

An aerial photograph of a vast, dense tropical forest, likely a Baha Sanctuary, showing a mix of green and brown tree canopies. The forest extends to the horizon under a clear blue sky. A horizontal bar with segments of yellow, light green, blue, purple, red, and dark green is positioned at the top of the image.

SUSTAINABILITY REPORT

Baha Sanctuary at Genting Tanjung Estate, Sabah



At Genting Plantations Berhad, sustainable development has been a central tenet of our evolution as a business enterprise since operations commenced in 1980.

In all affairs, we are guided by our sustainability statement, which emphasises our aspirations to achieve a balanced integration of ethical, social, environmental and economic considerations in the way we conduct our business to create sustainable long-term value for our stakeholders.

Achieving mutually-beneficial outcomes through substantive action is an expression that best describes our overarching intent. It is one that we are putting into practice through a systematic approach built on the four pillars of environment, community, workplace and marketplace.

From strategy formulation through to decision making and implementation, all our undertakings as a business entity are anchored on a commitment to the true essence of sustainability – to regard all four pillars of stakeholder engagement in equitable measure, so none are left behind. We believe it is only in bringing these diverse interests together into one harmonious accord that meaningful and enduring shared values can be created.

On the whole, steady progress has been made through the years in bringing our sustainability objectives to fruition, with surely more to come as we stay the course in our Group's ongoing journey to play a part in realising global sustainable development goals.

Sustainable Palm Oil Certification

As an oil-bearing plant that is not only the most productive on a commercial scale, but one that yields an oil that is as superior in its nutritional properties as it is in its versatility of uses, the oil palm has what it takes to be the foremost solution to the world's need for a sustainable and affordable food, and industrial and energy resource.

In fact, palm oil is already the world's most widely-consumed vegetable oil. Understandably, with the ubiquity of this golden oil comes the added call for its extensive global supply chain to be held to the highest standards of sustainability. The challenge has, therefore, been laid down for palm oil to be produced, handled and consumed in an economically-viable, socially-responsible and environmentally-conscious manner, all while remaining an affordable staple for the global masses.

At our Group, we are fully cognizant of these sustainability imperatives.

Of course, sustainability encapsulates a broad, holistic priority that goes far and beyond merely standards certification. Nonetheless, certification serves an important function in providing reliable assurance to stakeholders that our products meet quality and safety standards, and are produced ethically and responsibly.

SUSTAINABILITY REPORT (cont'd)



Genting Ayer Item Oil Mill, Johor was awarded RSPO Certifications in 2015

Our Group's operating units are certified to varying extents to all the leading national and international sustainability standards relevant to the palm oil business.

All operating units in Malaysia have held ISCC EU and ISCC PLUS certifications since 2013/2014 and have successfully completed re-certification audits in 2015.

At the same time, having been a member of the Roundtable on Sustainable Palm Oil ("RSPO") since 2004, we continue to forge ahead with our participation in the voluntary scheme. Further significant progress was made in our Group's RSPO certification journey in 2015.

Genting Ayer Item Oil Mill and its supply base were awarded certificates for RSPO Principles and Criteria ("P&C") and RSPO Supply Chain Certifications in early 2015. Genting Tebong Estate and Genting Selama Estate also attained RSPO P&C certification during the year. Additionally, Genting Sabapalm Oil Mill and its supplying estate completed the audit process in 2015 and are awaiting the formal award of RSPO certificates.

At the national level, aside from being among the pioneer entities to obtain Malaysian Sustainable Palm Oil certification, our Group has also secured the equivalent certification in Indonesia, namely Indonesian Sustainable Palm Oil, which was awarded in late-2015 to the regional operations in Kalimantan Barat under PT Sepanjang Intisurya Mulia.

Major activities undertaken by our Sustainability team in 2015 were geared towards broadening and deepening our Group's involvement in advancing the sustainable palm oil agenda. For one, additional formal policies were established,

covering the areas of social responsibility and corporate governance, including labour and human rights, as well as ethics and integrity. The adoption of these new policies reinforces our Group's commitment to complying with the new requirements of the RSPO Principles and Criteria 2013.

Furthermore, our Group remained actively involved in contributing towards the development and enhancement of the ISCC system.

A fundamental feature of the ISCC scheme is traceability through the different stages of production. Accordingly, a traceability system has been established for our Group's operating units, including the biodiesel plants. Moreover, training continues to be conducted at the estates, oil mills and biodiesel plants to ensure smooth implementation of our Group's traceability systems and mass balance procedures. Any operational issues related to the traceability procedures were identified, with solutions worked out directly with the operating units concerned. Standard Operating Procedures are also updated on an ongoing basis to reflect the improvements implemented to the systems and processes.

In 2015, our Group also undertook a variety of key RSPO-oriented initiatives, not least among them, Social Impact Assessment ("SIA"). As part of ongoing efforts to foster closer engagement with stakeholders, SIAs were carried out at selected operating units in preparation for RSPO certification audits. Such assessments typically entail face-to-face interviews with stakeholders as well as large group meetings, during which, operational aspects that may directly affect stakeholders are discussed, with appropriate solutions identified for follow-up action.



Mulia Estates and Mulia Oil Mill obtained the Group's first Indonesian Sustainable Palm Oil certification in 2015

Training on our Group's Sustainability Management and Procedure Manual and RSPO's GHG Calculator were conducted in 2015, aimed at keeping operating units well-informed and updated on certification requirements besides ensuring all management teams on-site have a common understanding of the sustainability standards implemented by the Group.

In line with the requirements of the RSPO New Planting Procedures, our Group engaged the services of a qualified external consultant to carry out carbon stock assessment for new planting areas. By estimating the carbon stock changes and GHG emissions associated with land cover change to oil palm, appropriate development plans can be subsequently developed to minimise the net GHG emissions.

In 2015, Genting Sabapalm Oil Mill and Genting Sabapalm Estate hosted a visit by WWF-Germany, University for Sustainable Development Eberswalde (Germany) and WWF-Malaysia as part of our Group's involvement in a project to assess the ecological effectiveness of sustainability standards. The visit was held with the purpose of gathering information for an analysis on the differences in the ecological impact on biodiversity conservation between sites that are certified and not certified to the two leading sustainability standards of RSPO and ISCC.

Meanwhile, in compliance with the Remediation and Compensation Procedure of the RSPO, which requires members to disclose the extent of any land cleared without prior high conservation value assessment since the prescribed cut-off date of November 2005, our Group has carried out and submitted the relevant Land Use Change Analysis to calculate the Final Conservation Liability to RSPO.

Engagement with stakeholders has long been and remains a cornerstone of our sustainability approach. The year 2015 was no exception as our Group continued to meet and work with a cross-section of stakeholders, including customers and non-governmental organisation, to address areas of shared interests. Agribusiness group Wilmar International Ltd, consultancy Aidenvironment and the non-profit Yayasan International Animal Rescue were among the prominent organisations that our Group engaged with extensively during the year, focusing on sustainability matters such as no deforestation and peat development policies, high carbon stock assessments, and orangutan population and habitat studies.

Environment

As our business activities are closely associated with natural resources, we recognise the importance of practising responsible stewardship of the environment and strive to adhere to the principles of sustainable development for the benefit of present and future generations.

Commercial oil palm cultivation and care for the environment need not be mutually-exclusive pursuits. Instead, the two can, and should, go hand-in-hand in forging a secure and sustainable future. By taking care of the environment, we can contribute to the continuation of the natural ecological diversity that is essential for all life on earth to thrive, oil palms included.

Our duty to uphold environmentally-sustainable development entails the productive use of land to satisfy the world's growing need for renewable resources while, at the same time, affirming the importance of protecting the earth's natural values, as guided by socio-economic and technical parameters.

SUSTAINABILITY REPORT (cont'd)



Among the nutrient management practices - mulching (left) and land irrigation (right)

These fundamental tenets are translated into action through a practical sustainability strategy aimed at ensuring that all our Group's operations are carried out with due conscientiousness for the environment. A well-established set of internal policies and operating procedures, based on international principles, help provide the necessary safeguards to minimise, if not altogether prevent, potential risks to the environment from our Group's activities.

One linchpin of our approach to environmental risk mitigation is the adoption of best-in-class standards of practice. Our preference lies with certifiable schemes that provide assurance of operational excellence, product consistency and performance efficiency. Our Group's oil palm estates in Malaysia are certified to Malaysian Palm Oil Board's ("MPOB") Code of Good Agricultural Practice, while our oil mills in the country hold MPOB Code of Good Milling Practice certification.

Additionally, the environmental, health and safety, and quality management systems implemented by our Group's processing facilities are in line with global standards, as evidenced by the certification of our Malaysian oil mills to ISO 14001:2004 Environmental Management System, OHSAS 18001:2007 Occupational Health and Safety Management System and ISO 9001:2008 Quality Management System.

The full suite of applicable sustainable palm oil certification, namely Roundtable on Sustainable Palm Oil, International Sustainability & Carbon Certification, Malaysian Sustainable Palm Oil and Indonesian Sustainable Palm Oil, has been secured to varying extents by operating units while efforts are ongoing to prepare remaining units for eventual certification.

Across the globe, discourses on palm oil are often tied to environmental considerations, and understandably so. As a tropical plant, the oil palm flourishes best in regions that are also home to some of the world's most biologically-diverse ecosystems. Therefore, the onus is inevitably placed on commercial growers to carry out development activities with extra care and vigilance to prevent any undue risks on the environment.

In this connection, our Group embarks on prospective new development projects with thorough attention to the steps prescribed by the leading sustainability standards. As part of standard operating procedure, independent third party assessments are conducted on environmental impact, land use change, carbon stock, and to identify high conservation values with the findings of the studies then incorporated into eventual development and management plans. Any illegal clearing of land is strictly prohibited.

Areas with significant biodiversity values within our Group's landholdings that are assessed to contain high conservation value are set aside. Our commitment to the preservation of high conservation value forests is a practice that goes back to our Group's early days – the Baha and Bahagia wildlife sanctuaries maintained within the Tenegang group of estates in Sabah being a case in point. In matters beyond our core expertise, such as incidences of endangered, rare or threatened species straying into our plantation areas, the assistance of relevant experts, including the local wildlife authorities, is sought to ensure proper handling and management.

Our Group is receptive to any opportunities for meaningful participation in collaborative conservation and rehabilitation projects. Along the Tenegang Besar River, one of the main tributaries of the Kinabatangan River in Sabah, which is home to one of the world's largest and most diverse floodplains, our Group continues to carry out reforestation work over an 86.5-hectare area that has been set aside. The project was originally initiated in 1999 through a pioneering partnership with the WWF as part of a larger forest corridor programme.

Difficult soils such as peat are managed in conformity to our internal 'Oil Palm Manual' and industry best practices. Accordingly, future peat plantings are avoided, while for pre-existing plantings on peat, appropriate management plans are in place to prevent peat subsidence and to improve yields. These include effective water management and appropriate nutrient management. Across our Group's estates and oil mills, best practices intended to protect the wellbeing of the environment have been well and truly embedded into the daily operational routine.



Various initiatives in place to minimise and manage fire outbreaks

Fires in the oil palm belt is a subject matter that has garnered much international attention, especially so in 2015 as the El Nino weather phenomenon brought prolonged droughts to the region. At our Group, a formal zero burning policy expressly prohibits open burning for land clearing or any other purpose disallowed under the applicable national regulations.

To deal with unforeseen incidences of fire outbreaks during the dry season, a proactive monitoring and emergency response mechanism is in place to ensure that any outbreak within our concessions is extinguished earliest possible. Our Group has established a comprehensive set of Standard Operating Procedures on management of fire-related incidences to guide our operating units. In Indonesia, in particular, a hotspot monitoring centre has been set-up to provide updates and alerts to all operating units. In the event of fire outbreaks detected within or near our concessions, dedicated teams of trained fire-fighting personnel equipped with the appropriate fire-fighting equipment are promptly mobilised to extinguish the fires. Where needed, our teams also support and work alongside the Indonesian authorities to help put out fires in nearby villages.

Fire drill exercises and competency training are routinely conducted to enhance awareness of fire control measures, besides ongoing engagement with relevant local agencies for advice on improvements to our fire-fighting and prevention systems and methods. Furthermore, as part of fire prevention measures, our operating units are actively involved and are working closely with local authorities in educating communities on the risks and hazards of uncontrolled open burning, particularly during extended drought periods.

No environment protection commitment is complete without responsible waste management at its core. On our Group's part, all types of waste products, including domestic waste, agricultural waste, biomass or by-products generated by operating units, are, if not recycled, then required to be safely disposed of.

The recycling of biomass represents a multi-faceted value proposition for our Group as it delivers a variety of economic benefits while providing multiple environmental advantages. The application of biomass in the fields and as renewable fuel for oil mill boilers for power generation, for instance, promotes good waste management while at the same time providing input-cost savings through greater energy self-sufficiency.



Migratory birds

Apart from recycling, an equally vital component of good waste management as a whole is the proper handling of waste. Our Group is careful to take all necessary precautions to prevent any harmful or hazardous substances from being released into the environment. At our oil mills, advanced effluent treatment systems, along with innovations continually being introduced to raise processing efficiency and minimise water usage, help ensure that the total volume of effluent is reduced while the quality of final discharge meets strict environmental standards. Where possible, treated effluents are channeled to the fields as organic nutrients and for land irrigation. A testament to the quality and standard of waste management being achieved by our Group's oil mills is the common sighting of migratory birds inhabiting the effluent ponds.

SUSTAINABILITY REPORT (cont'd)



Composting plant at Genting Jambongan Oil Mill

More recently, our Group has also been moving increasingly in the direction of minimising carbon footprint by investing in new technologies, such as milling innovations for emission reduction, methane avoidance and renewable energy use. Our Group's operations in Pulau Jambongan, Sabah, which features the nation's first truly zero-discharge oil mill and has a purpose-built composting plant that converts by-products into biofertilisers for estate application, exemplifies this burgeoning trend.

Optimisation of crop productivity undoubtedly promotes greater sustainability of land use, but often entails the use of inputs like agrochemicals. While agrochemicals, if properly and responsibly administered, do not necessarily pose an imminent threat to the handlers and the environment, we recognise the advantages of applying organic alternatives where possible, not just for environmental risk mitigation reasons, but also for the resultant cost-savings. Hence, instead of widespread pesticide use for pest control, our Group favours an integrated pest management approach including the deployment of biological control. The introduction of barn owls in estates to suppress rat



Integrated pest management

population and the placement of pheromone traps to capture rhinoceros beetles are among methods that have proven effective over the years in reducing pest damage to crops. Substitution of chemical fertilisers with nutrient-rich organic matter such as empty fruit bunches and treated palm oil mill effluents is also common practice in our estates.

Whether an organisation succeeds in delivering sustainable value ultimately hinges on the commitment of its principal drivers – its people. For this reason, our Group endeavours to continually foster a culture of shared responsibility among employees through regular communications and awareness campaigns, as well as training and education. Supporting global campaigns such as the WWF's Earth Hour is also among practical steps taken at our Group to raise environmental awareness.

All things considered, sustainability goes beyond green business practices and is predicated on finding lasting solutions to critical long-term challenges. In agriculture, this means addressing the need to maximise crop yield to adequately satisfy growing global demand without putting additional pressure on available resources, more so as arable land becomes ever scarcer. At our Group, we are convinced that science holds the key in solving the world's most pressing sustainability questions. Through the pioneering research and development in biotechnology that our Group is pursuing, we are hopeful of harnessing the full potential of the oil palm. When the sought-after quantum leap in oil palm productivity is unlocked, land use efficiency can be increased many times over, reinforcing palm oil's status as the best renewable, sustainable resource for food, fuel, chemicals and other applications.

Community

We seek to build mutually beneficial relationships with the communities where we operate and with society at large through active engagement.

Our interest in the plantation business has led us to the interiors of Malaysia and Indonesia, placing us at the doorstep of often-isolated communities. By having a presence in these remote localities, we are in a unique position to make a constructive difference to the collective livelihoods of the rural folk through meaningful engagement.

Cultivating a lasting spirit of mutual trust and understanding with the community can only come with time and commitment. Nevertheless, it begins with the vital first step of establishing a healthy rapport through open communication and that's where much of Group's efforts have been concentrated. Dialogue sessions with local communities are an ongoing routine, underlining the value we see in a continuing consultative process.



Humana school

In respect of the rights of the people, development and operations of our plantation are carried out, first of all, in accordance with prevailing local laws and regulations. Similarly, due regard is given to local cultural norms and social customs. In this regard, the concept of FPIC (free prior and informed consent) guides our engagement with the local communities and relevant stakeholders. Moreover, procedures have been established to ensure these stakeholders are consulted in our development plans and that their interests are not overlooked. These comprehensive procedures cover, among other things, the handling of land disputes and related resolution and compensation, native customary rights, as well as dispute settlement facility and mediation. Mechanisms are also in place to provide for complaints and grievances to be addressed in a systematic, timely and transparent manner.

As an investor in rural areas, our Group has the rare opportunity to create, through our activities, positive spillover benefits that may not otherwise be available to the communities in these localities.

Jobs that pay steady incomes are one example of such benefits. Priority is given to local area talents not only in filling job vacancies, but also in the offering of contract works. In Indonesia, our Group is fully committed to the development of plantation under the plasma scheme, an assistance programme that has proven beneficial for the wellbeing of local small landholders. Plasma development efforts are complemented by regular consultative meetings to enhance goodwill and cooperation with plasma farmers.

Our Group's presence in the rural interiors brings more than just jobs. Infrastructure and amenities such as roads and bridges that are built and maintained as part our Group's development help improve accessibility and connectivity of these remote areas.

Our engagement with local communities goes beyond merely economic aspects. Recognising that cultural traditions and religious practices are just as essential to the overall wellbeing of the community, our Group frequently

provides financial support and participates in the observance of festivals and religious celebrations at the local villages in areas where we operate.

The same goes for our Group's property townships. Celebration of cultural and religious festivals, sports tournament, carnivals and other family-oriented events are organised by our Group to forge greater community spirit among residents and promote healthy, balanced lifestyles.

If there is one facet of community outreach that deserves our special attention, it is unquestionably education. Concurring with the motto 'Knowledge is Power', we are firm believers in the role of education in socio-economic advancement, poverty alleviation and the empowerment of society.

Our Group's support for education is focused on Malaysia and Indonesia, in line with the geographical spread of our operations. At a basic level, assistance in cash and kind is regularly extended to local schools of all types and levels, from primary to secondary, as well as to deserving students as needs arise.

More than that, we agree with the declaration that every child has a fundamental right to education and seek to play a part in making it a reality. Our endeavour to bring educational opportunities to underprivileged children has led us to collaborate with the non-profit Borneo Child Aid Society. Our Group has been and continues to provide various forms of assistance for the building, upkeep and running of Humana learning centres in Sabah. Through our involvement in eight Humana schools, basic education has been made possible for hundreds of children who would have otherwise been denied access to due to distance, poverty or legal status.

In the same vein, our Group has also taken an active role in contributing to education in Indonesia. In the Kalimantan Tengah region, two kindergartens, two primary schools, one lower secondary school and one agricultural vocational school have been established, with ongoing financial assistance extended to the teachers. These schools have been officially recognised by authorities as part of the

SUSTAINABILITY REPORT (cont'd)

national school system. In Kalimantan Barat, our Group provides financial support to the existing national schools within the vicinity of our operations through monthly honorariums for the teachers and funding assistance for other educational activities. Dedicated buses are provided to safely transport the children of our Group's workers to and from these schools.

Institutions of higher learning, commonly-acknowledged as a wellspring of future leaders and enablers of national social and economic advancement, represent another major focal point of our education-oriented initiatives.



Tan Sri (Dr.) Lim Goh Tong Endowment Fund provides scholarships for UPM students

In Malaysia, our Group, through the Tan Sri (Dr.) Lim Goh Tong Endowment Fund, collaborates with Universiti Putra Malaysia, one of the nation's premier universities reputed for its agriculture programme. The Fund grants scholarships to deserving undergraduates pursuing agriculture studies and provides funding for the university's research activities and other education programmes.

In Indonesia, scholarships are regularly awarded to needy students for tertiary studies. Financial support is also extended to eligible students from the local areas where we operate to pursue studies in agriculture and other related disciplines at leading institutions like Lembaga Pendidikan Perkebunan in Yogyakarta.

Corporate philanthropy continues to serve as an effective avenue to support worthy causes in a more immediate and targeted manner. In 2015, our Group carried on with the practice of giving towards the needs of the marginalised and less fortunate through contributions to charitable organisations as well as participation in fund-raising events like Bursa Malaysia's annual charity run.



Participants of Bursa Malaysia's annual charity run

Workplace

Our people are our most important asset.

Our Group is an equal opportunity employer that embraces diversity in the workplace. We strive to maintain an inclusive work culture that supports diverse talent to contribute positively to the growth and productivity in line with the Group's vision and mission.

Employees form an integral part of our Group and we remain committed to human resource development. Our global workforce was about 21,762 as at 31 December 2015 with 9.7% Malaysians comprising Malay (6.7%), Chinese (1.6%), Indian (1.3%) and Others (0.1%) and the remaining 90.3% from other countries including but not limited to Korea, Mauritius, Indonesia, India, Bangladesh, Philippines, Nepal, Sri Lanka, Pakistan and Thailand. The male to female employee ratios is 8:2; with age below 30 (5%) between 30 to 55 (91%) and above 55 (4%).

We promote ethical behaviour through our code of conduct while striving to provide a working environment that is safe, healthy and conducive to continuous employee development. Our aim is to consistently be the employer of choice, where our people can have fulfilling and rewarding careers. We seek to attract and retain the best talents by fostering a secure, enabling workplace where every individual is valued and empowered to realise his or her full potential.

The rights of employees are always respected. In engaging with our people, we exercise impartiality, consistency and transparency, mutually guided by the relevant Human Resources handbooks and manuals that clearly set out the relevant policies, procedures, responsibilities and benefits.



Genting Tanjung Estate won the National OSH Excellence Award - Plantation category

Occupational safety and health ("OSH") is of utmost priority to us. We leave no room for compromise in maintaining a safe and healthy working environment at all times for all employees, as well as contractors and visitors to our work sites. These values are being continuously assimilated into our Group's daily work culture.

Through the development of technical solutions and implementation of safety management systems to minimise the risk of injuries, the number of incidents at our Group has reduced significantly.

Many initiatives and programmes have been implemented towards realising the objectives of our OSH Master Plan, including enhancement of Safe Operating Procedures & HIRARC (Hazard Identification, Risk Assessment and Risk Control) for key high-risk operational tasks, OSH induction programmes, OSH Day and other OSH awareness events, risk assessment training and a variety of regular training programmes, along with annual internal compliance audits.

As a result of extensive efforts invested in strengthening the organisation's OSH culture, our Group achieved zero fatal accidents in 2015. Statistics compiled from all operating units indicated average percentage of Lost Time Injury ("LTI") or lost man days caused by accidents at the workplace of as low as 0.01% to 0.03 %.

Our Group's earnest commitment to practising the highest standards of occupational safety and health has not gone unnoticed. In 2015, Genting Tanjung Estate received the National OSH Excellence Award for the plantation category, making it the second year in a row that one of our Group's estates has won the prize. This annual award represents the highest recognition by the Malaysian government for organisations that have demonstrated outstanding performance in the implementation of safety management



New workers induction programmes

We stand firm against any form of violence, harassment or discrimination against race, religion, national origin, disabilities, pregnancy, age and gender. A formal grievance procedure ensures complaints, if any, are addressed in a timely manner, systematically and equitably, in accordance with established processes and procedures.

Fairness and respect characterise the principles of our engagement with our valued workforce. Their well-being is our concern. Our Group strives to ensure that remuneration schemes offered are kept competitive, in line with market benchmarks and consistent with all applicable collective agreements and minimum wage policies.

Providing a comfortable environment for our workers and their dependents to work and to live in is also our commitment. To this effect, a comprehensive range of amenities is provided at our Group's operating units, which include housing, water and electricity supply, healthcare, places of worship, childcare facilities and other recreational amenities.

For newly-hired workers, particularly foreign nationals, our Group endeavours to help them better adapt to conditions in our estates and oil mills through orientation programmes as well as on-site induction programmes on job expectations, safety procedures and health aspects.

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systems. Also demonstrative of our adherence to the best practices in workplace safety is the certification of our Group's oil mills to the leading OSH standards, namely OSHAS 18001:2007 and MS 1722:2011.

The success of any organisation begins with the success of its people. Our Group embraces an organisational culture that is inclusive and conducive to building a team of people that, while diverse in backgrounds, skills and expertise, are united in their objectives. Through constructive employer-employee engagement, mutual understanding is strengthened, thus enabling our Group to help our people realise their full potential through well-defined career progression paths. Employees are encouraged to participate in professionally-conducted training courses to enhance their competencies and deepen their knowledge of their respective specialisations. At the operating unit level, a variety of capacity-building and technical training courses are regularly held for managers and staff. Potential field supervisors have the opportunity to undergo a structured training programme designed to develop their skills and competencies.

Attracting the right talents is equally integral to our Group's future success. The next generation of talents are identified through recruitment drives and student engagement initiatives that cover a wide scope of public and private colleges and universities, with selected recruits subsequently undergoing intensive training and structured training programmes to prepare them for employment.



Our Group was named among Best Companies to Work for in Asia 2015

The employee engagement and human resource practices of our Group have received encouraging endorsement from the results of a 2015 survey conducted by HR Asia, the region's largest circulating publication for human resource professionals. In the poll, Genting Plantations Berhad was named among 'Best Companies to Work for in Asia 2015'.

In 2015, just as in the years before, a host of internal events were held as part of our Group's continuing efforts to foster an effective workforce that is motivated, prepared and equipped to work hand-in-hand to realise common organisational goals.

The 34th edition of the Management Conference was held in Kunming, China from 16 to 19 September 2015. An annual fixture on our Group's calendar, the conference serves as platform for the meeting of minds and exchange of ideas on emerging issues, besides providing an opportunity for the presentation of awards to our Group's top performing operating units and managers.



Participants at the 34th Management Conference



The quality of life of our employees is important to us. Our Group promotes a healthy work-life balance among employees, frequently organising recreational activities, including staff trips, sports days, celebrations of major religious and cultural festivals, annual dinners, and health and wellness-focused events.



Marketplace

Our business conduct shall be guided by honesty, integrity and a commitment to excellence.

We are committed to promoting responsible practices among our business partners, showing care for the well-being of our customers and upholding good corporate governance to meet the expectations of our investors.

Good corporate governance lies at the very core of the foundational culture of excellence on which our business is built. It is only when all our affairs is managed in accordance with the appropriate corporate governance standards and best practices that truly sustainable value can be created.

Our convictions start at the very top of the organisation. Our Board of Directors consist of the best-qualified individuals with the requisite knowledge, experience, independence, foresight and good judgment to effectively discharge their fiduciary duties in the interest of all shareholders.

Across all levels of our Group, strict standards of conduct are enforced to ensure our business affairs are always carried out with the highest degree of professionalism and integrity, free of any form of corrupt practices or unethical behaviour. This code of ethics and integrity applies to all dealings with all parties without exception, be they business partners, vendors, contractors, customers or governing authorities.

As we regard transparency and accountability as the crux of effective stakeholder engagement, we seek to disclose all material corporate information through the appropriate channels in a timely, accurate and complete manner.

Our annual general meeting provides a useful interactive forum for direct engagement with our valued shareholders. Relations with investors and shareholders are managed systematically and professionally, with an underlying commitment to openness and objectivity. Briefings, conference calls, face-to-face meetings and site visits for the institutional investment professionals are conducted regularly as part of ongoing investor education and relationship-building.



Disaster simulation exercise at Genting Integrated Biorefinery Complex
- Sabah Disaster Training and Rescue Exercise 2015

The investment community has shown their appreciation for our commitment to the best practices of corporate governance and investor relations, having voted our Group as being a top performer in various award polls in recent times. The latest recognition received was in the 2015 series of the annual surveys conducted by regional finance publication Asiamoney, in which Genting Plantations Berhad was awarded 'Best Managed Company (Medium Cap)' and 'Best for Disclosure and Transparency' in Malaysia.

Being a responsible corporate citizen within a marketplace context also involves taking part in contributing towards the development of the industries in which our Group is involved. Along the sustainability lines, our Group is also

part of various committees at the national and international levels, including the Malaysia Sustainable Palm Oil National Steering Committee and Technical Committee, the ISCC's Southeast Asia Technical Working Group, the Council of Palm Oil Producing Countries' Technical Working Groups for Harmonisation of Standards and Green Economic Zone, and MPOA's Sustainability Steering Committee.

Our Group also participated in the Sabah Disaster Training and Rescue Exercise 2015, organised jointly by various government agencies.

Leveraging our Group's expertise in the area of oil palm genomics, we are seeking to make a positive contribution in our own way towards national crop improvement efforts through an ongoing collaboration with the Department of Agriculture, Sabah.

Sufficiency of human capital has been a well-known concern confronting the oil palm plantation industry. In our thrust to lend a hand in addressing this long-standing challenge, our Group has since 2014 worked in partnership with Tunku Abdul Rahman University College ("TARUC") to promote greater interest among youths towards careers in the plantation industry. Besides assisting TARUC in developing a course related to oil palm plantation management, with exposure to palm oil milling, our Group is also providing TARUC undergraduates with internship opportunities to experience the plantation working environment. Qualified graduates can apply to join our Group's in-house structured training programme known as Genting Talent Resource Programme, aimed at producing trained and competent personnel in the field of oil palm plantation management. The collaboration with TARUC also paves the way for both parties to work together on other pursuits, including research and development, training and the sharing of resources.



Genting Plantations Berhad's 37th Annual General Meeting