



GENTING
PLANTATIONS



2017 SUSTAINABILITY REPORT

GENTING PLANTATIONS BERHAD
(34993-X)



GENTING CORE VALUES

The late Tan Sri Dato' Seri (Dr) Lim Goh Tong, the Founder of the Genting Group, was born on 28 February 1918 in Anxi, in the Fujian province of China. He was a visionary entrepreneur, a savvy businessman, a hands-on leader and a responsible and hardworking employer – who never gave up and worked with passion and determination to realise his dreams. His principles and the values that he had espoused throughout his lifetime, were simple yet profound.

These values – namely Hard Work, Honesty, Harmony, Loyalty and Compassion, which have always been embedded in our work culture and business practices, are known collectively as the **Genting Core Values**.



The Genting Group honours the legacy and accomplishments of the late Tan Sri Dato' Seri (Dr) Lim Goh Tong by celebrating Genting Founder's Day every 28 February. The inaugural Founder's Day on 28 February 2018 would have been Tan Sri Dato' Seri (Dr) Lim Goh Tong's 100th birthday anniversary and 10 years since his passing.

“The company would not be where it is today, if not for our Founder and his vision,” said Tan Sri Lim Kok Thay, Chairman and Chief Executive of the Genting Group.

“By instilling these core values, the Genting Group will emulate our Founder’s determination and dedication to achieve the company’s goals and bring the organisation to greater heights.”

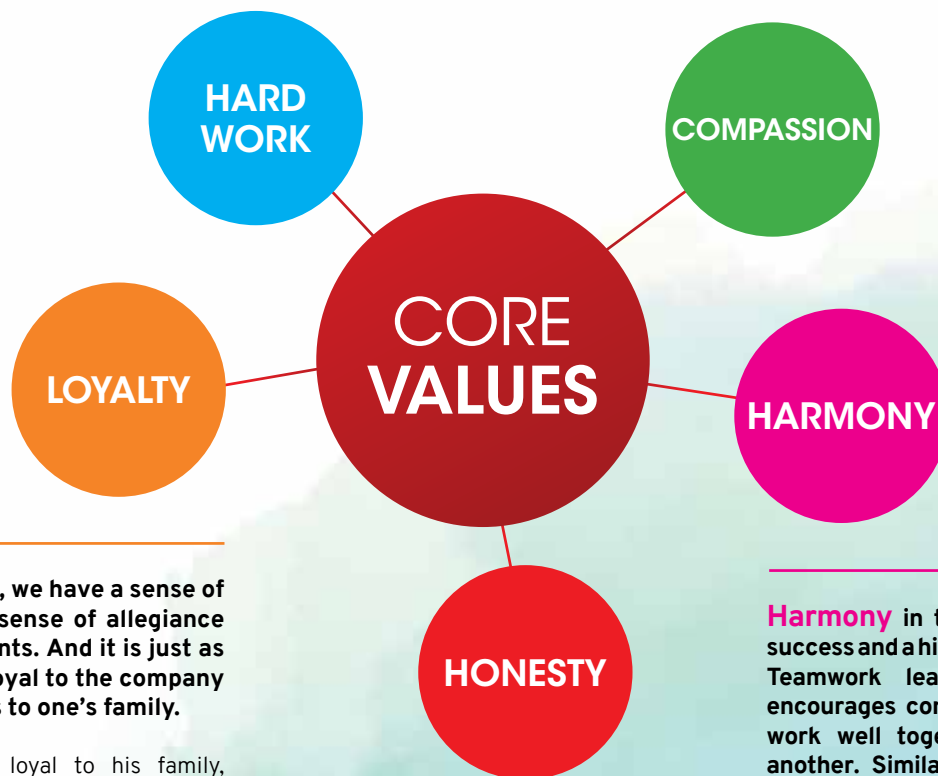
Tan Sri Lim Kok Thay - Chairman and Chief Executive, Genting Group

Our culture of **hard work, diligence and commitment enables us to combine long-term thinking with a mindset of taking quick action to solve important and urgent operational problems. We are not afraid of change.**

Our Founder believed in the importance of being diligent and committed. He was eager to learn and be in the know, setting precedents for others to follow. He was a hands-on person who was always on site to supervise projects and to ensure that matters were dealt with promptly. He worked hard; he rose early and retired late. A notebook was always by his bedside, should he need to pen down any ideas that came to mind.

Success is only complete with an equal measure of **compassion. We at the Genting Group have a responsibility to give back to society. We have a deep interest to improve education and health care. We give generously to make lives better for others.**

Our Founder gave unconditionally and contributed generously. He was empathetic, put the needs of others before his and was ever ready to lend a helping hand. Fondly remembered as highly considerate, he cared deeply for his employees and was there in their times of trouble. Such consideration is inherent in his employees and evident in the way they perform their duties.



Through **loyalty, we have a sense of belonging and a sense of allegiance to our commitments. And it is just as important to be loyal to the company and people as it is to one’s family.**

Our Founder was loyal to his family, organisation and his people. He believed in looking after the well-being and growth of his employees. He valued his employees for their commitment and loyalty and rewarded them justly for their long service. As a result, his employees remained loyal to him and the company. This can be seen in the many long serving people who are committed to the success of the Genting Group.

Leadership in **honesty and integrity are important. We must deal with our customers, partners and employees in an honest, fair and moral manner.**

Our Founder was known and admired for his dynamic leadership based on integrity and moral principles, which formed the basis of his success. He practised exemplary leadership and management ethics – traits that are emulated by the senior management and staff, which have resulted in Genting Group companies being ranked among Asia’s best managed companies.

****Harmony** in the workplace is key to success and a high-performance culture. Teamwork leads to efficiency and encourages constructive feedback. We work well together and support one another. Similarly, we must strive for harmony in our families and homes.**

Our Founder encouraged teamwork towards achieving goals. He communicated effectively and provided prompt solutions to achieve success. He was very involved in his businesses. Every morning over breakfast with his staff, he would discuss operations. He valued people, especially his employees and their ideas. He also believed in effective communications and teamwork. Together with a strong team, he built an empire.

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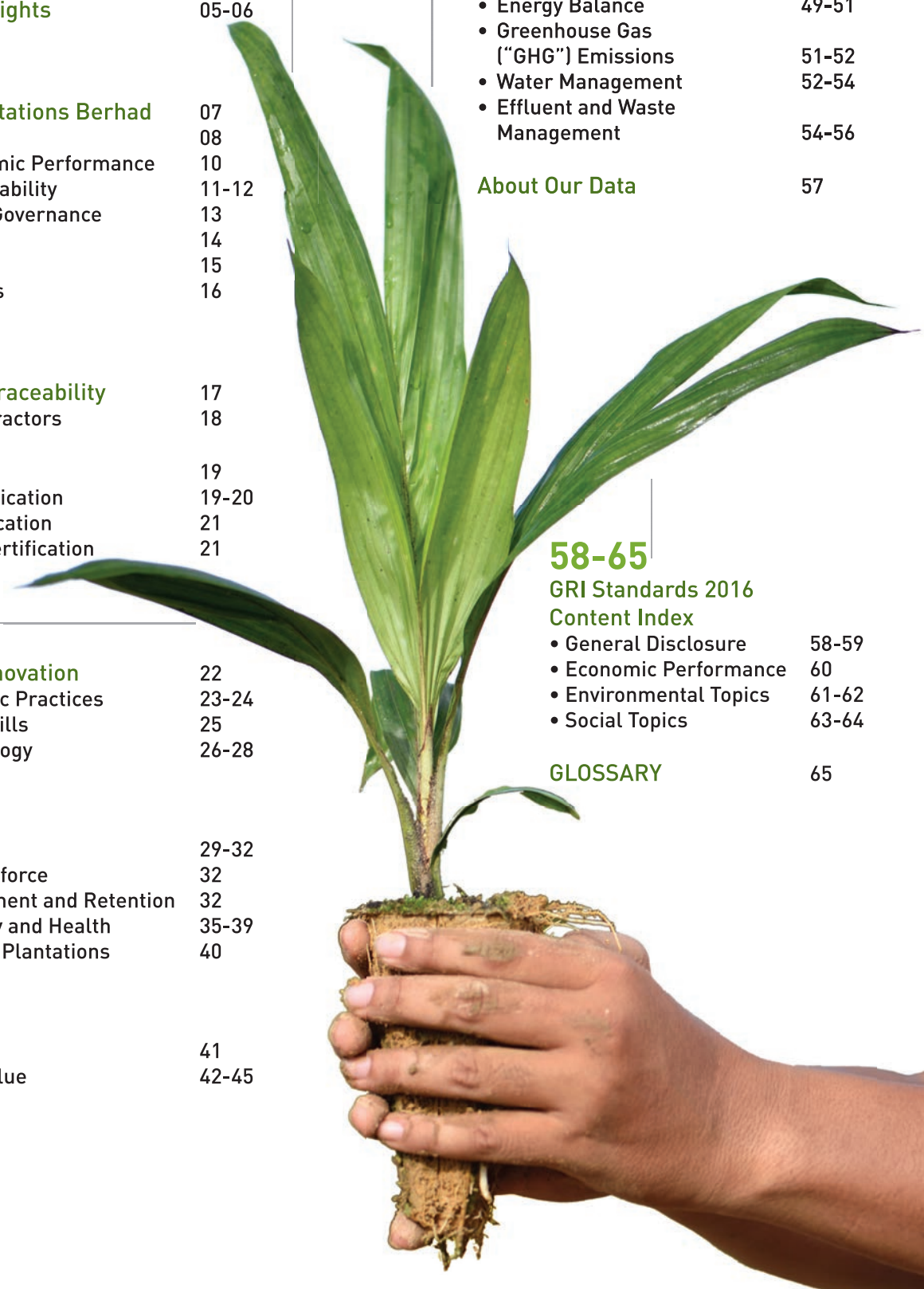
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About This Report

This is the second annual sustainability report for Genting Plantations Berhad. This report was prepared in accordance with “Global Reporting Initiative (“GRI”) Standards 2016 – Core” and covers the 12 months ending 31 December 2017. Where applicable, historical data from the preceding year has been included for comparison.

This report should be read in conjunction with Genting Plantations’ Annual Report 2017 to provide a comprehensive overview of our Group’s economic, environmental and social (“EES”) performance indicators.

This report is made in accordance with a resolution of the Board of Directors dated 26 February 2018.

Scope & Boundary

For the year 2017, we have expanded our scope of reporting beyond our Group’s Plantation – Malaysia Division to include our Downstream Manufacturing and Biotechnology Divisions. We plan to expand the scope of future reports to include the Plantation – Indonesia and Property Divisions, which will then cover the Group’s operations in its entirety.

Contact

We welcome suggestions from all stakeholders on improvements to ensure that our sustainability initiatives are inclusive, engaging and complete. For any queries or comments, please contact us:

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The term “Genting Plantations” refers to Genting Plantations Berhad and the terms “we”, “us”, “our”, “Group”, “GENP”, and “the Company” refer to Genting Plantations and, as applicable to GENP and its direct or indirect subsidiaries as a group. Additional information relating to GENP (which is not incorporated herein) can be found in our Annual Reports and on www.gentingplantations.com.



Message from President & Chief Operating Officer

Dear Stakeholders,

Genting Plantations Berhad has come a long way from its humble beginning as a fledgling in the plantation industry 37 years ago to become one of the region's leading palm oil producers with operations spanning upstream and downstream activities, property development and biotechnology.

As such, we recognise the importance of developing our investments in a sustainable and responsible manner. The principles and values espoused by our beloved Founder, the late Tan Sri Dato' Seri (Dr.) Lim Goh Tong, namely – Hard Work, Honesty, Harmony, Loyalty and Compassion have always been embedded in our work culture and business practices and are now known collectively as the Genting Core Values.

We are thus fully cognizant of our role as a responsible corporate citizen to uphold our fundamental philosophy of sustainability – not only in our current operations, but also in the initiatives we will be undertaking in the coming years. We are mindful of the growing global trends towards sustainable business practices and the recognition of the increasing accountability demanded by various stakeholders such as consumers and regulators toward all aspects of the palm oil supply chain.

The report you now read represents our second annual effort to highlight the extent and progress of our initiatives for sustainable business practices, providing an overview of our Group's economic, environmental and social performance indicators that are balanced towards creating long-term value for all our stakeholders.

For the 2017 reporting period, we have extended our reporting scope for our Malaysian operations to cover the Plantation – Malaysia, Downstream Manufacturing, and Biotechnology Divisions. Moving forward, our goal is to include all divisions of the Company in our Sustainability Reports.

Our sustainability journey is not without its challenges but I am grateful for the support and commitment shown by all our stakeholders that have allowed us to achieve the milestones highlighted in this report. I would like to express my gratitude to our stakeholders, in particular our employees, business partners and shareholders, for their support and I look forward to continuing our journey with you as we forge ahead into the next chapter of growth, expansion and success.

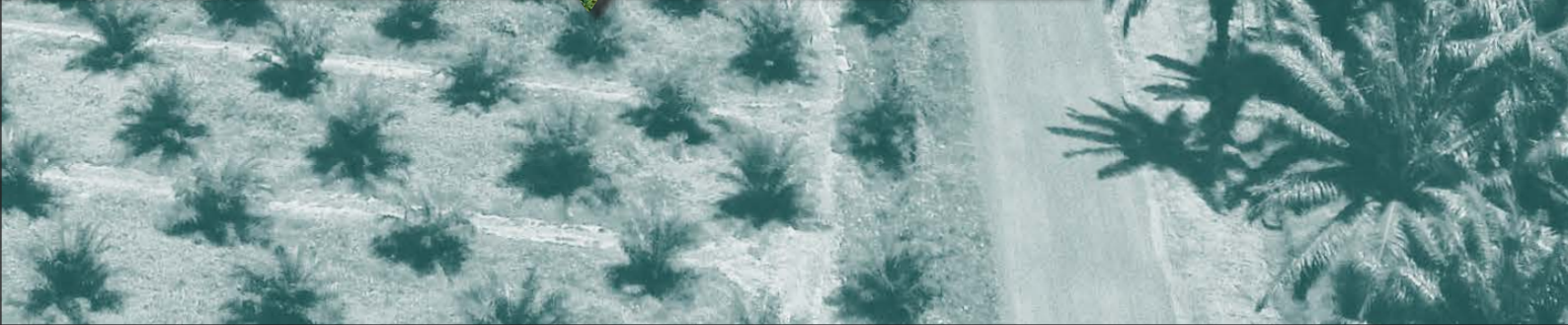
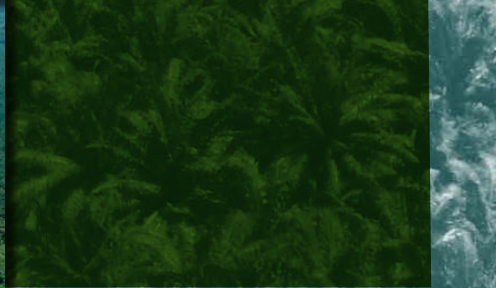
Tan Wee Kok
President & Chief Operating Officer
Genting Plantations Berhad





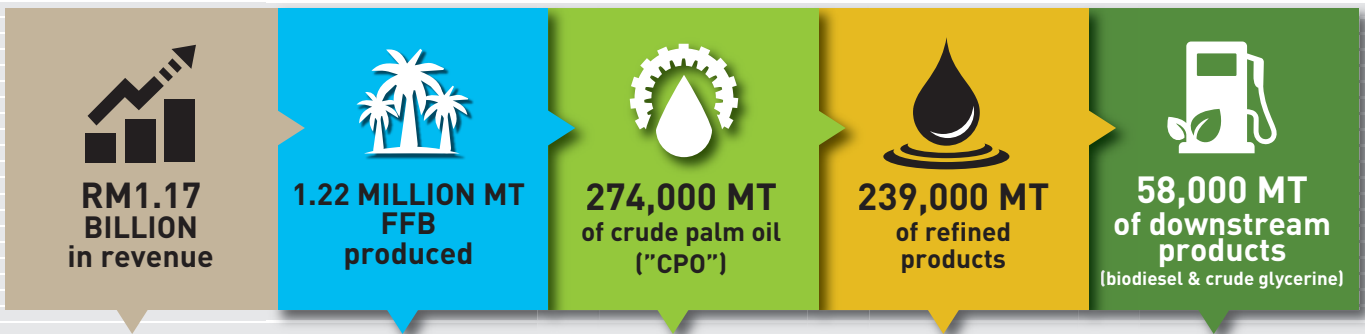
**“We do not merely seek
to build upon the earth.
We aim to improve it and
the lives of people
living on it.”**

Tan Sri Lim Kok Thay
Chief Executive
Genting Plantations Berhad

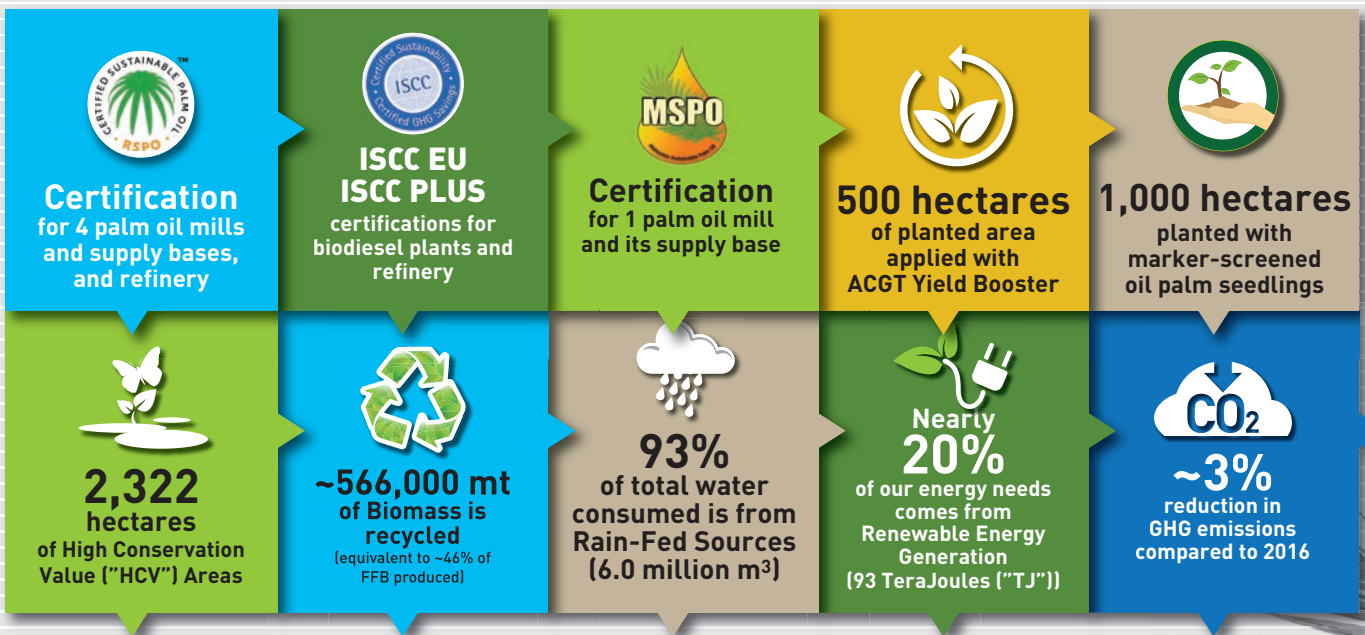


Sustainability Highlights 2017

ECONOMIC



ENVIRONMENTAL



SOCIAL



Over 2,200 women employees



Over 8,400 employees



Hiring Rate: 11.49%
Turnover Rate: 11.59%



~30% Women in management team



ZERO Workplace Fatalities for Past 3 Years



Lost Time Injury Frequency Rate ("LTIFR")
4.98 injuries for every 1 million man-hours worked



RM2.1 million Community Investments



9 Humana Schools with 764 students



To date, **9 scholars** benefitted from the Tan Sri (Dr.) Lim Goh Tong Endowment Fund



7 Community Learning Centres ("CLC") with 145 students

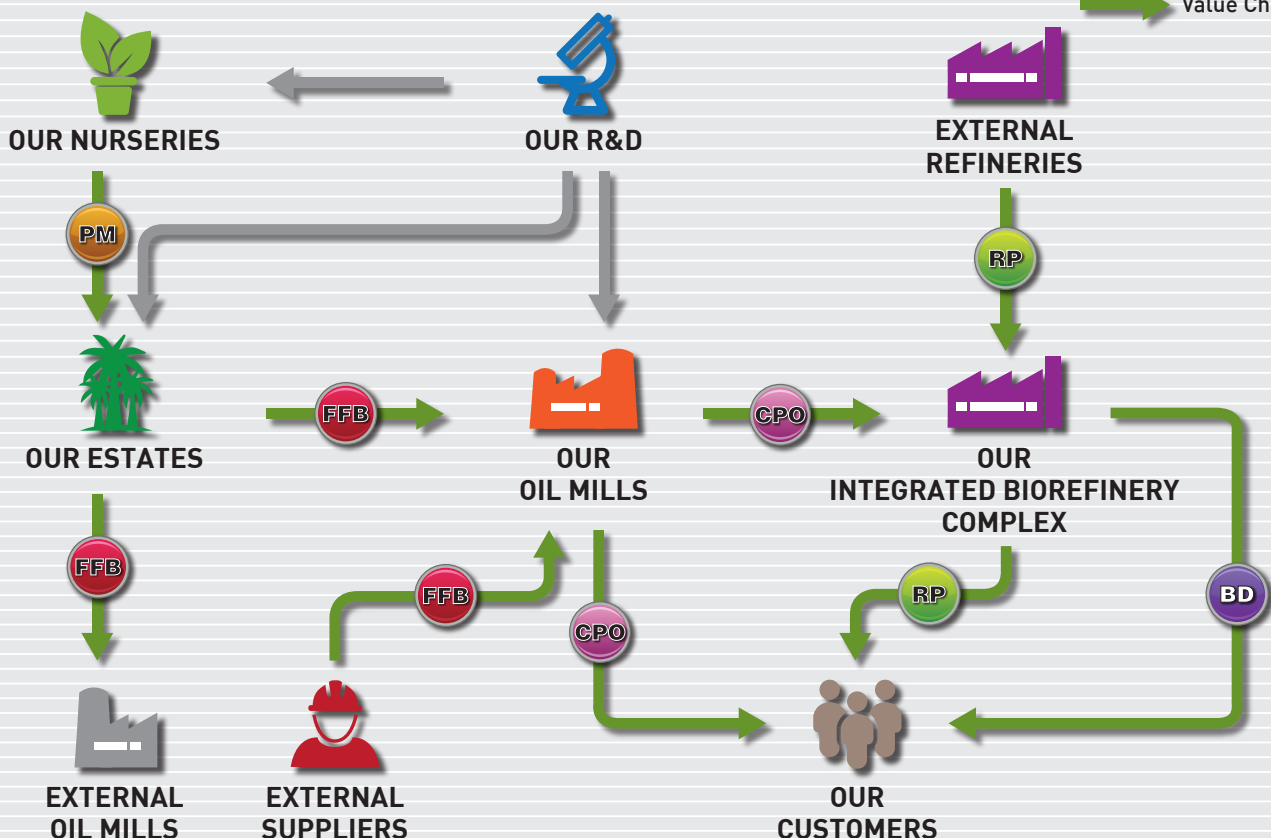
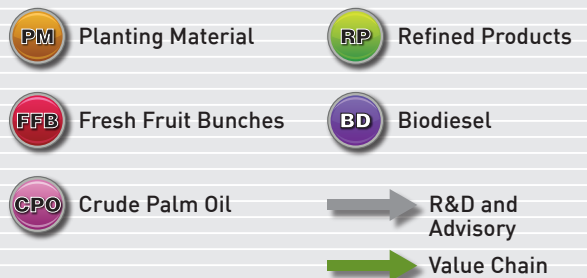
About Genting Plantations Berhad

Genting Plantations, a subsidiary of Genting Berhad, has a landbank of about 64,600 hectares in Malaysia and some 183,000 hectares in Indonesia (including the *Plasma* scheme). Genting Plantations owns seven oil mills in Malaysia and four in Indonesia with a total milling capacity of 550 metric tonnes ("mt") of fresh fruit bunches ("FFB") processed per hour. Since our inception in 1980, Genting Plantations is now a vertically-integrated palm oil producer with significant investments in the manufacturing of downstream palm-based products, property development and biotechnology.



For more information, visit our website at www.gentingplantations.com

Genting Plantations, a Vertically Integrated Palm Oil Producer





Plantation Division

Our Plantation Division's operations encompasses both plantation and FFB processing activities.

Our oil palm estates span across Malaysia, and Kalimantan in Indonesia, with total landbank of 247,000 hectares (including Plasma scheme).

Our Group also operates seven oil mills in Malaysia; one in Peninsular Malaysia and six in Sabah, and four in Indonesia. Together, our mills have a combined milling capacity of 550 mt per hour.



Downstream Manufacturing Division

Our Group's Downstream Manufacturing Division's operating facilities, collectively known as Genting Integrated Biorefinery Complex, are located in the Palm Oil Industrial Cluster ("POIC") Lahad Datu, Sabah, comprising two biodiesel plants with an aggregate 300,000 mt annual processing capacity and the Genting MusimMas Refinery ("GMMR") – a newly-operational palm oil refinery with a processing capacity of 600,000 mt per annum.



Property Division

Taking advantage of our Group's strategic landbank, our foray into property development has seen good returns in the states of Melaka and Johor in Peninsular Malaysia.

Three projects have been undertaken so far – Genting Cheng Perdana in Melaka, and Genting Pura Kencana and Genting Indahpura in Johor – and are established to meet the rising demand of affordable residential real estate in the respective regions.



Biotechnology Division

As a sustainable alternative to expanding our Group's planted areas, the Biotechnology Division was established to spearhead pioneering research in genomic science to increase oil palm yields while building crop resilience to disease.

The Biotechnology Division has successfully identified genomic markers to select superior planting materials through marker-assisted selection, and developed microbial-based growth enhancers and disease-prevention solutions.



Our Group's Economic Performance

Genting Plantations believes in value creation and enhancement for our shareholders, the people we employ, and the communities we operate in. Hence the attainment of financial targets remains a central tenet of the business without compromising our corporate values and ethics, the expectations of our stakeholders, and our commitments towards sustainability. Profitability in our businesses allows us to reinvest our earnings into the operating environment including providing job opportunities, improving living standards of our employees and local communities, and contributing to building of rural infrastructure and amenities besides supporting deserving conservation efforts as a responsible corporate citizen.

The year 2017 marked an uptick compared to the production woes generally experienced by the industry in 2016. Genting Plantations Berhad registered revenue of RM1.80 billion for the financial year ended 31 December 2017 ("FY 2017"), representing a 22% increase from the previous year.

Revenue growth was underpinned by the positive performance from all divisions, with the exception of the Property Division. The Plantation Division recorded an increase in fresh fruit bunches ("FFB") production buoyed by crop recovery from the impact of El Nino along with additional mature areas and an improved age profile of planted areas in Indonesia. The Downstream Manufacturing Division also recorded higher sales of refined products and biodiesel.

Our Group achieved a higher CPO selling price of RM2,715 per metric tonne (mt) in FY 2017 on the back of sustained demand from major importing countries amid the generally slower-than-expected crop output recovery from El Nino. However, our Group's palm kernel ("PK") selling prices in FY 2017 were slightly lower year-on-year at RM2,443 per mt.

For FY 2017, Genting Plantations posted RM637.7 million in EBITDA, an increase of 3% compared to the previous financial year, contributed mainly by its mainstay Plantation Division.

Although our Group's Property Division registered higher year-on-year sales for FY 2017, EBITDA for the division was lower due to a different sales mix.

The Biotechnology Division continued to record lower year-on-year losses for FY 2017 reflecting its lower research and development expenditure.

The Downstream Manufacturing Division achieved profitability in 2017, contributing RM12.1 million in EBITDA from the higher sales of both biodiesel and refined products along with improving capacity utilisation of its operations.

For a more detailed disclosure on the economic performance of our Group, please refer to 2017 Genting Plantations Annual Report at www.gentingplantations.com

The breakdown of the direct economic value generated and distributed by our Group's Malaysian operations for 2017 and 2016 (excluding the Property Division) is tabulated below:

Direct Economic Value Generated and Distributed (RM Million)	2017	2016
Revenue	1,165.0	1,001.6
Economic Value Distributed		
Operating Costs	743.0	700.0
Employee Wages and Benefits	77.6	70.0
Payments to Providers of Capital	249.6	87.4
Payments to Government (Taxes and Levies)	186.8	143.7
Community Investments (CSR and Philanthropy)	1.4	1.1



OUR PATH TO SUSTAINABILITY

At Genting Plantations, we believe sustainability is the collective responsibility of each member of the Organisation and the relevant stakeholders we work with. Our sustainability agenda extends to the partners we do business with and the areas where we operate. This is aided by a clear vision and direction from senior management which is central to an effective and relevant sustainability agenda.

In all its undertakings, Genting Plantations seeks a balance between economic, environmental and social ("EES") factors, ensuring the Company creates current and long-term shared values for our stakeholders. Adoption of EES perspectives also allows our Group to manage risks in a holistic manner.

Our Sustainability Policy

“We shall endeavour to harmonise our operations and business growth with the principles and criteria that define sustainability. Our commitment to sustainable development is to ensure that decisions made today shall be beneficial for both the present and future generations.”

We shall:

- Ensure that all our operations are managed efficiently with the highest possible level of transparency, integrity and accountability;
- Ensure that all our operations comply with all applicable legal requirements;
- Recognise that all conflicts and negotiations with our stakeholders shall preferably be conducted in a free, prior and informed manner;
- Continue to invest in and develop our human capital;
- Institute systematic development and training programmes to develop highly skilled and competent employees;
- Provide a safe and healthy environment for all our employees, contractors, suppliers and visitors;
- Strive to achieve long-term economic and financial viability;
- Adopt effective and practical best management practices in all our operations;
- Implement good agricultural practices, good manufacturing processes and preventive measures to avoid any adverse impact to the environment and ecosystem within and around our operations;
- Strive to conserve and protect any valuable natural resources and biodiversity within our landholdings; and,
- Advocate local community development through social and educational initiatives.



Our Sustainability Governance



For matters relating to sustainability, our Group is guided by the President & Chief Operating Officer (“PCOO”) who provides overall direction and strategic decision-making. The Board of Directors, which has oversight of our Group’s sustainability practices, is updated and informed on the progress of our Group’s sustainability initiatives and any significant issues that may arise.

On a working level, Division Heads are responsible for spearheading initiatives, implementing codes of practice, and imbuing values related to sustainability within their respective operating units. Sustainability directives are clearly communicated, and risks are reported with appropriate actions taken if required to mitigate or prevent recurrences accordingly.

In turn, the Division Heads are facilitated by a dedicated Sustainability Department which oversees the Group’s sustainability programme including matters relating to the palm oil certification process, besides working closely with the management team from each of our Group’s business units and relevant external stakeholders for ongoing sustainability efforts.

Our Group’s Sustainability Department, led by the Vice President - Sustainability, plays an active role to promote sustainability within the industry and is an active member in various committees at the national and international levels; among which are the Co-Chair for the International Sustainability and Carbon Certification (“ISCC”) Technical Committee in Southeast Asia, the Alternate Member representing the Malaysian Palm Oil Association (“MPOA”) on the Board of Governors of the Roundtable for Sustainable Palm Oil (“RSPO”), as well as a member of the Board of Trustees for the Malaysian Palm Oil Certification Council (“MPOCC”). Additionally, the Vice President - Sustainability also represents MPOA on the Technical Working Group of the Malaysian Sustainable Palm Oil (“MSPO”) scheme and the RSPO Task Force for Principles & Criteria review in 2017/2018 .

Ethical Business Conduct

Our Group’s Core Values are the guiding principles that govern the behaviour expected of all our employees. We believe that one must be steadfast in duty, be hardworking and dedicated, working together as a team, have integrity, and be compassionate at heart to grow successfully.

The principles and values espoused by our beloved Founder, the late Tan Sri Dato’ Seri (Dr.) Lim Goh Tong, namely Hard Work, Honesty, Harmony, Loyalty and Compassion have always been embedded in our work culture and business practices and are now known collectively as the Genting Core Values. They form the underlying workplace principles for our employees, covering professionalism & ethics, efficiency and responsibility and reflect our continuous pursuit to enhance best corporate values.

Ethical business conduct is of great importance to us in remaining true to our roots and values. The policies set out in the Code of Conduct and Code of Ethics combat corruption and reinforce our commitment to the vision and values of the Genting Group.

The Management firmly believes in uncompromising accountability and all employees of our Group are expected to adhere to Genting Plantations’s Ethical Conduct and Integrity Policy.

Our Ethical Conduct and Integrity Policy

Genting Plantations is committed to conducting its business ethically and with integrity at all times.

All employees of the Group are expected to adhere to the following values:

- Respect for fair conduct of business;
- Refrain from all forms of corruption, bribery and fraudulent use of funds and resources;
- Full, fair, accurate and timely disclosure of relevant facts in all reports and documents dealing with applicable regulations and laws; and,
- Respect and protect confidential and/or privileged information to which we have access in the course of our duties.

Every employee is accountable for adherence to this policy and to report violations or suspected violations.

This policy operates in conjunction with our Whistleblower Policy.

Our Stakeholders

Genting Plantations engagement with its stakeholders is driven by the desire to build mutual respect and understanding of the ongoing tasks needed to achieve key sustainability goals. Throughout our journey to integrate the tenets of corporate social responsibility to EES, we have benefited from numerous constructive engagements with our internal and external stakeholders. The information collected from these engagements allows us to understand and better manage potential issues and risks in our business, and are listed below:

Stakeholders	Means of Engagement	Areas of Interest	Outcomes
Employees, workers & staff	<ul style="list-style-type: none"> • Meetings • Daily roll-call • Notices • Campaigns • Visits • Site inspection • Training sessions • Annual appraisal 	<ul style="list-style-type: none"> • Employee development • Job satisfaction • Wages & remuneration • Working conditions & facilities, safety & trainings • Medical & health facilities • Sustainability policies • Social issues • Suggestion, complaints & grievances 	<ul style="list-style-type: none"> • Better understanding of company policies and procedures • Instilling company culture and values • Employee retention • Enhanced awareness of sustainability requirements and its compliance • Improved mechanism for complaints and grievances • Happier and safer working environment
Suppliers & Contractors	<ul style="list-style-type: none"> • Meetings • Visits 	<ul style="list-style-type: none"> • Compliance with company policies & sustainability requirements • Supply chain and traceability 	<ul style="list-style-type: none"> • Creating shared value initiatives • Better understanding of company policies • Better working relationship and communication • Training & sharing of best practices in sustainability • Achieving sustainability certification
Customers	<ul style="list-style-type: none"> • Meeting • Phone Calls • Company Website • Annual Reports • Sustainability Report 	<ul style="list-style-type: none"> • Quality of products • Compliance to sustainability standards • Identification of business opportunities & new market access • Supply chain and traceability 	<ul style="list-style-type: none"> • Positive reputation and better understanding of our Group's sustainability status, progress and initiatives • Increased/new market access
Smallholders	<ul style="list-style-type: none"> • Formal & informal meetings 	<ul style="list-style-type: none"> • Relationship with the company • Land matters • Complaints and grievances • Crop quality • Sustainable practices 	<ul style="list-style-type: none"> • Creating shared value initiatives • Improved communication and relationship with smallholders • Awareness on sustainability requirements
Government, industry bodies & trade associations	<ul style="list-style-type: none"> • Formal meetings 	<ul style="list-style-type: none"> • Support for government policies and initiatives in the palm oil industry • Compliance to legal requirements 	<ul style="list-style-type: none"> • Compliance to the Government's MSPO initiative • Support and contribute to the development of national sustainability goals
Non-governmental organisations	<ul style="list-style-type: none"> • Formal & informal meetings 	<ul style="list-style-type: none"> • Environmental protection • Biodiversity conservation • Social welfare 	<ul style="list-style-type: none"> • Collaboration projects – rehabilitation of riparian buffer zones, establishment of wildlife corridors, protection of wildlife
Local communities	<ul style="list-style-type: none"> • Dialogue sessions • Formal & informal meetings • Festive celebrations 	<ul style="list-style-type: none"> • Relationship with the company • Employment opportunities • Complaints and grievances • Company approach to community development • Free, Prior and Informed Consent ("FPIC") 	<ul style="list-style-type: none"> • Creating shared value initiatives • Priority employment for qualified and eligible locals • Contribution to community development/project • Improved road access
Shareholders, investors, banks & financial analysts	<ul style="list-style-type: none"> • AGMs • Meetings • Quarterly updates • Site visits • Company website • Annual reports • Sustainability reports 	<ul style="list-style-type: none"> • Seeking approval and feedback • Progress and compliance to sustainability standards • Clarification of media reports about our Group 	<ul style="list-style-type: none"> • Build positive reputation and better understanding of our Group's sustainability status, progress and initiatives

Unless stated, the frequency of engagements between our Group and its stakeholders can be periodic or on a case-to-case basis.

Our Material Topics

In preparation for this year's report, we revisited our material topics reported in the 2016 Sustainability Report alongside feedback and suggestions collected from various stakeholder engagements throughout 2017. The material topics have since been updated to produce a more balanced report with improved accuracy and clarity, to reflect our Group's updated focus on EES aspects.

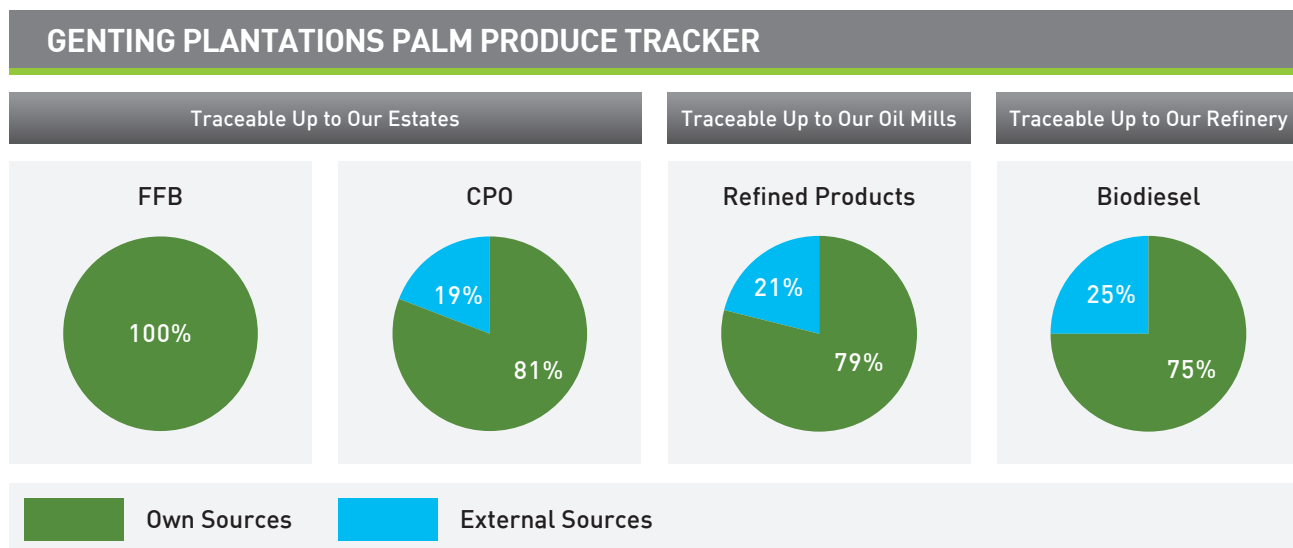
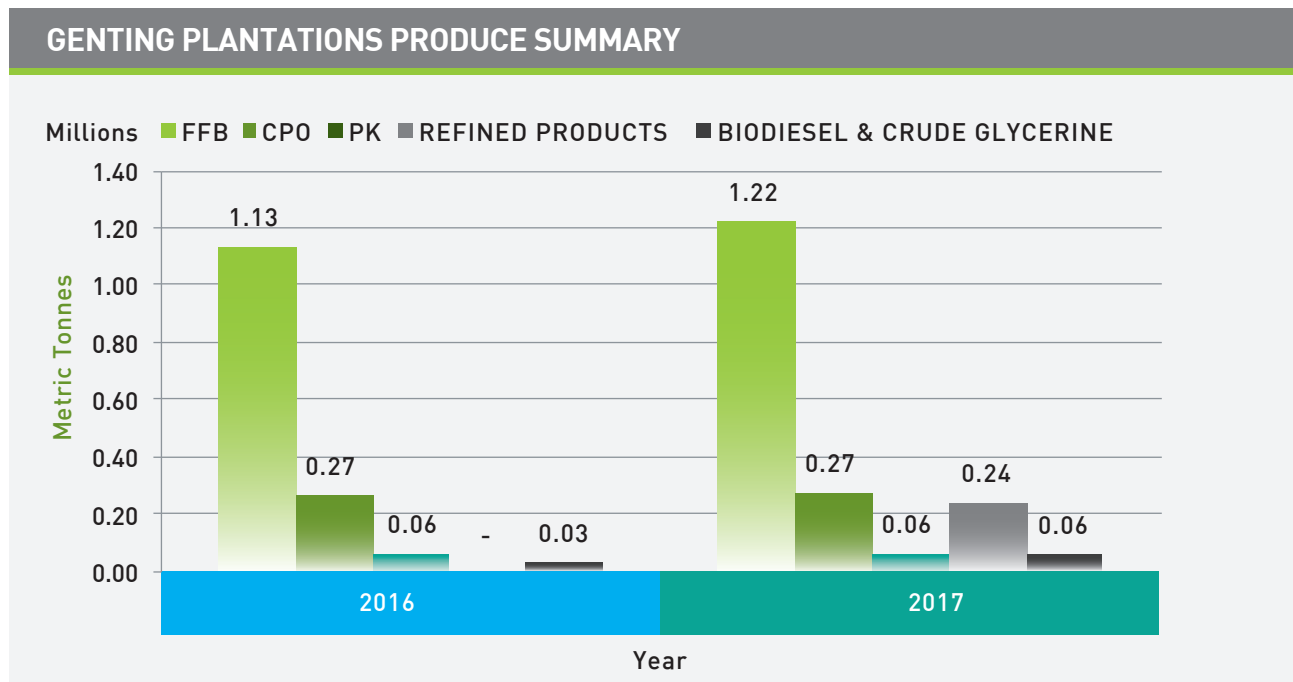


Our Operating Units

Plantation - Malaysia Division	
Our Estates	Titled Hectareage
Peninsular Malaysia	
Genting Bukit Sembilan Estate	1,268
Genting Selama Estate	1,830
Genting Sepang Estate	436
Genting Tebong Estate	2,230
Genting Cheng Estate	793
Genting Tanah Merah Estate	1,801
Genting Sri Gading Estate	3,437
Genting Sungei Rayat Estate	2,376
Genting Kulai Besar Estate	2,513
Sabah	
Genting Sabapalm Estate	4,360
Genting Indah Estate	3,592
Genting Permai Estate	2,571
Genting Kencana Estate	2,018
Genting Mewah Estate	3,296
Genting Lokan Estate	2,314
Genting Sekong Estate	3,037
Genting Suan Lamba Estate	3,718
Genting Jambongan Estate	4,062
Genting Tanjung Estate	4,345
Genting Bahagia Estate	4,548
Genting Tenegang Estate	3,653
Genting Landworthy Estate	4,039
Genting Layang Estate	2,077
Our Oil Mills	
Peninsular Malaysia	
Genting Ayer Item Oil Mill	n/a
Sabah	
Genting Mewah Oil Mill	n/a
Genting Sabapalm Oil Mill	n/a
Genting Indah Oil Mill	n/a
Genting Tanjung Oil Mill	n/a
Genting Trushidup Oil Mill	n/a
Genting Jambongan Oil Mill	n/a
Downstream Manufacturing Division	
Our Integrated Biorefinery Complex	
Sabah	
Genting MusimMas Refinery	n/a
Genting Biodiesel Plant	n/a
SPC Biodiesel Plant	n/a
Biotechnology Division	
Our Research Facilities	
Peninsular Malaysia	
ACGT Laboratories	n/a
The Gasoline Tree™ Experimental Research Station	n/a

Supply Chain and Traceability

Genting Plantations recognises the importance of palm oil traceability throughout the entire breadth and length of the supply chain in line with the increasing awareness on sustainability and our global customers' demand for accountability. To this end, our Group rigorously tracks and monitors the movement of FFB to CPO and refined products at our estates, oil mills, refinery, as well as biodiesel plants.



In 2017, Plantation-Malaysia Division achieved 100% and 81% traceability of FFB and CPO respectively to our estates. As our Group does not have any kernel crushing plants, all palm kernels ("PK") are sold to external crushers. The traceability of PK to estates is similar to CPO.

For our downstream manufacturing operations, CPO supplied to Genting MusimMas Refinery ("GMMR") at POIC Lahad Datu, Sabah is 79% traceable to our own mills, whereas the remainder is sourced from external oil mills. GMMR also provides 75% of the raw materials required by our Group's biodiesel plants for processing. All biodiesel and related products from our Group's biodiesel plants are sold to external customers.

All our operating units in Malaysia are certified to the ISCC EU and ISCC PLUS certification schemes for biofuel and for food, feed and oleochemicals respectively under the ISCC's mass balance ("MB") supply chain traceability system.

Currently, only Genting Ayer Item Oil Mill is certified under RSPOs Identity Preserved ("IP") Supply Chain Module whereby it only processes certified FFB from our own estates. Three other oil mills in Sabah which are already certified – Genting Sabapalm Oil Mill, Genting Tanjung Oil Mill and Genting Mewah Oil Mill – are under the MB supply chain module.

The majority of FFB produced by our estates are sent for processing in our own oil mills. FFB procured from external suppliers makes up 19% of the input to our mills. These are sourced from independent smallholders and intermediaries such as traders or collection agents and thus reduces traceability. Nonetheless, continued stakeholder engagement is underway to extend source-tracking efforts.

Suppliers and Contractors



Genting Plantations believes sustainability should be advocated by all our stakeholders to ensure a comprehensive framework on which to build our traceability audits. To improve the traceability of our Group's CPO, we actively create awareness and promote our sustainability certification programme to all our raw material suppliers. These include external suppliers for FFB, CPO, and refined products.

In addition to CPO, all purchases of products or services by our Group are conducted through an established procurement process, whereby a supplier's performance is reviewed prior to any award of contract. For all awarded contracts, the recipient of the contract is also required to acknowledge and adopt our Company's environmental and social policies. These include policies on sustainability, environment, zero burning, food safety, people, sexual harassment, whistle-blowing, and occupational safety and health. Our Group enforces this requirement with its suppliers and contractors through legally-binding agreements.

Product Quality

Genting Plantations takes pride in the value attributed to our products and operations. We are fully appreciative of the fact that this value was earned through years of customer and stakeholder trust in the way we prioritise product excellence in our business, and we uphold this trust by constantly finding new ways to improve our product quality.

Sustainability Certification

For sustainability certification of our operations, our Group takes a strategic and measured approach guided by national and international standards, prevailing legal regulations and the demands of the market. Our strategy is to prioritise recognised standards that are consistent with our core commitments and can demonstrably add value through improved market access, enhanced brand reputation and advancement of best-in-class practices, among others.

Presently, our Malaysian operating units are certified to varying extents by leading national and international palm oil sustainability standards. Our aim is for every Genting Plantations operating unit in Malaysia to obtain these sustainability certifications and we are making positive progress towards this end.

Sustainability Certifications Achieved as at 31 December 2017

Name of Operating Units	Name of Major Supply Base	RSPO		ISCC		MSPO
		P & C	SCC	EU	PLUS	
Genting Ayer Item Oil Mill	Genting Sri Gading Estate Genting Sg Rayat Estate Genting Kulai Besar Estate Genting Tanah Merah Estate Genting Tebong Estate	•	•	•	•	
Genting Sabapalm Oil Mill	Genting Sabapalm Estate	•	•	•	•	•
Genting Tanjung Oil Mill	Genting Tanjung Estate Genting Tenegang Estate Genting Bahagia Estate Genting Landworthy Estate Genting Layang Estate	•	•	•	•	Audited
Genting Mewah Oil Mill	Genting Mewah Estate Genting Lokan Estate	•	•	•	•	
Genting Trushidup Oil Mill	Genting Sekong Estate Genting Suan Lamba Estate	Audited		•	•	Audited
Genting Indah Oil Mill	Genting Indah Estate Genting Permai Estate Genting Kencana Estate			•	•	
Genting Jambongan Oil Mill	Genting Jambongan Estate			•	•	
Externally Processed	Genting Bukit Sembilan Estate			•	•	
	Genting Cheng Estate					
	Genting Sepang Estate					
	Genting Selama Estate			•	•	
Genting MusimMas Refinery*	Genting Tanjung Oil Mill Genting Trushidup Oil Mill Genting Indah Oil Mill Genting Mewah Oil Mill Genting Sabapalm Oil Mill Genting Jambongan Oil Mill		•	•	•	
Genting Biodiesel Sdn Bhd	Genting MusimMas Refinery			•		
SPC Biodiesel Sdn Bhd	Genting MusimMas Refinery			•		

*GMMR also has the Italian National Scheme Sustainability Certification



Roundtable for Sustainable Palm Oil

RSPO certification is guided by the RSPO Principles and Criteria for Sustainable Palm Oil Production ("P&C"), the global-guidelines for producing palm oil sustainably. The P&C is also adapted to each adopting nation through National Interpretations.

Plans are underway to prepare our remaining oil mills in Malaysia to be RSPO certified within the the next two years. Currently 4 out of 7 of our oil mills have obtained the RSPO P&C and SCC certification.

RSPO

International Sustainability and Carbon Certification



ISCC is an independent multi-stakeholder organisation providing a globally applicable certification system for the sustainability of biomass and bioenergy products. ISCC certification ensures compliance with ISCC's core criteria which are protection of areas with high biodiversity values, protection of areas with high carbon stock, protection of peat land, respect for human, labour and land rights as well as sustainable farm management.

Our Group's oil mills and estates in Malaysia are all ISCC EU and ISCC PLUS certified since 2014. In 2015, Genting Jambongan Oil Mill ("GJOM"), was selected by ISCC to be featured as one of its five case studies worldwide, being the region's first successful zero-discharge oil mill.

ISCC



Malaysian Sustainable Palm Oil

MSPO is the national sustainability certification scheme for oil palm plantations, smallholders and the supply chain facilities and is awarded upon compliance to requirements of the MSPO Scheme.

Genting Plantations was one of the pioneer companies to undergo MSPO audits organised by the Malaysian Palm Oil Board in 2014 and obtained MSPO certification for its Genting Sabapalm Oil Mill and its supply base, Genting Sabapalm Estate, in the same year. Genting Plantations is working towards full MSPO certification within the next 2 years as adherence to MSPO will be made mandatory for the Malaysian oil palm industry by the end of 2019.

MSPO

Food Quality Certification

Food quality certification applies most stringently to GMMR which produces refined, bleached and deodorised (“RBD”) palm oil, palm olein, and palm stearin which are sold to be further processed into foodstuffs. GMMR, which commenced operations in January 2017, has since been certified by both national and international certification bodies as listed below:

Type of Certification			
 <p>HALAL certification by JAKIM</p>	 <p>KOSHER certification by KLBD Kosher</p>	 <p>Makanan Selamat Tanggungjawab Industri [“MeSTI”] by Ministry of Health Malaysia</p>	 <p>Hazard Analysis Critical Control Point [“HACCP”] by SIRIM</p>

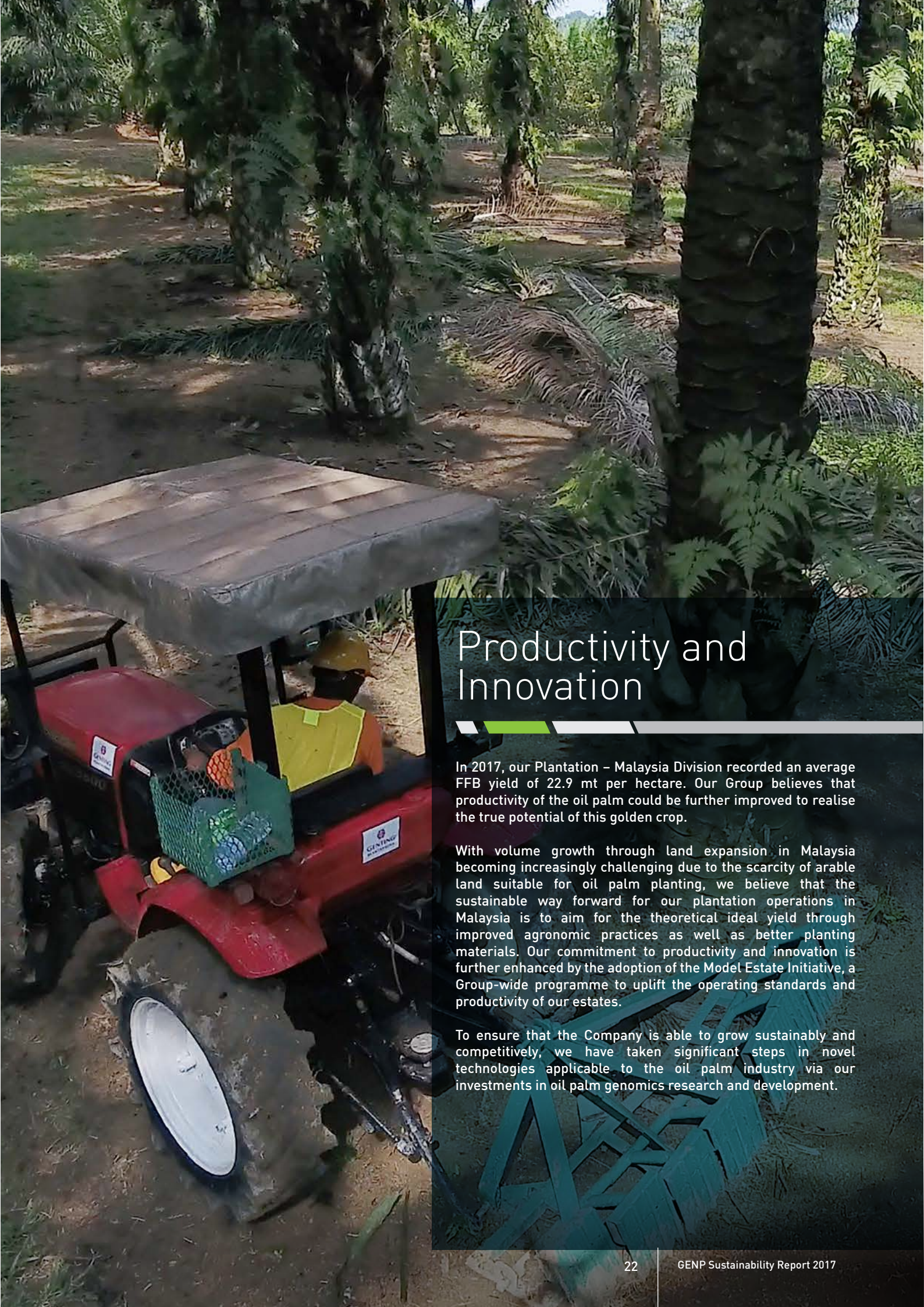
Our Food Safety Policy

Genting Plantations is committed to continuously provide palm products that are safe for consumption by:

- Establishing and maintaining Good Agricultural Practices and Good Manufacturing Practices;
- Ensuring sustainable implementation and certification of effective management systems that comply with regulatory requirements and international guidelines where applicable;
- Conducting timely reviews of food safety policies, standards and practices to effectively manage risks associated with changes in standards, processes and technologies; and,
- Communicating this policy and its requirements to suppliers, contractors, customers and principal stakeholders to ensure that they embrace the same commitment.

Biodiesel Quality Certification

The biodiesel produced by our plants are certified according to the internationally-recognised European Standards EN14214 and Malaysian Standards MS 2008:2014, both of which meet the demands of our key customers in Europe and Malaysia.



Productivity and Innovation

In 2017, our Plantation – Malaysia Division recorded an average FFB yield of 22.9 mt per hectare. Our Group believes that productivity of the oil palm could be further improved to realise the true potential of this golden crop.

With volume growth through land expansion in Malaysia becoming increasingly challenging due to the scarcity of arable land suitable for oil palm planting, we believe that the sustainable way forward for our plantation operations in Malaysia is to aim for the theoretical ideal yield through improved agronomic practices as well as better planting materials. Our commitment to productivity and innovation is further enhanced by the adoption of the Model Estate Initiative, a Group-wide programme to uplift the operating standards and productivity of our estates.

To ensure that the Company is able to grow sustainably and competitively, we have taken significant steps in novel technologies applicable to the oil palm industry via our investments in oil palm genomics research and development.

Improved **Agronomic Practices**



Integrated Pest Management

To enhance the effectiveness of Integrated Pest Management (“IPM”), annual classroom training and field demonstrations are conducted by Genting Plantations Research Centre (“GPRC”) for all levels of estate personnel from management to workers. This training encompasses identification of the various pests and diseases in oil palm and the proper procedures that need to be adhered to in managing these pests and diseases.

Since 2013, Genting Plantations has successfully imported native barn owls of the *Tyto alba javanica* species from our Peninsular Malaysia estates to our estates in Sabah. The introduction of these barn owls as a natural pest control solution has proven to be successful, thus reducing our Group’s total reliance on rat baits to control the rat population, which is a well-known oil palm pest.

Fertiliser Application Management

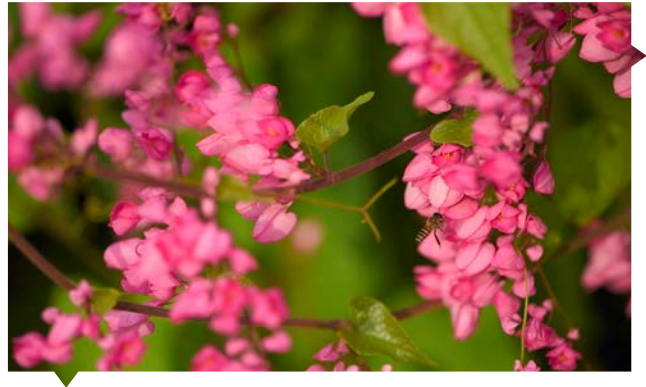
The fertiliser application process in Genting Plantations is well-documented within standard operating procedures and the Model Estate Initiative with monitoring practices in place to ensure optimum uptake for the palms. Fertiliser application is timed during months where rainfall is at moderate levels to prevent runoff losses during high rainfall periods and potential volatilisation losses during dry months. The quality of fertiliser application is also periodically assessed by our GPRC team to provide timely feedback to estate operations.

Biomass Recycling

In accordance with our Group's biomass recycling best practices, empty fruit bunches ("EFB") are extensively used in our estates. The benefits of EFB application on plantation land are well documented, especially for moisture retention and increasing the organic matter in the soil for better nutrient utilisation and uptake. It is our Company's policy for estates with adjacent internal mills to apply EFB during replanting and on immature plantation fields.

Biological Agents

Bagworms and nettle caterpillars are well-known oil palm pests which can strip the host plant's leaflets during foraging, and in more serious outbreaks, cause canopy defoliation. Beneficial plants such as *Cassia cobanensis*, *Antigonon leptopus* and *Turnera subulata* are planted extensively on our Group's estates as it serves to attract the predators of these pests as biocontrol agents.



Monitoring with Geographic Information System ("GIS") / Global Positioning System ("GPS") Data

With unmanned aerial vehicles ("UAVs") and drones becoming more affordable and widely available, Genting Plantations has also embarked on a census of our Group's palm inventory with these new technologies. This project will provide a realistic overview of our plantation assets and landbank status incorporating GIS and GPS information. This will enable more accurate data collection of our Group's total palm stand to facilitate more effective management planning, utilisation of resources and the correct dosage of fertiliser application.

Mechanisation

Our Group actively pursues mechanisation of key field processes from crop collection and evacuation to fertiliser application. In 2017, our Group's in-house-developed mechanised loose fruit collection machine – Scavenger 3 – was recognised with a Merit Award at the 3rd International Competition on Oil Palm Mechanisation ("ICOPM3") organised by the Malaysian Palm Oil Board ("MPOB"). Scavenger 3 is a tractor-driven solution that provides operators the ability to pick up loose fruit efficiently.



Automation of Oil Mills



Oil mills operations traditionally rely heavily on manual labour, a resource affected by changes in immigration policies for foreign labour and the growing scarcity of local workers. Oil mill processes also inherently involve a number of occupational risks as most employees are working close to moving mechanical parts, pressure vessels, steam, hot liquids, high noise levels, and other hazards.

To tackle both issues of labour availability and personnel safety at the workplace, our Group has developed and implemented a number of significant technological innovations at our oil mills that minimise the dependence on human intervention. These include the installation of an automated FFB cage handling system that comprises a cage indexer, transfer carriage, tipper and cantilever bridge with articulated indexer in most of our oil mills. This system replaces the conventional FFB cage marshalling systems, which usually has a winch, bollard and an overhead hoist. The new system is assisted by programmable logic controllers, industrial human machine interface, and a wide range of automatic sensors and instrumentation.

Besides reducing reliance on manpower significantly, the system minimises operator error and improves safety as the operator is able to control the system remotely from a safe distance. Implementation of this automation system has also resulted in more reliable, energy efficient and consistent operations.

MANPOWER REDUCTION WITH AUTOMATION OF OIL MILLS		
Station	Manpower for Conventional Mill	Manpower for Mill with Automation
Loading Ramp	6	2
Steriliser	4	2
Cage Handling	6	0
Crane/Tipper	2	2
Kernel Recovery	2	2
Pressing	4	2
Clarification	2	2
Marshalling Vehicle	4	0
Water Treatment	2	0
Engine Room	2	2
Boiler	6	6
Relief Operator	4	4
TOTAL	44	24

Oil Palm **Biotechnology**

Increasing the average yield with good agricultural practices alone will not carry sufficient momentum towards achieving our Group's long-term yield target. New solutions are required to significantly raise oil palm productivity, and as such, Genting Plantations has invested heavily in biotechnological research and development.

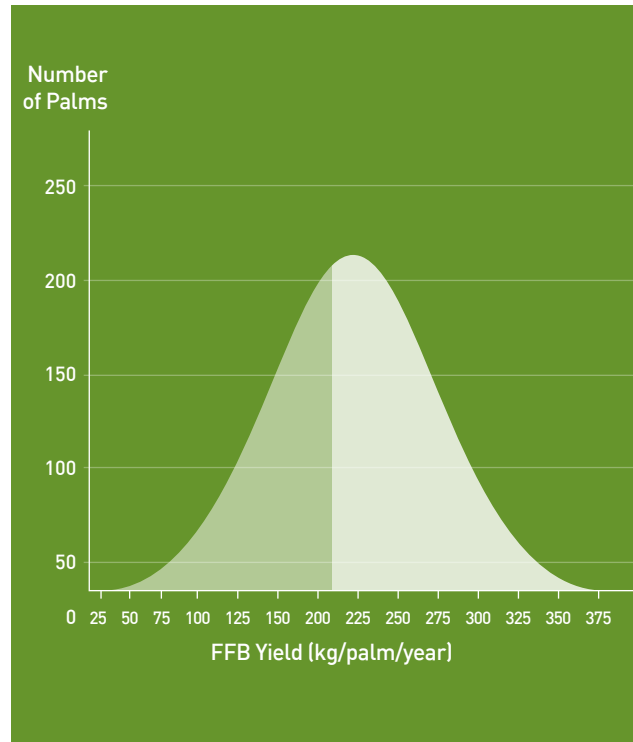


Superior **Planting Materials**

Current commercial plantings are predominantly Tenera (DxP) hybrids which are produced by crossing Dura (D) mother palms with Pisifera (P) father palms. The progenies of these crosses are genetically diverse and FFB yield would be normally distributed. This lack of uniformity is one of the major causes for the national average annual yield per hectare to be in the range of 20 mt.

To leverage on the maximum yielding capability of the crop, all planted palms should ideally be uniform and have the genetic potential to produce top-tier yield. This is theoretically achievable by screening with genetic markers and selecting high-yielding palms for planting.

As an illustration, the yield curve on the right represents a yield distribution of 400 palms being monitored over a period of time. The mean FFB yield is 225 kg per palm per year, equivalent to 33 mt per hectare per year. If the predictive high FFB yield screening is accurately performed while discarding the bottom 40% of lower yielding palms, the mean FFB will be about 250 kg per palm per year which is equivalent to 37 mt per hectare per year, an increase of about 4 mt.



To date, Genting Plantations has planted about 1,000 hectares with marker-screened oil palms, and are monitoring these plots closely as indicators of the markers' effectiveness. By raising our Group's average FFB yield per hectare, there will also be a significant positive impact in revenue for our Group. If successful marker-screening is widely adopted, it could potentially result in exponential growth in yield per planted hectare and increase sustainable palm oil production by reducing the need for new land expansion.

The collective effects from the use of genetic marker screening by the palm oil industry could also potentially

lead to improvements in the national average yield and oil extraction rate, better oil quality, pest and disease resistance and increased tolerance to environmental stress.

Looking to the future, our Group plans to adopt the use of its genomic discoveries to produce palms with better qualities and higher commercial value. This will ensure that palm oil continues to remain productive, competitive and relevant in the future while enhancing our Group's investment returns and revenues.

Ganoderma Threat

Oil palm yield and productivity can be severely hindered by the presence of the disease commonly known as basal stem rot ("BSR") caused by the pathogenic fungus *Ganoderma boninense*. In BSR-infected oil palms, necrosis usually occurs internally at the base and roots of the palms, thereby reducing their productivity, economic life span and survivability.

In Malaysia and Indonesia, where palms have been cultivated for more than two planting cycles, significant losses due to infection of this disease have been reported. In 2012, MPOB reported that annual occurrences of BSR in Malaysia are growing at an alarming rate of 10.3% per year. According to MPOB, if there is no effective treatment for this debilitating disease, about 5.4 million hectares of oil palm plantations in Malaysia (accounting for almost the entire currently-planted area) will be infected by year 2045.

BSR infection often occurs subtly as the spread of the disease is usually not visible upon cursory inspection. Upon discovery, rotting is often already severe and the affected palms are usually beyond recovery. Soil mounding on diseased palms is a common practice and can initially extend the palms' economic lifespan; however, this is only a stopgap measure.

As such, Genting Plantations is pursuing innovations for the early detection of BSR while also developing biological, microbe-based solutions that offer protection, control and treatment of this disease. Our research centres and trial plots have reported great success and this holistic approach is expected to be more sustainable and friendlier to the environment due to lesser dependence on chemical agents for the treatment of this disease.



Healthy seedling, treated with microbe-based solution



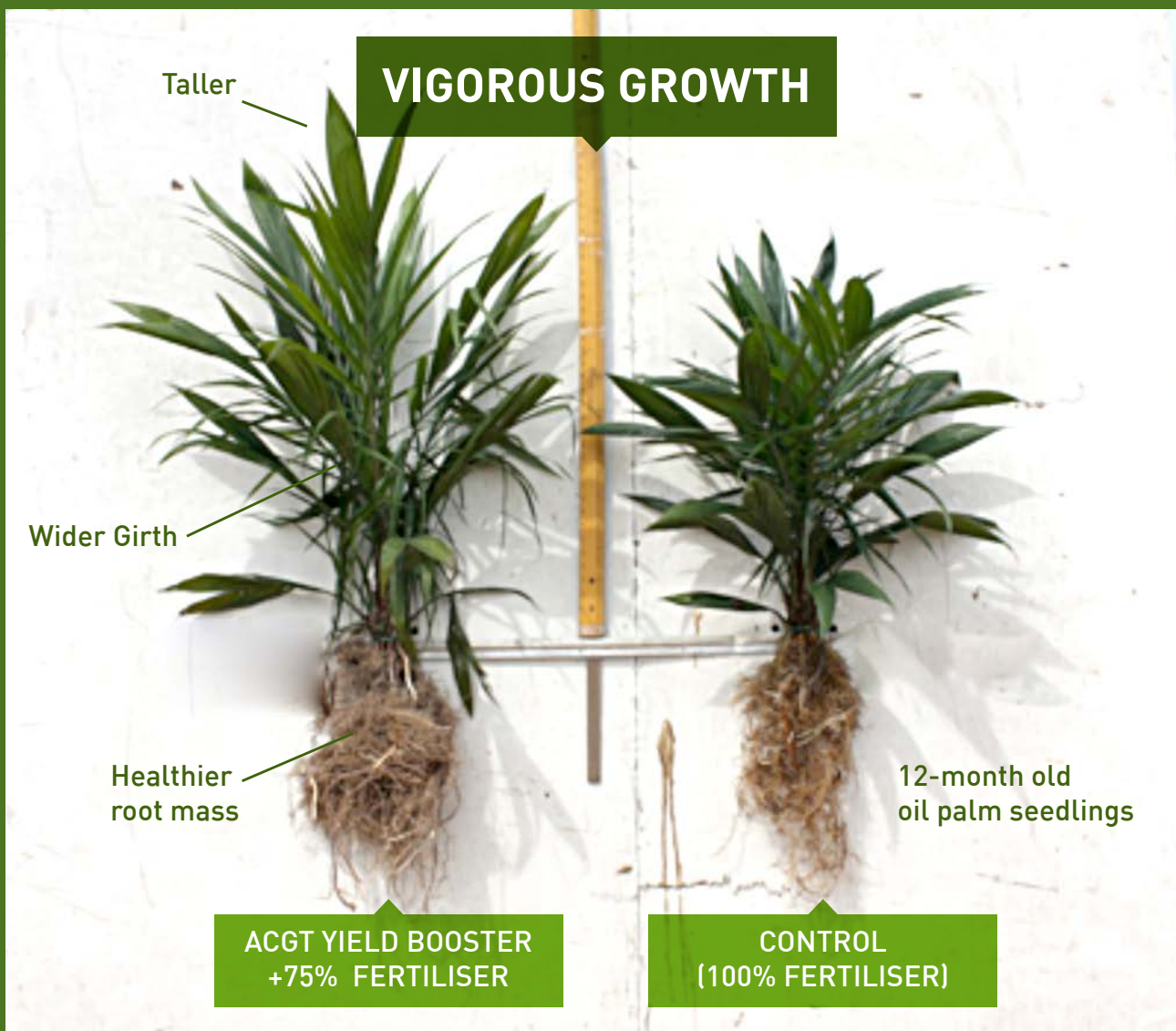
Diseased palm, without treatment

Healthier Palms with Less Fertiliser Input

In addition to the initiatives mentioned above, Genting Plantations' competitiveness within the oil palm industry can also be improved with cost rationalisation. As fertiliser is a major cost item in oil palm cultivation, a reduction of the dependence on fertilisers stands to considerably improve cost margins. Biological solutions such as the recycling of biomass and the use of waste composting are useful in addressing the volatile cost of fertilisers, but are often inadequate to meet the long-term nutritional needs of oil palm.

Towards this end, Genting Plantations is harnessing its genomic sequencing capacity and microbiological technology to identify and isolate microbes that can promote oil palm growth and health. The application of these beneficial microbes through a proprietary product called ACGT Yield Booster can potentially improve oil palm yield, reduce the use of chemical fertilisers and improve the efficiency of fertiliser uptake by the palms.

Genting Plantations is currently conducting large-scale trial applications of these biological solutions on nearly 500 hectares of plantation land. Beyond the benefits of cost-saving, a reduction of mineral and chemical fertilisers will also reduce negative impacts on the environment.



Application of proprietary microbial fertiliser improves nutrient uptake and encourages better palm growth.



Our Workforce

Our employees are our most valued resource.

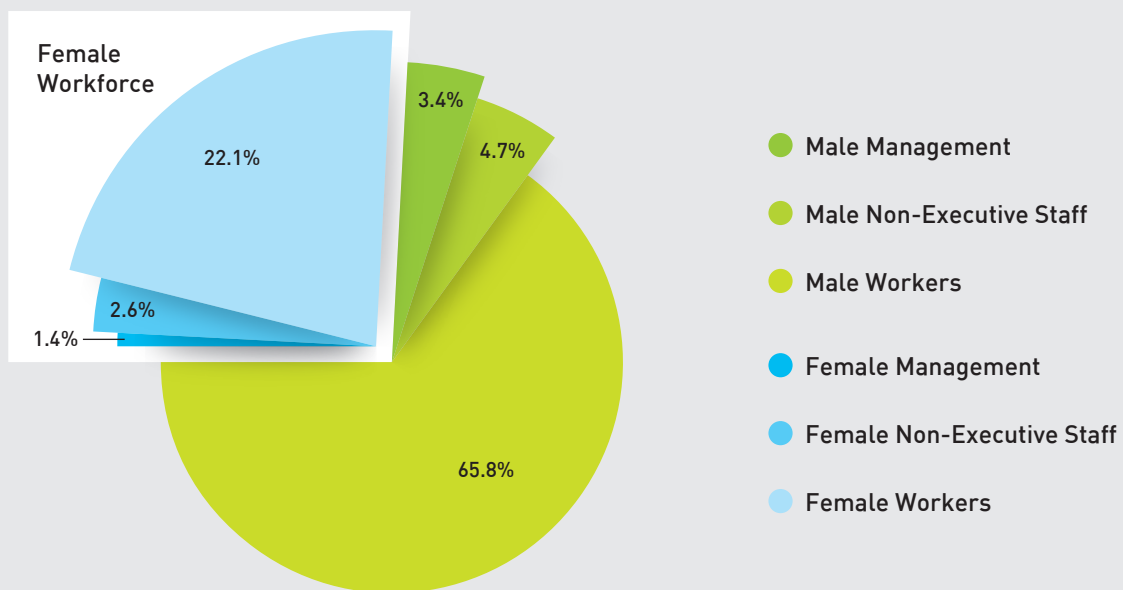
As a responsible organisation, Genting Plantations is committed to provide equal opportunities to all employees irrespective of their racial, religious, or socioeconomic background. Our Group consistently nurtures the development of our human resources within a conducive workplace by fostering an inclusive culture and promoting cultural diversity within the organisation. Our Group has an uncompromising stance against forced or bonded labour, child labour, and human trafficking.

Our Workforce



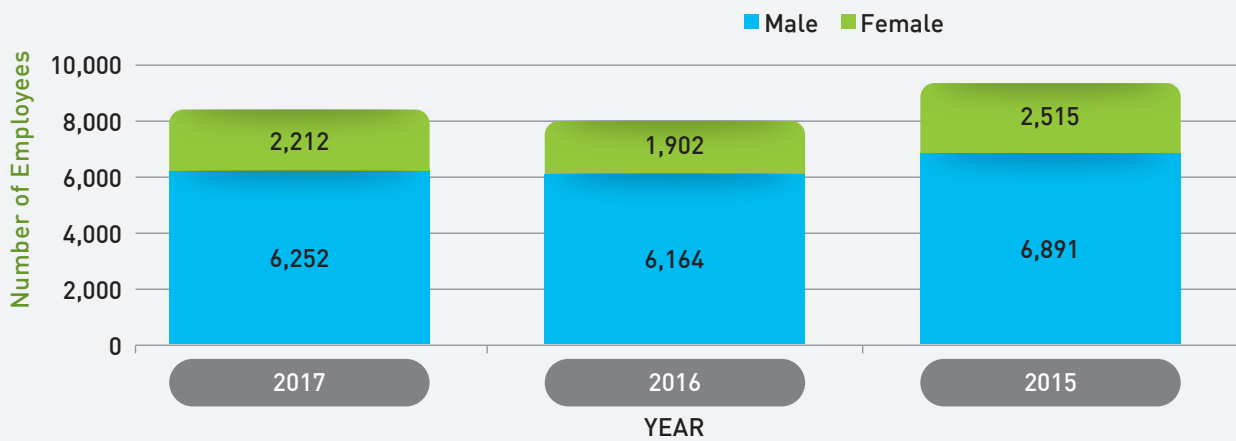
Our Group employs 8,464 people, of which 26% are women. Around 12% of our workforce is employed permanently whereas the remainder are contracted staff. All senior management positions in our Group are held by Malaysians, and key operatives are based at our Group's headquarters and regional offices.

Workers employed in estates and oil mills consist mostly of non-Malaysians. These are primarily workers from Indonesia, while workers from Bangladesh make the second largest group, followed by others from India, Pakistan, Sri Lanka, and the Philippines. Malaysian estate and mill workers are mostly sourced from the local communities where we operate. Currently, the ratio of our Group's local workforce to foreign workers is 1:3.7.

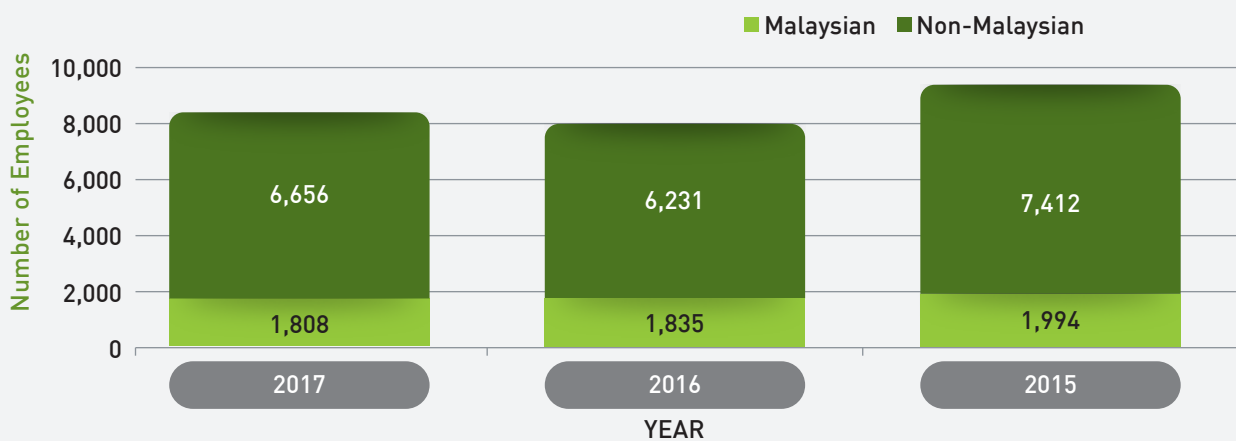


Our employees are our most valued resource.

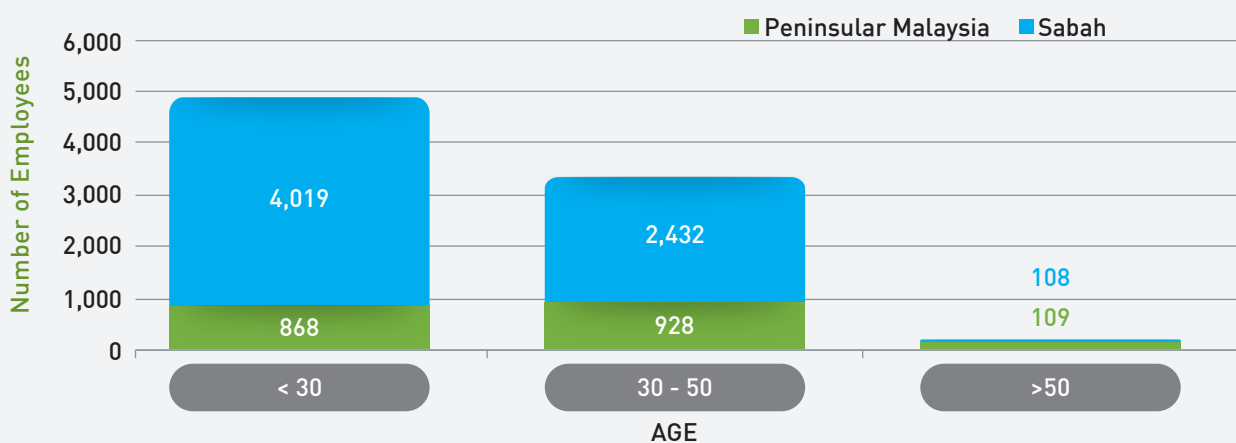
TOTAL WORKFORCE by GENDER



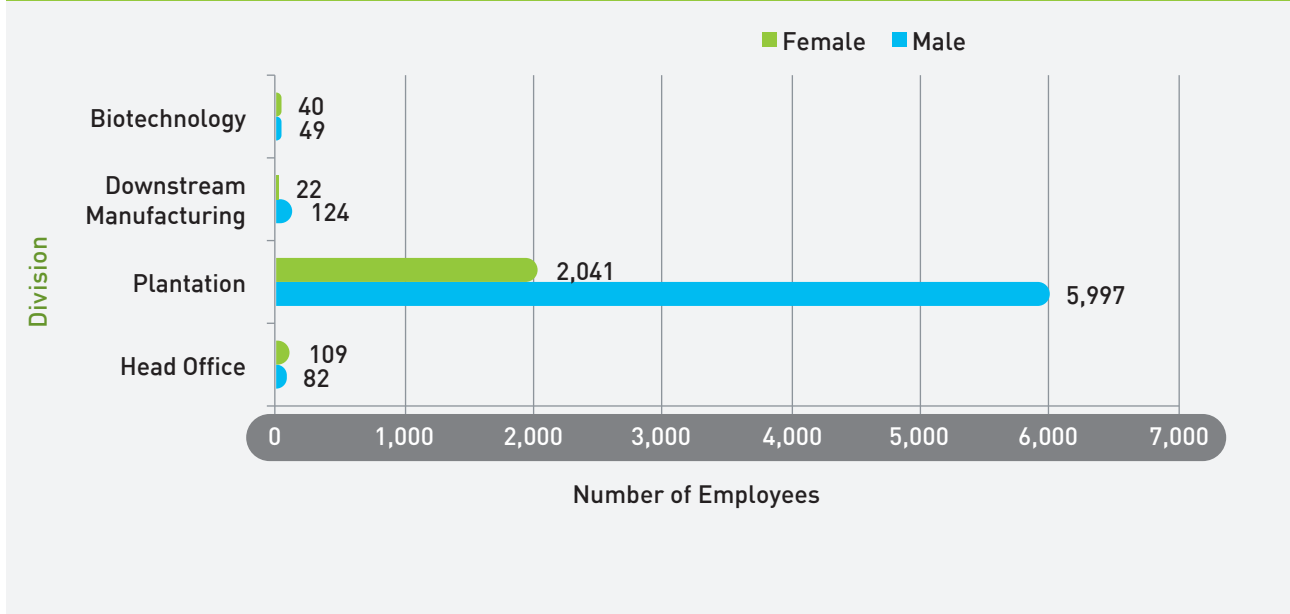
TOTAL WORKFORCE by NATIONALITY



2017 WORKFORCE by REGION & AGE



2017 WORKFORCE by GENDER & DIVISION



Women in the Workforce



The plantation industry is traditionally dominated by men as the nature of work is often arduous and entails manual labour. In Genting Plantations however, the number of women to men in our workforce is relatively higher than the industry average. Our Group sees the highest 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 rapidly-growing operations. For 2017, the ratio between male to female employees in management stands at a ratio of 2.8:1.

Our female employees currently enjoy a maternity leave of 60 days, which will soon be increased to 90 days in line with the recent ruling by the Malaysian government.

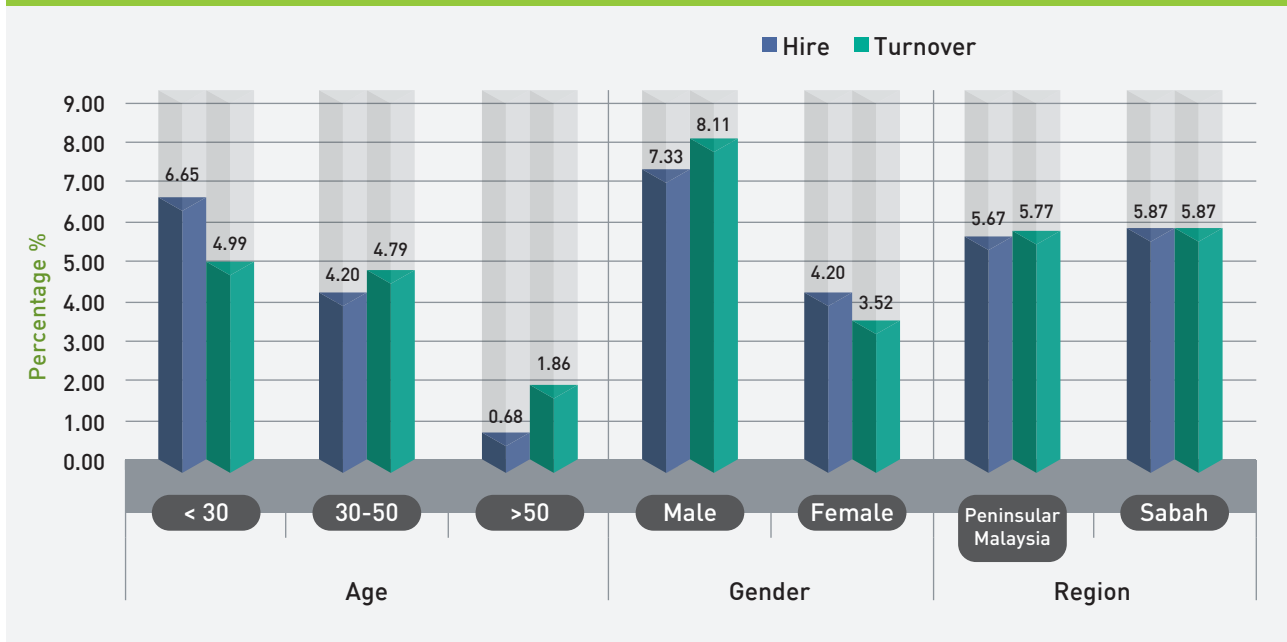
Workforce Recruitment and Retention

Genting Plantations faces numerous challenges in workforce recruitment and retention. Our Plantation - Malaysia Division in particular has difficulties hiring migrant workers due to strict entry rules into Malaysia as well as improving job opportunities in workers' home countries such as Indonesia.

Our Group also finds it harder to attract and retain younger employees due to a perceived lack of interest in the plantation industry and its remote locations, physical tasks and exposure to the elements. This can be seen in the higher ratio of hiring rate to turnover rate for employees below the age of 30, as depicted in the chart below.

The scarcity of new talents, specifically those with an interest in the plantation sector, makes most of our trained employees highly attractive to other industry players. The Company mitigates high employee turnover and job dissatisfaction through comprehensive employee benefits, competitive remuneration, training and personal development, and a conducive working culture.

2017 EMPLOYEE HIRE & TURNOVER by AGE, GENDER & REGION



Remuneration and Benefits

Remunerations for Genting Plantations' employees and contract staff adhere to the stipulations set forth by the Malaysian Minimum Wages Order 2016. Our management is committed to paying fair wages to our workforce and ensuring that wages paid meets the applicable minimum wage set by the Government.

Our Group provides numerous benefits to eligible employees, such as annual bonuses, medical and insurance coverage, Employees Provident Fund scheme ("EPF") contributions, car loan interest subsidies, dental benefits, travel-related benefits, membership fees for professional associations, financial relief for bereavements, and staff discounts for the purchase of property developments by the Group. Scholarships are also given to eligible employees for them to undertake professional courses including graduate and postgraduate programmes.

Employees' performances are reviewed annually through an appraisal system. Employees who perform well are rewarded with salary increments or annual bonuses, while employees who have completed five to 40 years of service are recognised with Long Service Awards at five-year intervals. Eligible employees who remain with the Company until retirement may also be eligible for retirement gratuities.

Our Group has an organised mentorship programme wherein individuals with suitable qualifications are placed under the tutelage and mentorship of experienced senior managers. This allows the Company to have sustainable succession planning which encourages retention of our younger employees.

Beyond these benefits, we also emphasise the importance of a healthy work-life balance, including annual leave and maternity leave allocations consistent with industry standards as well as regular social and sports activities. To promote healthy lifestyles within the workforce, our Group regularly hosts health campaigns and awareness programmes on non-communicable diseases such as high blood pressure, high blood cholesterol, and high blood glucose.

Due to the intense competition amongst plantation companies in recruiting estate employees and workers, Genting Plantations offers attractive and fair recruitment packages. Benefits offered by our Group to all estate and oil mill workers include the following:

- Free housing with regular maintenance
- Subsidised water and electricity supply (provided for free where possible)
- Transportation allowance
- Medical care and supporting facilities
- Crèche for young children
- Basic education facilities for children
- Recreational facilities
- Places of worship
- Celebrations of cultural and religious festivities
- Training and awareness programmes
- Recognition of highly productive workers

Training

Supervisory
Structured Training
Programme

SSTP

The Supervisory Structured Training Programme ("SSTP") is designed to develop skilled and competent field supervisors. The programme enlists interested individuals as paid trainees, who are then subjected to three months of training followed by three months of being coached. Upon the successful completion of the programme, successful trainees are offered work placements within the Company.

To date, Genting Plantations has successfully trained 48 employees of which 31 are still in active service.

Genting Plantations
Talent Resource
Programme

GTRP

The Genting Plantations Talent Resource Programme ("GTRP") is an on-the-job training programme designed to develop future plantation executives of the Company. It is an integrated and intensive three-month training programme led by our Group's Senior Estate Managers covering all aspects of oil palm plantation operations. Successful GTRP trainees are absorbed as employees and designated as Probationary Assistant Estate Managers and placed under the care of Estate Managers for further training and to gain valuable work experience. Appraisals are then carried out for the next six to 12 months prior to the candidate's confirmation as an Assistant Estate Manager or Research Executive.

To date, Genting Plantations has successfully conducted 15 batches of the programme of which 56 executives are still in active service.

Knowledge
Enhancement
Programme

KEP

Genting Plantations' Knowledge Enhancement Programme ("KEP") covers general training topics for the continued development of all employees and workers in alignment with our Group's aspirations and policies. KEP is a multi-medium training format ranging from classroom sessions and interactive workshops to field experiences. The training syllabuses are diverse and are designed for the requirements of each operating unit, including topics such as leadership training, replanting, waste management, supervisor training, and security. If required, KEP participants are evaluated after the duration of their training and certified.

Biotechnology
Post-graduate
Training Programme

BPTP

Genting Plantations' Biotechnology Division established a post-graduate programme for the training of scientists since 2011 in line with the division's vision to be a leading innovator in the genomics industry. The division has a young and dynamic workforce and one of the objectives of the postgraduate programme is for retention of innovative scientists within the company. The programme also aids in establishing collaborations with academia. To date, the programme has produced one PhD and four MSc graduates.

Freedom of Association and Collective Bargaining

The management supports the rights of employees and workers to form and join trade unions of their choice and to bargain collectively. For the year ending 31 December 2017, a total of 1,634 employees are members of The All Malayan Estates Staff Union ("AMESU") and The National Union of Plantation Workers ("NUPW").

Grievance and Whistle-Blowing Policy

We aim to address any grievances or complaints that are raised by an employee or third party in a fair, effective and local manner. Our Grievance Policy provides a framework for non-discriminatory and fair treatment of all stakeholders. Anonymous whistle-blowing channels enable employees to report actual, potential, or suspected wrongdoings without the fear of repercussions.

Complaints can take the form of written or verbal reports addressed to any head of department or member of our Group's whistle-blowing committee, or via email to genp.whistleblower@genting.com. The whistle-blower policy can also be access on the company's website at www.gentingplantations.com.

Occupational **Safety and Health**



Our goal is to ensure that we provide a safe and healthy working environment for all our employees and workers.

As a leader in a commodities production industry with operations covering estates and oil mills, Genting Plantations believes that the safety and health of our workforce is of the utmost importance and takes occupational safety and health (“OSH”) seriously. In this regard, OSH best-practices are integrated into the daily operations and activities of our Group. Contractors and visitors to our premises are also required to adhere to our Group’s established OSH practices.

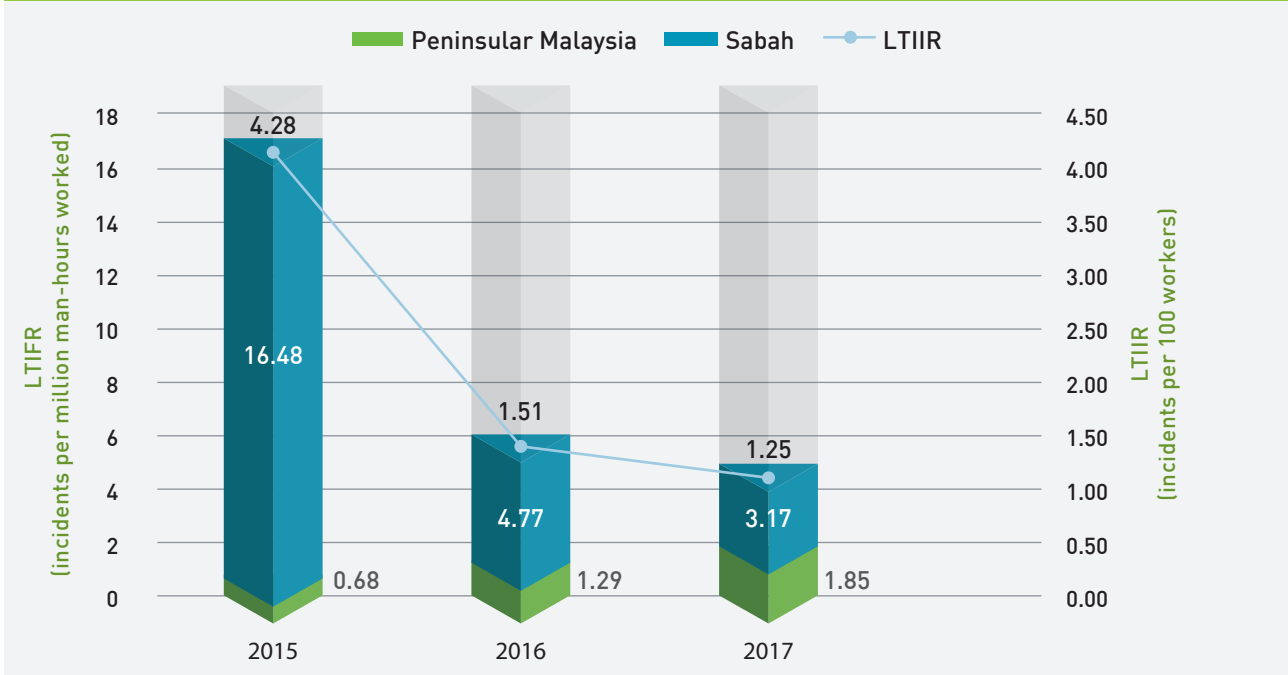
An Occupational Safety and Health Manager based in our Group’s headquarters, supported by two Safety and Health Officers based in Sabah, are collectively tasked with overseeing the overall health and safety provisions and compliance across our operations in Malaysia. This includes providing training on OSH related matters and addressing OSH issues during routine visits to operating units.

Genting Plantations has achieved a zero fatal accident record for the year 2017. Our Group’s lost time injury (“LTI”) severity rate – which refers to the number of lost man days compared to the number of LTIs reported – remained low in 2017 averaging 4.04 lost man days per LTI.

Lost Time Injury Frequency Rate (“LTIFR”) and Lost Time Injury Incidence Rate (“LTIIR”)

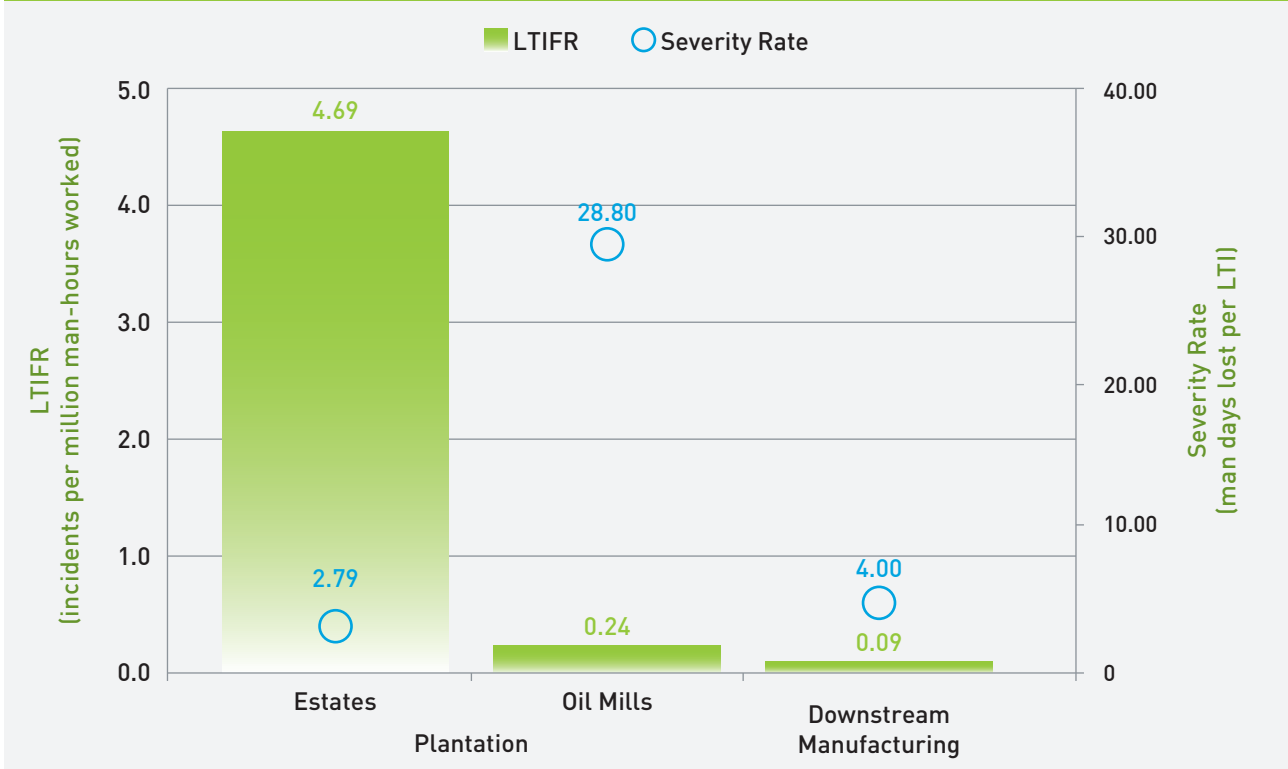
The Lost Time Injury Frequency Rate (“LTIFR”) represents the frequency of Lost Time Injuries (“LTI”) for every 1 million man-hours worked, while the Lost Time Injury Incidence Rate (“LTIIR”) signifies the number of LTIs occurring for every 100 employees. Our Group is proud to report a further year-on-year reduction in LTIFR and LTIIR as shown below, which stood at 5.02 and 1.25 respectively.

LTIFR and LTIIR



Genting Plantations' track record demonstrates our Group's efforts to continuously reduce the incidence of injury with an ongoing commitment to uphold the importance of safety and health in the workplace. We are optimistic that the constantly-evolving initiatives for OSH promotion will continue to improve the safety of our workforce and to minimise any further incidences of LTIs for the coming year.

2017 LTIFR and Severity Rate by Operating Units



Most of the LTIs for 2017 were recorded at our estate operations with 99 injuries reported. The remaining 5% and 2% of LTIs were recorded at our oil mills and Downstream Manufacturing Division respectively. No LTIs were reported for Genting Plantations' other operating units.

The severity rate in the previous chart above indicates the average number of man-days lost per LTI. Our oil mill operations reported LTIs with the highest severity rate compared to other operating units because of the increased hazards involving work with heavy machinery and also shift work.

The following table details the LTIs by types of injury, rates of occurrence, and severity.

Types of Injury	Number of Cases	Lost Man Days	LTIFR ¹ (per million man-hours worked)	LTIIR ² (per 100 workers)	Lost Man-Day Rate ³ (per million man-hours worked)	Severity Rate ⁴ (man days lost per LTI)
Laceration/Cut Wound	37	131	1.75	0.44	6.20	3.54
Punctured Wound	17	20	0.80	0.20	0.95	1.18
Bruises / Contusion	14	18	0.66	0.17	0.85	1.29
Bodily Injury	11	54	0.52	0.13	2.56	4.91
Strain / Sprain	10	27	0.47	0.12	1.28	2.70
Eye Injury	4	19	0.19	0.05	0.90	4.75
Fracture	3	52	0.14	0.04	2.46	17.33
Abrasion Wound	3	4	0.14	0.04	0.19	1.33
Crush Injury	2	34	0.09	0.02	1.61	17.00
Swollen Muscle	2	2	0.09	0.02	0.09	1.00
Amputation	1	59	0.05	0.01	2.79	59.00
Dislocation	1	7	0.05	0.01	0.33	7.00
Minor Burn Injury	1	1	0.05	0.01	0.05	1.00

Basis of calculation:

¹ LTIFR is calculated by multiplying the number of LTIs with 1 million hours and dividing it by the total number of man-hours worked for the reporting period.

² LTIIR is calculated by multiplying the number of LTIs with the standard factor of 100 employees and dividing it with the total number of employees for the reporting period.

³ Lost Man-Day Rate is calculated by multiplying the number of lost man days with 1 million hours and dividing it by the total number of man-hours worked for the reporting period.

⁴ Severity Rate is calculated by dividing the number of lost man-days with the number of LTIs for the reporting period.

Occupational Disease

Our Group has seven oil mills in Malaysia, where workers are exposed to high levels of noise that can potentially impair hearing. Mill management provides adequate personal protection equipment ("PPE") supplemented by training and signage throughout the mill to protect workers from any occupational diseases ("OD") such as loss of hearing. Despite concerted efforts, five cases of hearing impairment were reported in 2017. Moving forward, management plans to implement a tougher policy for the use of PPE while also exploring ways to reduce workers' exposure to high noise levels.

OSH Management System

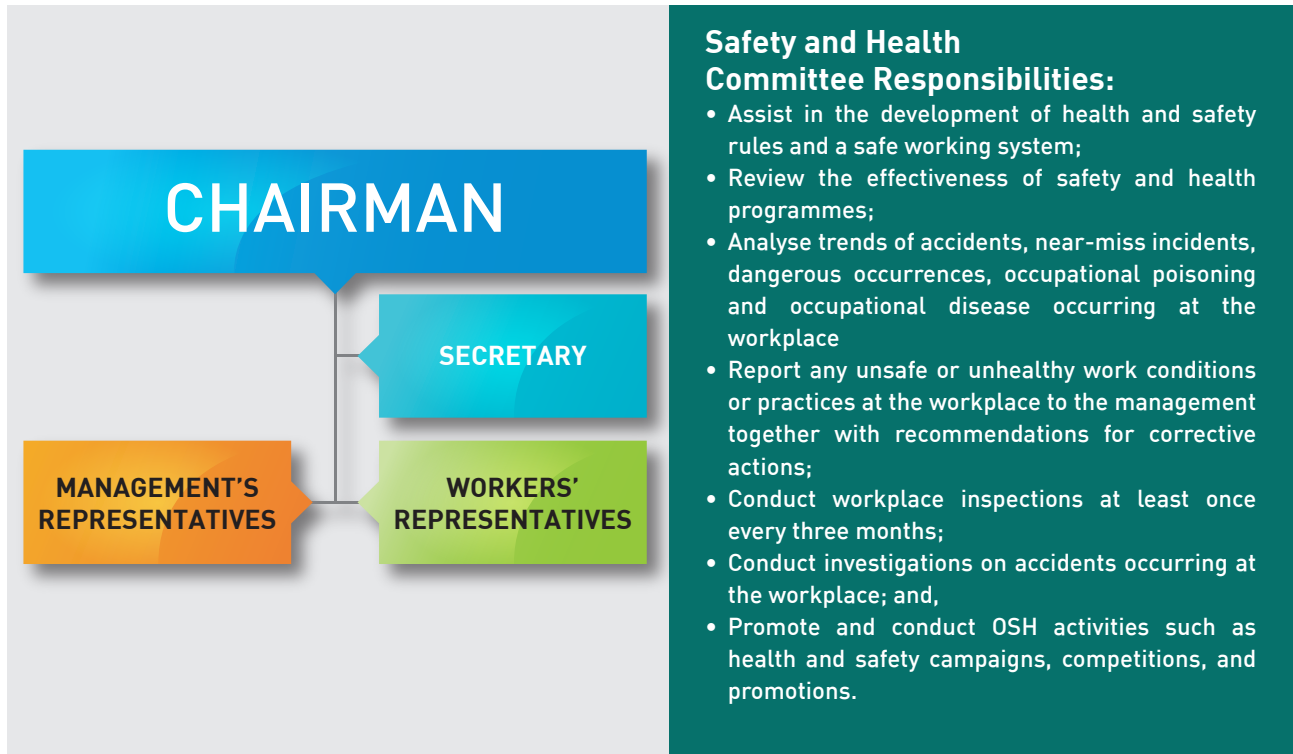
Our Group has put in significant investments to develop and implement a comprehensive Occupational Safety and Health Management System ("OSH MS") for the Company, guided by the Malaysian Standard 1722 ("MS 1722").

Our Group's own OSH MS was initially developed for the Genting Sepang Estate in Selangor and Genting Tanjung Estate in Sabah, which were awarded The National Occupational Safety and Health Excellence Award for Agriculture by the National Council of OSH (NCOSH) Malaysia in 2014 and 2015 respectively. The success and effectiveness of this OSH MS continues to be improved upon and is still in use today as a foundation for OSH-related management decisions.

The OSH MS entails group-wide implementation and documentation of critical work systems and practices such as Hazard Identification, Risk Assessment and Risk Control ("HIRARC"), Chemical Safety Management and Chemical Health Risk Assessment ("CHRA"), as well as our Group's Emergency Response Plan ("ERP"), Terrorist Threat & Security procedure, OSH Training & Induction programme, Accident Reporting and Investigation procedure, Document Control procedure, Workplace Investigation procedure, and PPE procedure.

These documented procedures are compiled into the Genting Plantations OSH Manual which is distributed to the entire Group. Each operating unit supplements this Manual with their Standard Operating Procedure ("SOP") wherein the work process specific to the unit is also outlined. Our Group's employees and workers are then obliged to adhere to the Genting Plantations OSH Manual and the SOPs throughout the course of work.

Safety and Health Committee



A safety and health committee is established at each operating unit in line with the requirement of the OSH Act, 1994.

Workers' representatives are elected by the workers themselves and comprise representatives from various sections of the operating unit. Each section's interests and concerns can be raised and appropriately addressed at quarterly meetings. Each operational unit's committee is trained annually by a Safety and Health Officer from our Group on OSH-related matters and updates, guided by the OSH Act 1994.



Our Occupational Safety and Health Policy

It is the policy of Genting Plantations Berhad and its subsidiaries to establish and maintain a safe and healthy working environment for all employees and protect others who may be affected by our activities.

We shall endeavour to:

- Comply with all applicable safety legislation, appropriate codes of practice and other safety and health requirements;
- Create awareness by providing all relevant information, work instructions, supervision and training on occupational safety and health to all employees so as to ensure duties are carried out in a safe manner and without risks to health;
- Ensure all operating facilities, vehicles, plant and machineries, equipment and appliances are properly maintained; and,
- Prevent accidents, injuries and occupational illnesses, as well as conduct investigations and take necessary steps or actions to ensure that such incidents do not recur.

All employees shall be responsible and accountable to achieve the abovementioned practices.

This policy shall be communicated and understood by all employees.

The Management shall endeavour to continually improve and review the policy on a regular basis.



OSH Training

OSH training is structured differently for management and workers along with appropriate education to assist each group in understanding the rationale behind OSH guidelines and procedures.

OSH training for management covers the procedures, legal requirements and methods to implement an effective OSH MS and maintain safe working conditions while new workers at our Group's mill and estate operations undergo an induction programme covering safety practices within the company with the assistance of an interpreter should they require translations into their native languages.

In addition to the above, each operating unit also conducts training through daily musters (roll-calls) as well as practical sessions on the job to remind all workers to comply with OSH standards. Training records are documented at each operating unit.

Security at Genting Plantations

Genting Plantations works closely with related government agencies and partners to safeguard our plantation and associated facilities and provide a secure working environment for our employees, contractors and local communities supporting our organisation. Most of our security personnel are auxiliary police trained by the Royal Malaysian Police.

Given our Group's sizeable operations in Sabah, some operating units are exposed to the risk of terrorism by being located within or in close proximity to the Eastern Sabah Security Zone ("ESSZONE"). Guided by the Eastern Sabah Security Command ("ESSCOM"), our Group has implemented enhanced security measures to ensure our workforce and contractors in Sabah are safe and protected from external threats.





Social Welfare

Genting Plantations believes in creating mutual benefit for its stakeholders, which includes the communities surrounding our operational premises. Regular engagement with local communities promotes mutual understanding and a harmonious relationship built on trust and respect. As such, we encourage consultation and communication between the company, employees, and its stakeholders such as local communities and regulatory bodies.

Dialogue sessions with the local community are held when needed or at least once every six months depending on the agenda or issues to be resolved. Our Group also has implemented a feedback mechanism at all operating units, allowing the community to report any concerns or grievances to the management team or our Group's representatives. By promoting transparent avenues of communication with our stakeholders, any potential issues or conflicts can be amicably and fairly resolved.

Creating Shared Value



The remote location of some of our operations invariably necessitates engagement with isolated communities which are often far removed from modern amenities and conveniences. Genting Plantations constantly seeks to make a difference to the livelihoods of the inhabitants at these isolated locations.

Community Development and Welfare

As part of our contribution to local development, Genting Plantations prioritises job offers, contract work, and infrastructural projects for local communities whenever possible. This includes contributing infrastructural amenities such as roads, bridges and the supply of clean, potable water. Local communities are also given access to basic healthcare through our estate health clinics which are manned by trained hospital assistants. If required, transportation is provided to the nearest government medical facility during emergencies.



Education

Genting Plantations also places an emphasis on providing a solid education to our estate workers' children, whether or not they possess Malaysian citizenships.

In Peninsular Malaysia, our Group hosts four government vernacular schools within our estates. In Sabah, our Group supports nine learning centres established by the Humana Child Aid Society Sabah, a non-governmental organisation which provides education to school-going children who cannot attend government-run schools due to their parents' foreign citizenship. The nine Humana centres run classes with an Indonesian syllabus in preparation for the children's repatriation in the future. Together, these educational facilities cater to about 764 students who are mostly children of our Group's workers with others from nearby communities. In providing continuous learning opportunities, our Group also supports seven Continuous Learning Centres ("CLCs") at our Sabah estates. The CLCs caters for Indonesian students aged 13 to 17 years old and are taught by teachers who graduated from Indonesia institutions and sponsored by the Indonesian Government. As of 2017, these facilities catered to about 145 Indonesian students.

Annually, our Group also grants full scholarships to deserving undergraduates of Universiti Putra Malaysia via the Tan Sri Dato' Seri (Dr.) Lim Goh Tong Endowment Fund. This fund was launched in 2009 and has since supported nine scholars.





Our Social Policy

As a responsible organisation, we are committed to ensuring that all workers and employees are treated fairly, equally, and with respect according to national regulations and ratified international conventions. We recognise the vital contributions of our workers and employees to our business growth and success.

- We will respect and support the Universal Declaration of Human Rights.
- We shall provide a safe and healthy working environment and take appropriate precautionary measures to protect our workers and employees from related hazards and anticipated dangers in the workplace.
- We shall respect the right of our employees and workers to join or form legal trade unions of their own choosing and to bargain collectively.
- We shall not use any forced or trafficked labour in our operating units.
- We shall not use any child labour. Children's rights are respected.
- We shall not discriminate in terms of hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.
- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive rights are protected.
- These fundamental rights at work apply to all workers and employees of the company without any exceptions.

Our People Policy

People are our most valuable asset. Our priority is to provide them with a healthy, safe and conducive working environment.

To attain an excellent workforce, we shall ensure that our people are effectively and systematically trained to enhance their knowledge and skills, adequate personal safeguards are provided and all machinery and equipment are maintained in safe working condition.

We prohibit any form of violence, harassment or discrimination against race, religion, national origin, disability, pregnancy, age and gender. No one shall be denied of their rights, freedom of association and equal opportunities.

We do not employ illegal workers nor exploit under-aged children to work in our operating units.

We shall maintain social engagement and effective communication with all stakeholders.

We shall respond to any criticism, complaints, and enquiries in a transparent, positive and timely manner.

We believe that our growth and development should be synchronised with the continual enhancement of the quality of lives of the communities where we operate.

Genting Plantations and the Environment



Genting Plantations is committed to ensure that all of its operations are conducted in an environmentally responsible and sustainable manner.

To realise this core business objective, our Group's Environmental Policy was established on 5 October 2009 with the following guiding principles:

- Compliance with all applicable laws and other regulations pertaining to the environment;
- Adopt suitable pollution prevention measures that will enhance the current practices towards sustainable development;
- Set realistic goals and monitor progress to ensure continual improvement in environmental performance; and,
- Ensure that our stakeholders are aware of and share our commitment to responsible environmental stewardship.

Environmental performance in our operations is constantly monitored and the biggest impacts are measured. These relates to energy use, greenhouse gas emissions, water consumption as well as effluent and waste management. In addition to the above, we also ensure the diverse biological ecosystem that exists within and around our operations are monitored and sustained.

OUR ZERO BURNING POLICY

Open burning is strictly prohibited under the ASEAN Zero Burning Policy (1999) and the Environmental Quality (Declared Activities) (Open Burning) Order 2003.

Accordingly, all operating units are required to comply by observing the following:

- Strictly no open burning, except where deemed necessary with the prior approval of the relevant authorities. This includes domestic waste, agricultural waste, and biomass or by-products generated by the estates and palm oil mills.
- All waste generated shall be disposed off appropriately e.g. via landfill, as recyclable waste or scheduled waste.
- Limited open burning is allowed for cooking and religious purposes under appropriate supervision.

Biodiversity Protection

Our Group's commitment to protecting high conservation value ("HCV") sites within our landholdings is a practice adopted since the early days. This commitment is showcased in the establishment and conservation of the Baha (21.84 ha) and Bahagia (154.30 ha) wildlife sanctuaries within the Tenegang group of estates in Sabah. To this day, both sanctuaries are conserved in its natural state and continues to be important as water catchment and wildlife habitats.

As part of compliance with the certification requirements of the RSPO, some 2,322 hectares of land within the Group's plantation landholdings have been identified to be of high conservation value. 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.



The management is also guided by the National Forest Enactment 1986 and the Wildlife Conservation Enactment 1997 as well as other relevant regulations protecting the biodiversity of wildlife sanctuaries within our plantations. 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 premises, appropriate management and wildlife monitoring plans are implemented. These include collaboration with local NGOs and state wildlife agencies for staff training and potential translocation of these endangered species. Conservation policies are in place to reduce or avoid human-wildlife conflicts.



Kinabatangan River

The Kinabatangan river basin is home to diverse flora and fauna. Traversing 560 kilometres, the Kinabatangan River is the longest river in Borneo, the third largest island in the world.

Recognising the importance of this natural resource to the local wildlife, Genting Plantations was one of the earliest collaborators in WWF Malaysia's Kinabatangan Corridor of Life Project in 1999. Our contribution – which is still maintained to this day – is the planting of more than 30,000 trees along the riparian reserves of Sungai Tenegang Besar, a major tributary of the Kinabatangan that passes through one of our Group's estates.



The Lower Kinabatangan-Segama Wetlands

The Lower Kinabatangan-Segama Wetlands was the first wetlands in Sabah to be recognised under the Ramsar Convention, an intergovernmental treaty that provides the framework for national action and international cooperation for the conservation of wetlands and their resources. The Lower Kinabatangan-Segama Wetlands is the biggest in Malaysia (55,355 ha) and has three forest reserves within its vicinity – Trusan Kinabatangan Reserve Forest (40,471 ha), Kulamba Wildlife Forest Reserve (20,682 ha) and Kuala Maruap-Kuala Segama Forest Reserve (17,650 ha). In May 2017, Genting Suan Lamba Estate was among the parties that signed a Memorandum of Agreement (“MOA”) with the Sabah Department of Environment to collaborate in the conservation, education and environmental awareness for the Mumiang River, a tributary of the Kinabatangan River. This collaboration and awareness programme is also for the benefit of the villagers in Kampung Mumiang whose livelihood depends on fishing and the rearing of caged fish.



Proposed Keruak Wildlife Corridor Project

Genting Plantations is partnering with the Sabah Wildlife Department and the Kinabatangan Orang-utan Conservation Programme (HUTAN-KOCP) for the proposed Keruak Wildlife Corridor project, aimed at reconnecting two fragmented protected areas between the Lower Kinabatangan Wildlife Sanctuary and the Keruak Virgin Forest Reserve.

The proposed establishment of the Keruak Wildlife Corridor is crucial to maintain habitat connectivity between these fragmented protected areas and to reduce wildlife conflicts affecting the community and nearby plantations in the Sukau area. This corridor is deemed particularly important for the free migration of elephants, orang-utan and other native wildlife, while facilitating wildlife research, reforestation and environmental outreach activities.



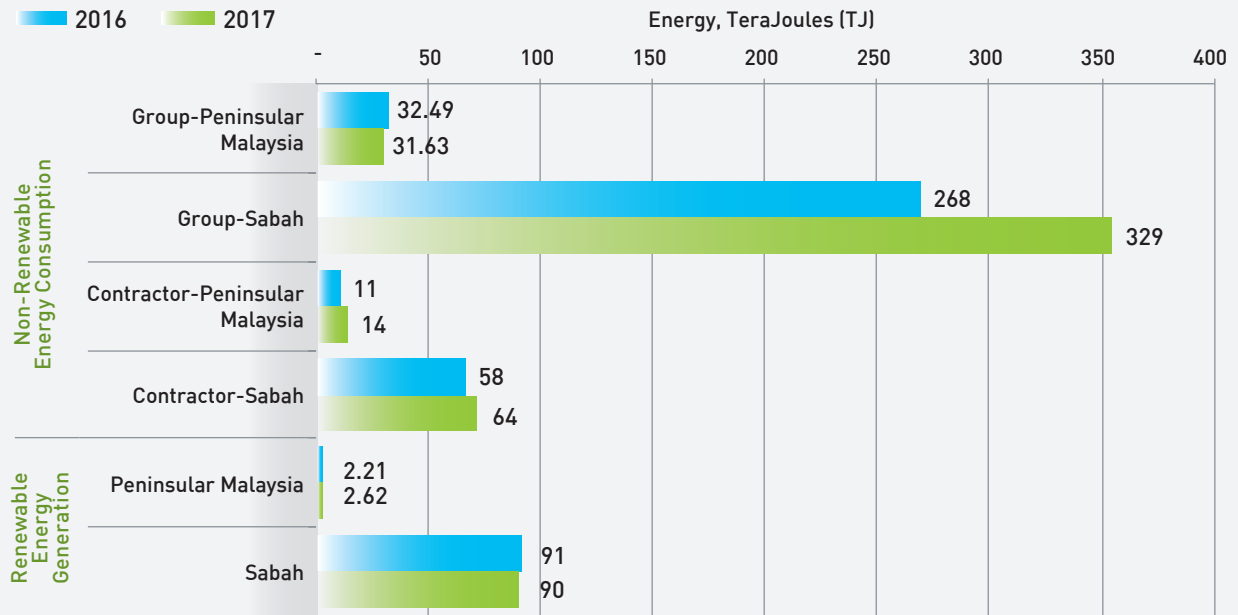
Our Group has allocated 45 hectares of mature oil palm land for the project and will be engaging with members of the Project Steering Committee for the establishment of Standard Operating Procedures (“SOP”) to minimise human disturbance in the Keruak Wildlife Corridor and to protect the corridor against illegal activities.

Enlisting Stakeholders

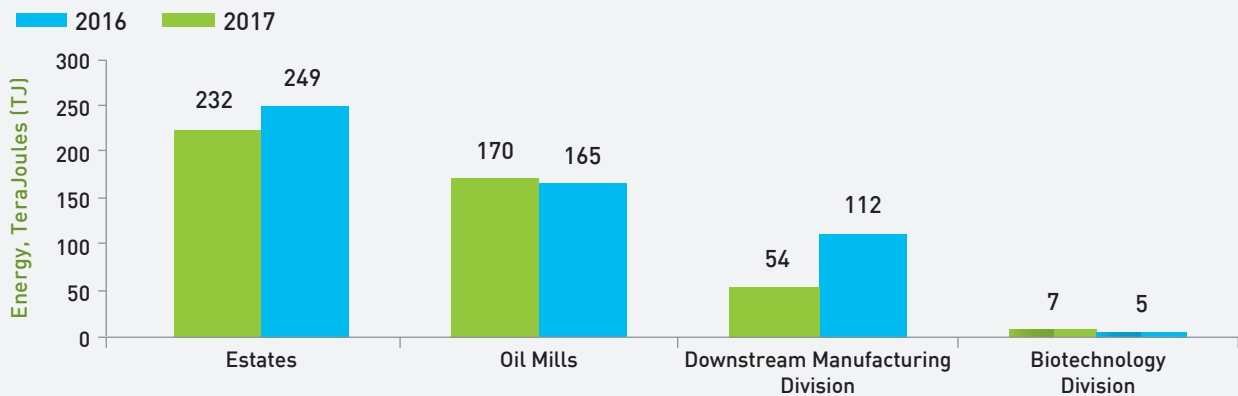
During each stakeholder consultation meeting, attendees are briefed on the sustainability initiatives by our Group and the need for conservation of the environment especially within the identified HCV sites. Through constant and persistent engagement, the local communities within which we operate will have a better understanding of the need for collaboration in our journey towards sustainable environmental preservation.

Energy Balance

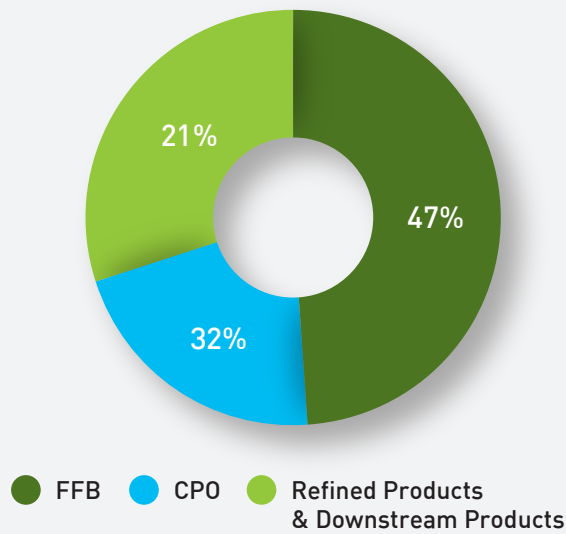
GROUP ENERGY USAGE by TYPE & REGION, and CONTRACTOR ENERGY USAGE by REGION



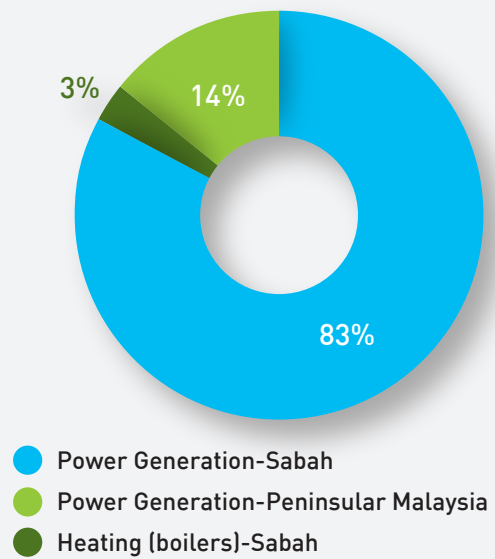
TOTAL ENERGY USAGE by DIVISION



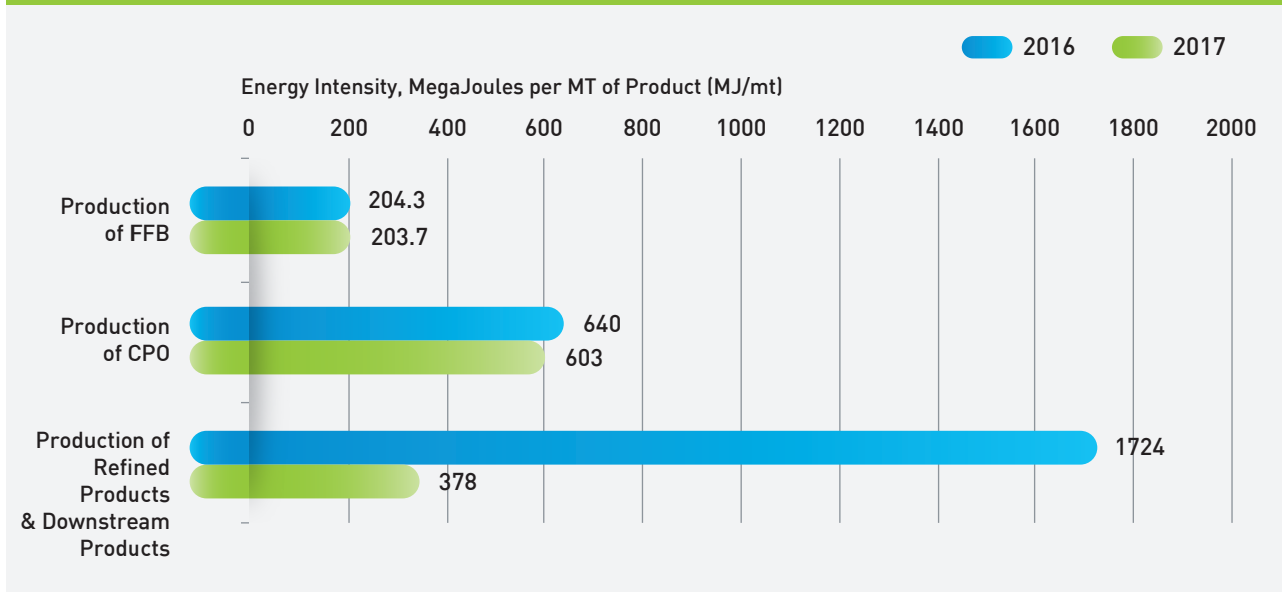
2017 ENERGY USAGE by PRODUCTS



2017 BIOMASS UTILISATION for ENERGY



Group Energy Intensity, MJ/mt



Our Group's total energy consumption for the year 2017 is 453 terajoules ("TJ"), an increase of 15% compared to 393 TJ in 2016. This total comprises the utilisation of renewable and non-renewable energy by the Plantation - Malaysia, Biotechnology and Downstream Manufacturing Divisions.

Non-renewable energy consists of diesel used for transportation and power generation, medium fuel oil used for heating and energy purchased from Tenaga Nasional Berhad and Sabah Electricity Sendirian Berhad, while renewable energy encompasses energy generated from Group's oil mills using waste biomass like palm fibres, palm kernel shells and EFB as the source of fuel. A minute amount of this biomass is also used for heating by the Downstream Manufacturing Division of which the calorific energy generated is not recorded. On average, 3,415 mt of waste biomass was recycled to generate 1 TJ of electricity.

Our contractors are mainly transporters and consumed energy in the form of diesel amounting to 77.6 TJ in 2017, an increase of 11.6% compared to 69.4 TJ in 2016. The addition of energy consumption figures by our Group's contractors brings the total energy consumed by our Group's activities to 531 TJ in 2017 compared to 463 TJ in 2016.

Energy usage is higher in Sabah as most of our operations are based in that region, where most operating units rely on diesel generators to supply electricity for operations, workers' quarters and workers' facilities.

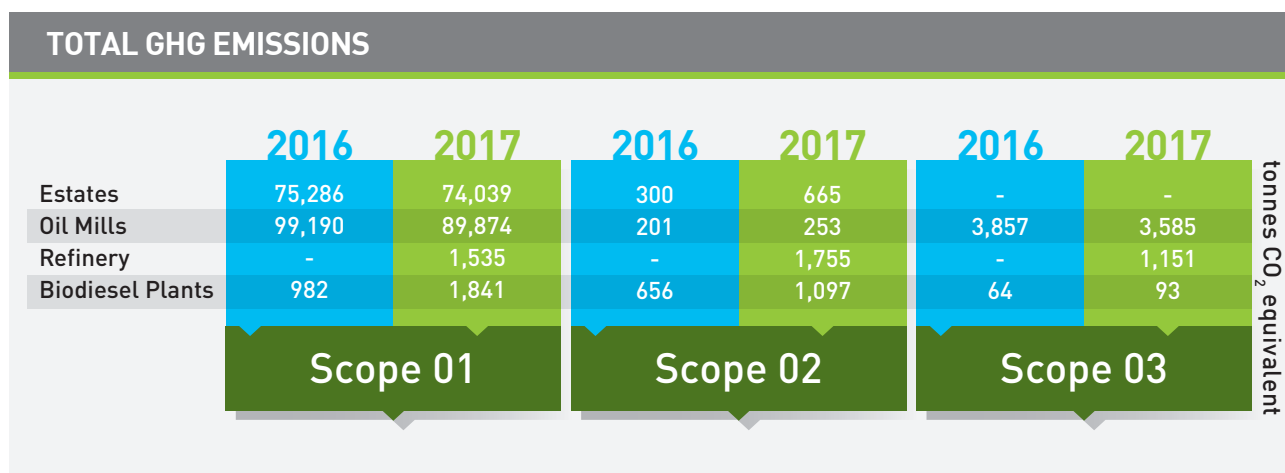
The increase in energy usage in 2017 is attributed to higher FFB production for the year which corresponds to an increase in energy demand by estates and oil mills at 47% and 32% respectively of our Group's energy usage. The increased energy consumption by the Downstream Manufacturing Division is attributed to GMMR which commenced operations in early 2017 as well as an increased production by our biodiesel plants.

Greenhouse Gas ("GHG") Emissions

GHG emissions in Genting Plantations 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.

It is important to note that only CO₂ is included in the GHG emission calculations of our Group with 2016 selected as the base year for calculations. GMMR began operations in 2017 and has no preceding data for comparison.

Our Group's total carbon emission for 2017 is 175,888 tonnes of CO₂ equivalent, a reduction of 3% compared to 180,536 tonnes of CO₂ equivalent in 2016.



Note:

Scope 01 emissions covers our Group's CO₂ emissions through the use of diesel engines, use of fertilisers, and generation of steam as well as heat.

Scope 02 emissions are indirect CO₂ emissions through the purchase of electricity from utility providers.

Scope 03 emissions are other indirect CO₂ emissions that occur beyond our Group's control which include emissions by contractors through consumption of fuel, use of transporters and machinery.

GHG EMISSIONS INTENSITY



Our Group's reduction in GHG emissions is mainly attributed to efforts by our oil mills, which collectively managed to reduce emissions by 5.28%. On the other hand, our Group's estates reduced GHG emissions by 883 tonnes of CO₂ equivalent compared to 2016. This can also be attributed to the new calculation method applied by ISCC in 2017 whereby FFB was measured by dry weight instead of moist weight such as in the previous year. However, Scope 2 emissions from estates have increased compared to the previous year due to the higher consumption of electricity supplied by the utility company.

Having started its first year of operations, GMMR contributed 2.46% to our Group's total GHG emissions. A higher production of biodiesel in 2017 caused a 78% increase in GHG emissions by our biodiesel plants; however, the same increase has also reduced the emissions intensity for the said plants.

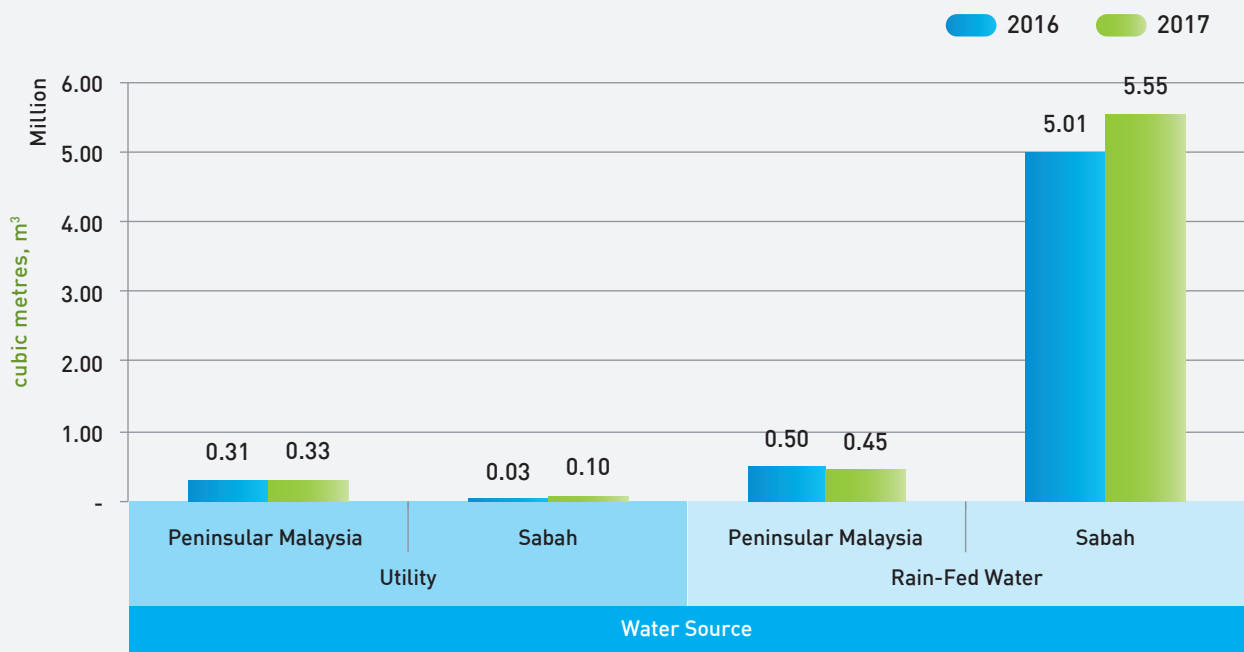
Water Management

Genting Plantations actively strategises water management in its operations and takes into account the prevailing land conditions, topography and changes in the weather to achieve a sustainable balance between the consistent supply of fresh water and the conservation of water resources through efficient usage. Water management is also important to address the impact of flood and drought to our operations.

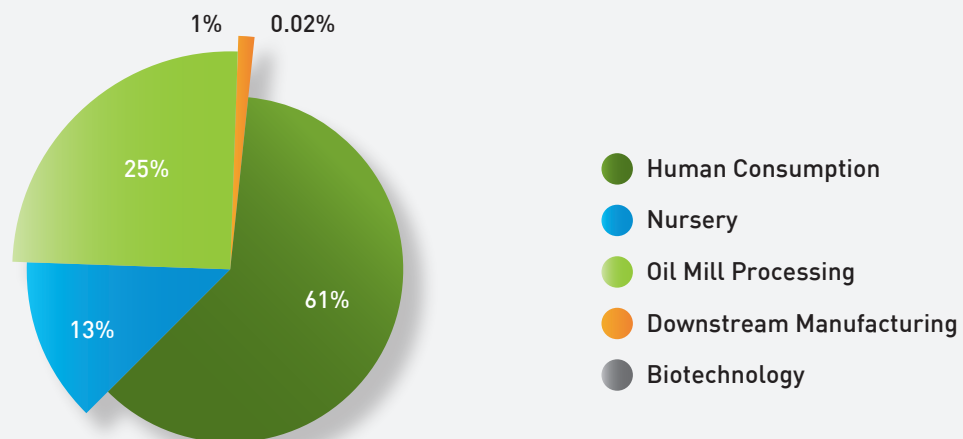
Our Group draws water from rain-fed sources by establishing ponds and water catchment areas while also sourcing from local rivers and ponds. The remaining water demand is met by water supplied by utility companies. In estates facing water scarcity, the use of water gates, silt pits and furrows ensures water is stored and available for irrigation when needed. To enhance soil moisture retention, we encourage activities such as the planting of leguminous cover crops, stacking of oil palm fronds and application of EFB as mulch.

All of our oil mills use rain water for operational activities. Apart from having rain collection ponds, our oil mills are designed to integrate roofing gutters to channel rainwater towards fresh water 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.

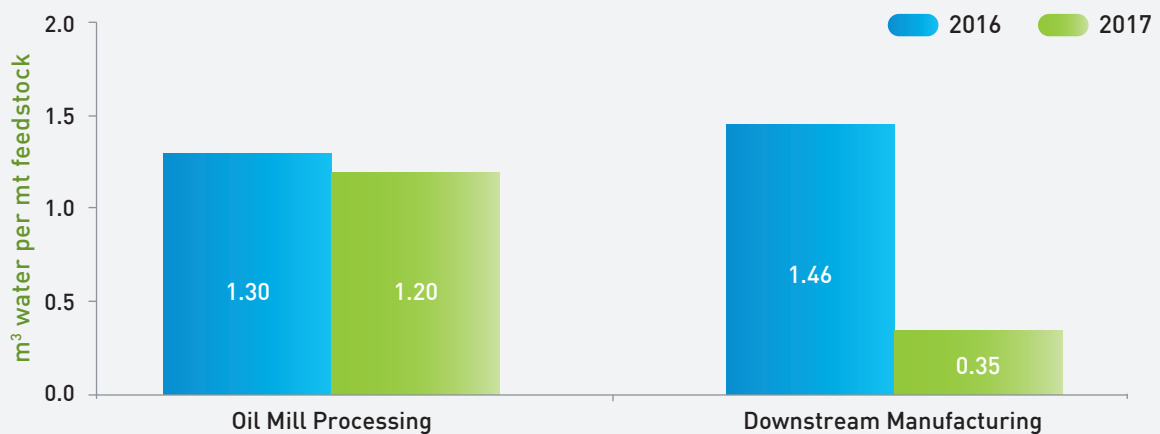
WATER USAGE BY SOURCE & REGION



2017 WATER USAGE BY ACTIVITY



WATER USAGE INTENSITY AT OIL MILL & DOWNSTREAM MANUFACTURING DIVISION



The data presented above is representative of our first attempt to consolidate water consumption statistics for our Group's Malaysian operations. Most of the operating units already have meters installed and management plans to install more meters to track the usage of water. Due to technical unfeasibility, our Group does not report or measure water used for irrigation in estates. However, our Group measures the amount of palm oil mill effluent ("POME") applied to the estates which is reported under the 'Effluent and Waste Management' section of this report.

In 2017, Genting Plantations consumed about 6.4 million cubic metres of freshwater, of which 93% was from rain-fed sources. Rainwater collected and treated for human

consumption constitutes 58%, while consumption of fresh water recorded by our oil mills and oil palm nurseries are 25% and 13% respectively. Our Group's Downstream Manufacturing Division and Biotechnology Division are the lowest consumers of water.

Our Group minimises the use of water supplied by utility companies, which is mainly concentrated in Peninsular Malaysia. For the outlying operating units in Sabah which are not connected to water supply facilities, water treatment plants are fitted for operational and communal consumption. Water usage is higher in Sabah due to the larger percentage of our operations based there.

Effluent and Waste Management

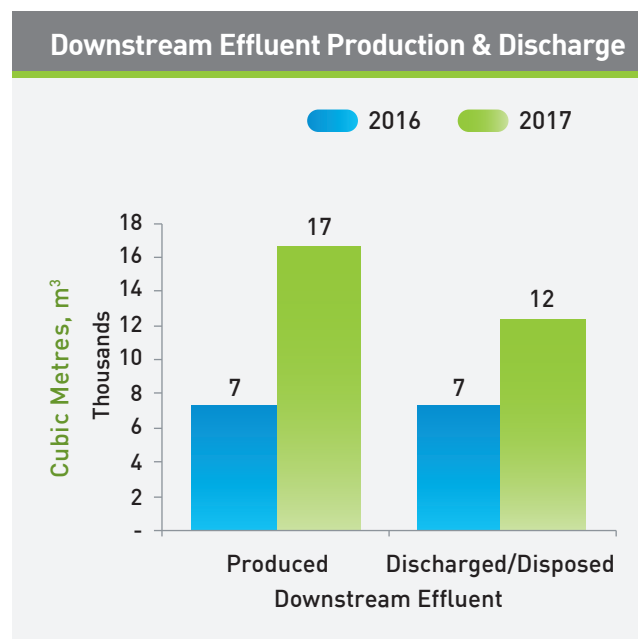
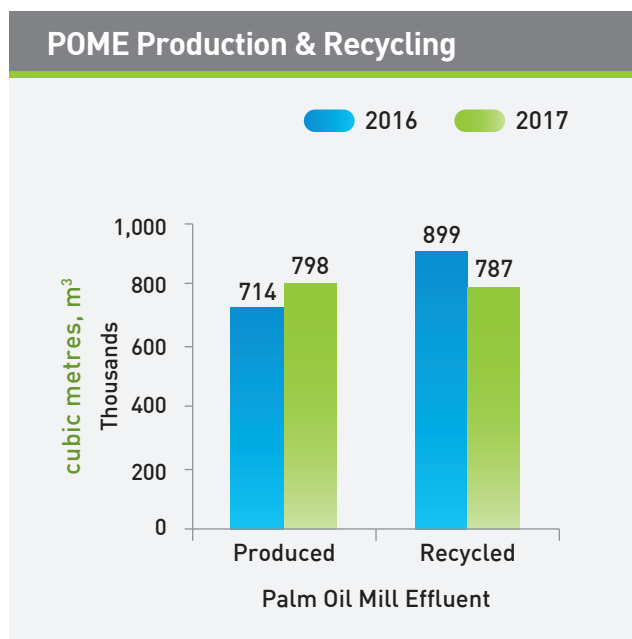


Genting Plantations strictly observes best practices in handling effluent and waste generation by monitoring waste disposal in accordance to the prevailing regulations and in adherence to standards set by the Malaysian Department of Environment, local municipal councils, and the respective state governments.

Effluent Recycling and Reuse

For 2017, 98% of the effluent generated by our Group comes from the oil mills in the form of POME whereas the balance comes from our downstream operations. Our oil mills, refinery and biodiesel plants collectively used 1.68 million m³ and 1.69 million m³ of water for their operations in 2016 and 2017 respectively.

All downstream effluent produced is treated to meet local regulatory requirements prior to discharge. Effluent produced by oil mills, representing about 50% of the total water used, is fully recycled and used for land application and composting. Biological oxygen demand ("BOD") values at effluent ponds of our oil mills are within the stipulated requirements of the Malaysian Department of Environment.



BOD Values for Effluent Ponds at our Mills			
Oil Mill	BOD Legal Limit	Final Discharge BOD Level (mg/L)	
		2016	2017
GENTING AYER ITEM OIL MILL	500 mg/L	122	119
GENTING INDAH OIL MILL	20 mg/L	11	10
GENTING JAMBONGAN OIL MILL	n/a	n/a	n/a
GENTING MEWAH OIL MILL	20 mg/L	12	6
GENTING SABAPALM OIL MILL	500 mg/L	163	151
GENTING TRUSHIDUP OIL MILL	20 mg/L	8	6
GENTING TANJUNG OIL MILL	20 mg/L	14	20

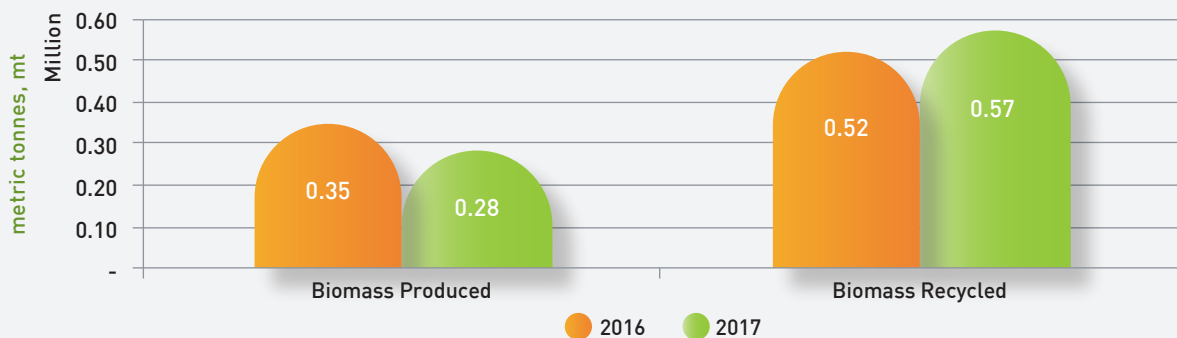
Biomass Waste and Recycling

One of the most readily-available resource utilisation opportunities in oil palm cultivation and milling which meets both the economic and sustainability objectives is the ability to recycle waste biomass. In 2017, Genting Plantations used about 56% of its waste biomass for energy generation, while the bulk of EFB was used as organic mulch in the estates to supplement and reduce the use of inorganic chemical fertilisers.

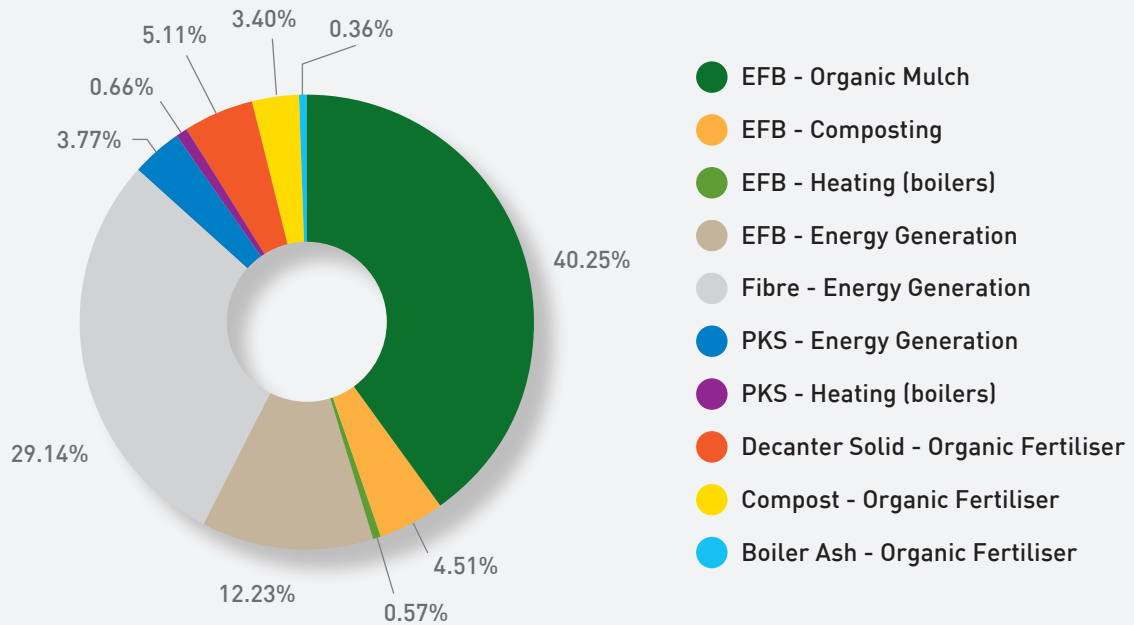
The variation in amount of biomass produced and biomass recycled is attributed to the conversion of biomass into other products such as composting as well as the inclusion of biomass purchased from external parties. The amount of waste biomass does not factor in the amount of POME utilised for composting.



BIOMASS PRODUCTION & RECYCLING



2017 GENP'S RECYCLING OF BIOMASS WASTE



Scheduled Waste

Scheduled waste generated within our Group is collected and disposed of in accordance to prevailing regulations by contractors approved by the Malaysian Department of Environment.

Operating Unit	2016 (mt)	2017 (mt)
Estates	29.91	37.89
Oil Mills	34.61	28.82
Intergrated Biorefinery Complex	n/a	0.42
Biotechnology Division	0.69	0.71



About Our Data

Genting Plantations acknowledges that there are current limitations in the curation of environmental and social data. Concerted efforts are being put in to improve the integrity of the data and to implement better controls and measures.

Environmental and social data reported is based on operational activities that our Group can directly manage and that can have directly related impacts. Most data in this report varies from our 2016 Sustainability Report, which is in line with improvements in data collection and the addition of data from operating units not reported on previously.

In this report, our Group collates data for the full reporting year ending December 2017. Any significant changes beyond the date will be addressed in the following year's publication.

Moving forward, our Group will strive to improve data gathering and seek external assurance on the data shared with our stakeholders.

GRI Standards 2016 Content Index

General Disclosure

GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
ORGANISATIONAL PROFILE			
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102-2	Activities, brands, products, and services	7-8	About Genting Plantations Berhad; Our Business
102-3	Location of headquarters		Genting Plantations Berhad, 10th Floor Wisma Genting, Jalan Sultan Ismail, 50250 Kuala Lumpur
102-4	Location of operations	16	Our Operating Units
102-5	Ownership and legal form		www.gentingplantations.com - Corporate Information
102-6	Markets served	7	About Genting Plantations Berhad
102-7	Scale of the organization	5-6	Sustainability Highlights 2017
102-8	Information on employees and other workers	29-34	Our Workforce
102-9	Supply chain	7	About Genting Plantations Berhad; Supply Chain and Traceability
102-10	Significant changes to the organization and its supply chain	8	GMMR officially began production in 2017
102-11	Precautionary Principle or approach		Annual Report 2017: Statement on Risk Management and Internal Control
102-12	External initiatives	19-20	RSPO, ISCC, MSP0, Kinabatangan River of Life with WWF, Humana Schools.
102-13	Membership of associations		RSPO, ISCC, MPOA, MPOCC, Malaysian Biodiesel Association
STRATEGY			
102-14	Statement from senior decision-maker	3-4	Message from President and Chief Operating Officer
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behaviour	13	Genting Core Values; Ethical Business Conduct; Our policies disclosed in this document
GOVERNANCE			
102-18	Governance structure	13	Our Sustainability Governance; Annual Report 2017

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General Disclosure

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102-42	Identifying and selecting stakeholders	14	Our Stakeholders
102-43	Approach to stakeholder engagement	14	Our Stakeholders
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REPORTING PRACTICE			
102-45	Entities included in the consolidated financial statements	2, 10	About This Report; Our Group's Economic Performance
102-46	Defining report content and topic Boundaries	2	About This Report
102-47	List of material topics	15	Our Material Topics
102-48	Restatements of information	57	About Our Data
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102-53	Contact point for questions regarding the report	2	About This Report
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GRI Standards 2016 Content Index

Economic Performance

GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
103-1 103-2 103-3	Management Approach Disclosure for 'Economic Performance', 'Market Presence', 'Indirect Economic Impacts' and 'Anti-corruption' Topics		Our Group's Economic Performance; Remuneration and Benefits; Social Welfare; Ethical Business Conduct; Annual Report 2017
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	10	Our Group's Economic Performance
201-2	Financial implications and other risks and opportunities due to climate change	10	Our Group's Economic Performance
201-3	Defined benefit plan obligations and other retirement plans	33	Remuneration and Benefits; Annual Report 2017
201-4	Financial assistance received from government		Annual Report 2017, Government grant
MARKET PRESENCE			
202-2	Proportion of senior management hired from local community		All senior management are Malaysian nationals; Annual Report 2017
INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	41	Social Welfare
203-2	Significant indirect economic impacts	30, 41	Social Welfare; Our Workforce
ANTI-CORRUPTION			
205-1	Operations assessed for risks related to corruption		Our Group adopts the Control Self-Assessment at all operating levels which would be reviewed quarterly by the Management; Annual Report 2017 - Risk Management
205-2	Communication and training about anti-corruption policies and procedures	13	Ethical Business Conduct; Annual Report 2017

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Environmental Topics

GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
MATERIALS			
103-1 103-2 103-3	Management Approach Disclosure for 'Materials' Topic		Supply Chain and Traceability; Effluent and Waste Management
301-1	Materials used by weight or volume	17-18	Supply Chain and Traceability
301-2	Recycled input materials used	54-56	Effluent and Waste Management
103-1 103-2 103-3	Management Approach Disclosure for 'Energy', 'Water', 'Biodiversity', 'Emissions', 'Effluents and Waste' and 'Environmental Compliance' Topics		Genting Plantations and the Environment; Energy Balance; Water Management; Biodiversity Protection; Greenhouse Gas Emissions; Effluent and Waste Management
ENERGY			
302-1	Energy consumption within the organisation	49-51	Energy Balance
302-2	Energy consumption outside the organisation	49	Energy Balance
302-3	Energy intensity	50	Energy Balance
302-4	Reduction of energy consumption	49-51	Energy Balance
WATER			
303-1	Water withdrawal by source	52-54	Water Management
303-2	Water sources significantly affected by withdrawal of water	52-54	Water Management; No water source was affected by water withdrawal activities
303-3	Water recycled and reused	52-55	Effluent and Waste Management
BIODIVERSITY			
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47-48	Biodiversity Protection
304-2	Significant impacts of activities, products and services on biodiversity	47-48	Biodiversity Protection
304-3	Habitats protected or restored	47-48	Biodiversity Protection
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Kindly refer to Genting Plantations's Sustainability Report 2016 page 23

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GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	51	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	51	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	51	Greenhouse Gas Emissions
305-4	GHG emissions intensity	52	Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	51-52	Greenhouse Gas Emissions
EFFLUENTS AND WASTE			
306-1	Water discharge by quality and destination	54-55	Effluent and Waste Management
306-2	Waste by type and disposal method	54-56	Effluent and Waste Management
306-3	Significant spills		No significant spills reported
306-4	Transport of hazardous waste	56	Effluent and Waste Management
306-5	Water bodies affected by water discharges and/or runoff		No water bodies were affected by our activities
ENVIRONMENTAL COMPLIANCE			
307-1	Non-compliance with environmental laws and regulations		No non-compliance were reported

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Social Topics

GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
103-1 103-2 103-3	Management Approach Disclosure for 'Employment', 'Training and Education', 'Diversity and Equal Opportunity', 'Non-discrimination', 'Freedom of Association and Collective Bargaining', 'Child Labor', 'Forced and Compulsory Labor' and 'Security Practices' Topics		Our Workforce; Occupational Safety & Health; Security at Genting Plantations
EMPLOYMENT			
401-1	New employee hires and employee turnover	33	Our Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33	Our Workforce
401-3	Parental leave	32	Our Workforce
OCCUPATIONAL HEALTH AND SAFETY			
403-1	Workers representation in formal joint management-worker health and safety committees	38	Occupational Safety and Health
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	35-37	Occupational Safety and Health
403-3	Workers with high incidence of high risk of diseases related to their occupation	37	Occupational Safety and Health
TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	34	Training
404-3	Percentage of employees receiving regular performance and career development reviews	33	Remuneration and Benefits
DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	29-32	Our Workforce; Annual Report 2017
NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken		No incidents were reported

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Social Topics

GRI STANDARDS	DISCLOSURE	PAGE	REFERENCE/RESPONSE
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	45	Our People Policy; No violations of right to freedom of association and collective bargaining in any of our operating units for this reporting period.
CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labor	45	Our People Policy; None of our operating units condones use of child labour.
FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	45	Our Social Policy; None of our operating units condones the use of forced or compulsory labour
SECURITY PRACTICES			
410-1	Security personnel trained in human rights policies or procedures	40	Security at Genting Plantations; Most of our security personnel are Auxiliary Police which are trained with Genting Plantations' policies and procedures.
103-1 103-2 103-3	Management Approach Disclosure for 'Rights of Indigenous Peoples', 'Human Rights Assessment' and 'Local Communities' Topics		Social Welfare; Creating Shared Values
RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples		No incidents involving rights of indigenous peoples were reported
HUMAN RIGHTS ASSESSMENT			
412-2	Employee training on human rights policies or procedures		All our employees are made aware of our Group's Social & People policy
LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments and development programs	41-44	Social Welfare
413-2	Operations with significant actual and potential negative impacts on local communities		None of our operations have significant negative impacts on the local communities where we operate.
CUSTOMER PRIVACY			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		No complaints were reported

GLOSSARY

ABBREVIATION	REFERENCE
BD	Biodiesel
CO ₂	Carbon dioxide
CPO	Crude palm oil
CSPO	Certified sustainable palm oil
EES	Economic, Environment, Social Aspects
EFB	Empty fruit bunch
FFB	Fresh fruit bunch
GENP	Genting Plantations
GHG	Greenhouse gas
GMMR	Genting MusimMas Refinery
GRI	Global Reporting Initiative
Ha	Hectares
HCV	High Conservation Value (Areas)
IP	RSPO Supply Chain Module – Identity Preserved
ISCC	International Sustainability and Carbon Certification
ISCC EU	ISCC Certification for biofuels
ISCC Plus	ISCC Certification for food, feed, bio-based products, energy and biofuels
LTIFR	Lost Time Injury Frequency Rate
LTIIR	Lost Time Injury Incidence Rate
m ³	Cubic metres
MB	RSPO Supply Chain Module – Mass Balance
MPOA	Malaysia Palm Oil Association
MPOB	Malaysian Palm Oil Board
MPOCC	Malaysian Palm Oil Certification Council
MSPO	Malaysian Sustainable Palm Oil
mt	Metric tonnes
n/a	Not applicable
OUs	Operating units
P&C	Principles & Criteria
PK	Palm kernel
PM	Planting material
RP	Refined products
RSPO	Roundtable for Sustainable Palm Oil
SCC	Supply Chain Certification
tCO ₂ eq.	Tonnes of carbon dioxide equivalent
TJ	TeraJoules
UAV	Unmanned aerial vehicle



SUSTAINABILITY REPORT 2017 /



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