reporting period
<b>Supplier Environmental Assessment</b>			
308-1	New suppliers that were screened using environmental criteria	38	Responsible Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken		No known negative environmental impacts in the supply chain for the reporting period

## SOCIAL TOPIC

GRI Standards	Disclosures	Page	Reference/Response
<b>Employment</b>			
401-1	New employee hires and employee turnover	17, 44	Responsible Employer Our Sustainability Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	17, 44	Responsible Employer Our Sustainability Data
401-3	Parental leave		Information unavailable
<b>Occupational Safety &amp; Health</b>			
403-1	Occupational health and safety management system	20	Safety & Health
403-2	Hazard identification, risk assessment, and incident investigation	20	Safety & Health
403-3	Occupational health services	20	Safety & Health
403-4	Worker participation, consultation, and communication on occupational health and safety	20	Safety & Health
403-5	Worker training on occupational health and safety	20	Safety & Health
403-6	Promotion of worker health	20	Safety & Health
403-7	Prevention and mitigation of occupational health and safety	20	Safety & Health
403-8	Workers covered by an occupational health and safety management system	20	Safety & Health
403-9	Work-related injuries	20	Safety & Health
403-10	Work-related ill health	20	Safety & Health
<b>Training and Education</b>			
404-2	Programs for upgrading employee skills and transition assistance programs	17	Responsible Employer
404-3	Percentage of employees receiving regular performance and career development reviews	17	All our employees (100%) are subjected to annual performance appraisal Responsible Employer
<b>Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	8, 17	Our Sustainability Governance Our Workforce
<b>Non-discrimination</b>			
406-1	Incidents of discrimination and corrective actions taken		No incidents for the reporting period
<b>Freedom of Association and Collective Bargaining</b>			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No violations of the right to freedom of association and collective bargaining in any of our operating units for this reporting period.
<b>Child Labour</b>			
408-1	Operations and suppliers at significant risk for incidents of child labour	13, 38	Respecting Human Rights Responsible Supply Chain
<b>Forced or Compulsory Labour</b>			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	13, 38	Respecting Human Rights Responsible Supply Chain

<b>Security Practices</b>			
410-1	Security personnel trained in human rights policies or procedures		Most of our security personnel are Auxiliary Police which are trained with Genting Plantations' policies and procedures.
<b>Rights of Indigenous Peoples</b>			
411	Management Approach	13, 38	Respecting Human Rights Responsible Supply Chain
411-1	Incidents of violations involving rights of indigenous peoples	13, 38	No incident for the reporting period Respecting Human Rights Responsible Supply Chain
<b>Human Rights Assessment</b>			
412-2	Employee training on human rights policies or procedures		All our employees are made aware of our Group's Social & People policy
<b>Local Communities</b>			
413-1	Operations with local community engagement, impact assessments and development programs	14	Community Rights, Relation & Development
413-2	Operations with significant actual and potential negative impacts on local communities	14	Community Rights, Relation & Development None of our operations have significant negative impacts on the local communities where we operate.

## GLOSSARY

Abbreviation	Reference		
BD	Biodiesel	m <sup>3</sup>	Cubic metres
CO <sub>2</sub>	Carbon dioxide	MB	RSPO Supply Chain Module – Mass Balance
CPO	Crude palm oil	MPOA	Malaysia Palm Oil Association
CSPO	Crude sustainable palm oil	MPOB	Malaysian Palm Oil Board
EES	Economic, Environment, Social Aspects	MPOCC	Malaysian Palm Oil Certification Council
EFB	Empty fruit bunch	MSPO	Malaysian Sustainable Palm Oil
FFB	Fresh fruit bunch	mt	Metric tonnes
GENP	Genting Plantations	n/a	Not applicable
GHG	Greenhouse gas	n.a.d.	No available data
GMMR	Genting MusimMas Refinery	OUs	Operating units
GRI	Global Reporting Initiative	P&C	RSPO's Principles & Criteria
Ha	Hectares	PK	Palm kernel
HCS	High Carbon Stock	PM	Planting material
HCV	High Conservation Value Areas	RWRI	Recordable Work-Related Injury
IP	RSPO Supply Chain Module – Identity Preserved	RM	Ringgit Malaysia (Malaysian Currency)
ISCC	International Sustainability and Carbon Certification	RP	Refined products
ISCC EU	Certification for biofuels for EU market	RSPO	Roundtable on Sustainable Palm Oil
ISPO	Indonesian Sustainable Palm Oil	RSPO SCC	RSPO Supply Chain Certification
		tCO <sub>2</sub> eq.	Tonnes of carbon dioxide equivalent
		TJ	TeraJoules



Genting Plantations endeavours to be more approachable and transparent to every stakeholder and provides avenues for everyone to give their feedback and comments. This is to ensure that we are reminded to stay true to our commitments and keep progressing further.

Please send your feedback to:

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