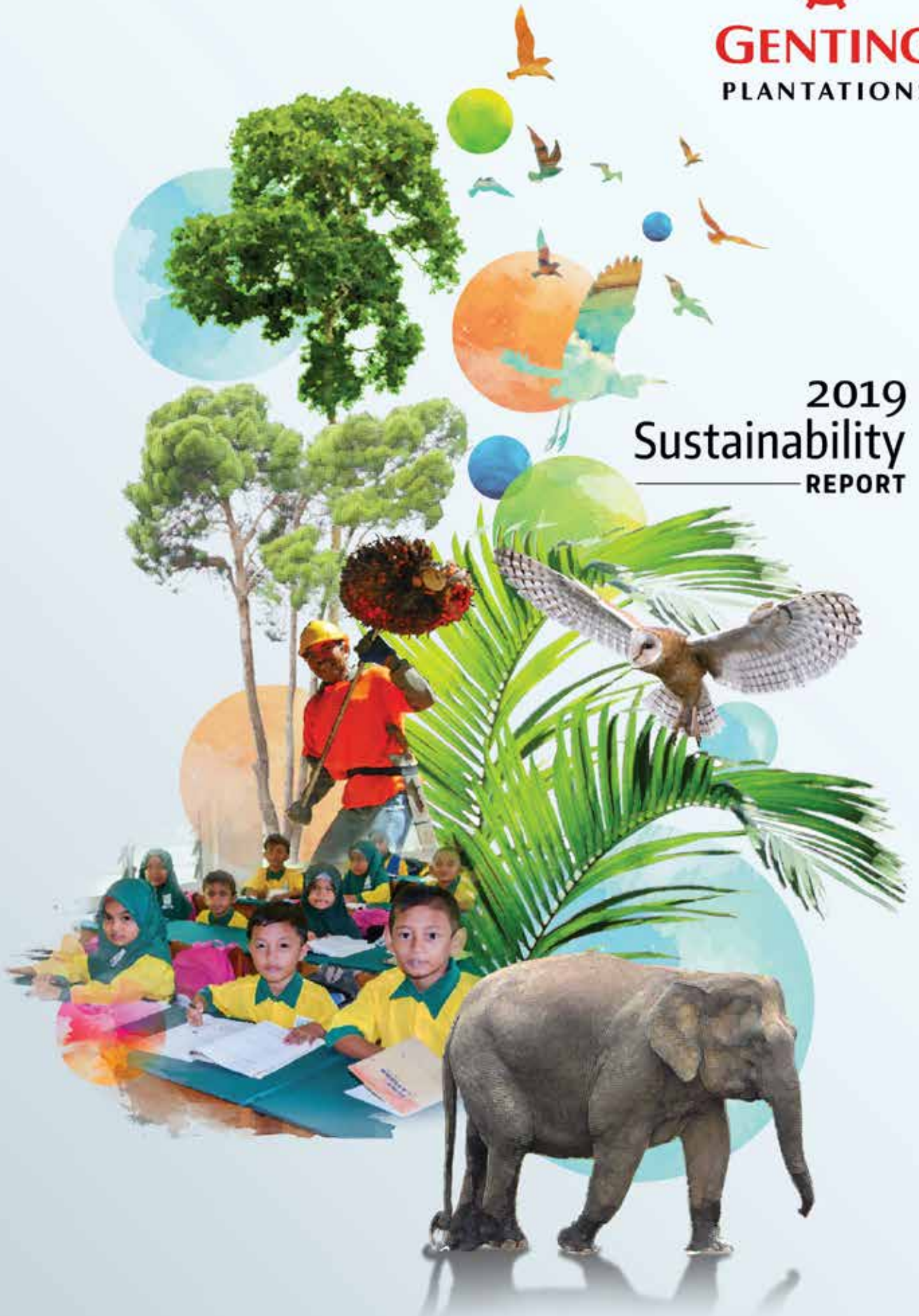




GENTING
PLANTATIONS

2019
Sustainability
REPORT



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About This Report

Genting Plantations Berhad is pleased to report on our sustainability progress and our approach towards risks and opportunities in our material economic, environmental and social ("EES") topics in this edition of Sustainability Report.

Reporting Approach & Assurance

- This report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards: Core Option and Bursa Malaysia's Main Market Listing Requirements on sustainability reporting.
- This report has been endorsed by Genting Plantations Berhad's Board of Directors via a resolution dated 26 February 2020.
- This report is not externally assured, but we plan to seek external assurance for our future reports.

Scope & Boundary

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

Materiality Assessment

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

Reporting Period

This Report covers the twelve-month period from 1 January 2019 to 31 December 2019; and where applicable, historical data from the preceding years has been included for comparison. Any forward-looking statements found in this report is based on information, plans, prospects, management policies and strategies available at the time of publication.

Feedback

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

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The term "Genting Plantations" refers to Genting Plantations Berhad and the terms "we", "us", "our", "Group", "Organisation", "GENP" and "the Company" refer to Genting Plantations and, is 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 Report on our website, www.gentingplantations.com.

Message from President & Chief Operating Officer

Dear Stakeholders,

Our commitment to the sustainable production of palm oil has seen us made further strides in sustainability certifications in 2019. Our Group attained 100% Malaysian Sustainable Palm Oil ("MSPO") certification for our Malaysian units, and continued to keep up the good momentum in preparing our Indonesian units to achieve Indonesian Sustainable Palm Oil ("ISPO") certification. The year also saw the addition of another oil mill, Genting Jambangan Oil Mill and its supplying estate, to our list of RSPO-certified units in Malaysia. With this, all our Malaysian oil mills, except Genting Indah Oil Mill, are now certified. Our target is to achieve Group-wide RSPO certification by 2023.

Climate change, which has been a pressing concern for decades, is even more so now than ever as the impacts are global in scope and unprecedented in scale. Urgent and intensified actions to address climate change is indeed a common cause for all to undertake to save the planet for our future generation. Attesting to our commitment to the environment, we have taken steps to outline a Climate Action Plan ("CAP"), and to formulate strategies to enable the Group to mitigate or adapt to climate change, particularly with regard to the key aspects of our business operations. Baselines of environmental matrix are identified and analysed to facilitate the drafting of an appropriate CAP which includes the management of biodiversity, greenhouse gas ("GHG") emissions and water, as well as the effective use of energy and other resources.

In addition to CAP, a 'No Deforestation, No Peat and No Exploitation' policy is also being formulated to be implemented in the near future. While that policy takes shape, our Group, remains mindful to avoid new development on areas that are of high conservation value ("HCV"), high carbon stock ("HCS") and peat areas of any depth. Additionally, only areas where consent from land owners have been obtained will be developed in line with our stance of respecting the legal, customary and traditional land rights of local communities, and the indigenous people.

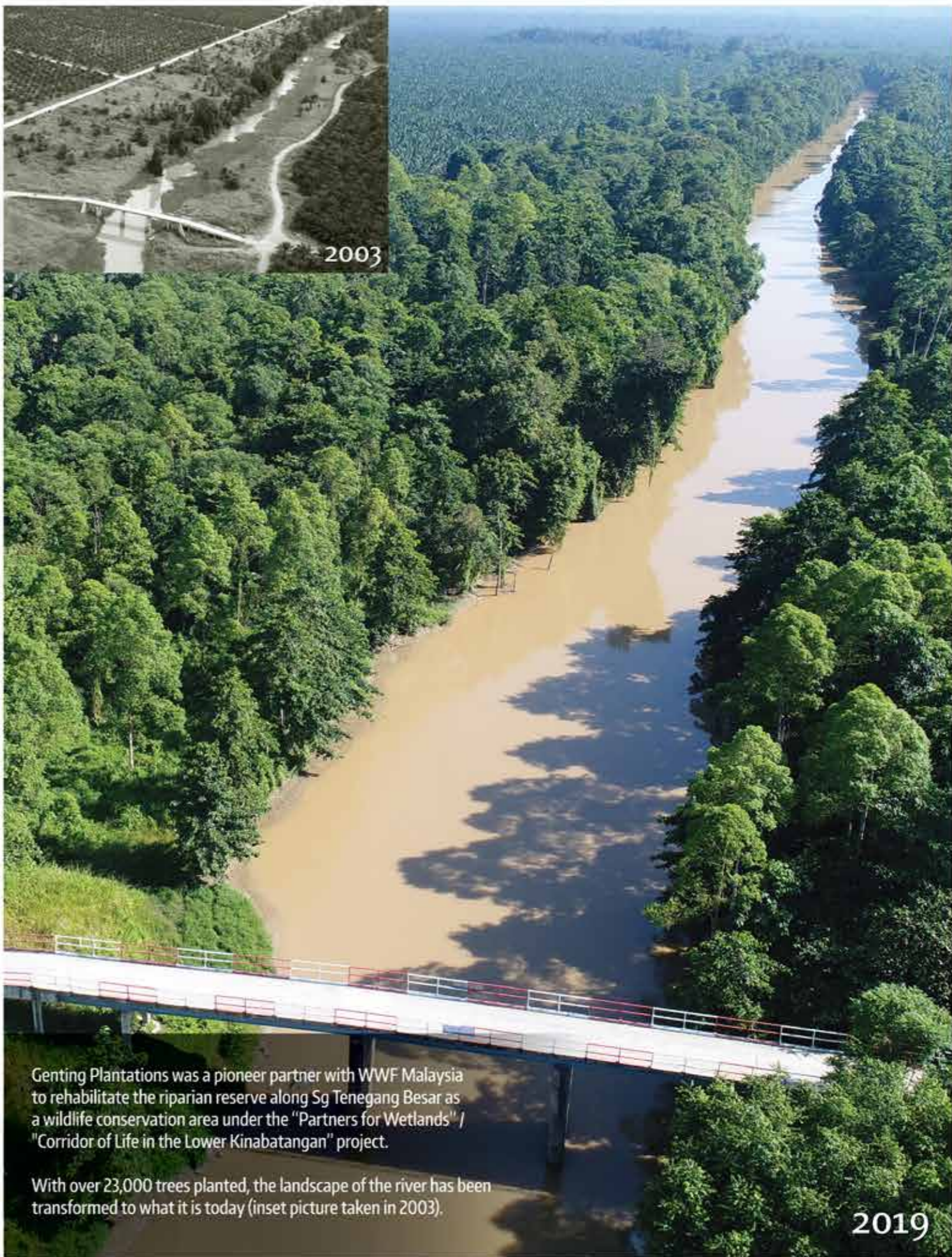
The oil palm industry was again targeted as the main cause for the recent forest fires in Sumatra and Kalimantan.

Our Group was not spared of such false accusations. In our responses to the allegations, we wish to state that Genting Plantations has adopted the zero burning policy since early 1990s, and to this day we continue to stay true to this policy. Over the years, various measures, controls and equipment have been put in place to manage fire risk at our operating units. This includes the use of satellites and drones to monitor and detect hotspots, in order for reliable and timely fire alerts to be relayed, thus allowing prompt execution by our fire response teams. As most of the fire incidences in 2019 implicating us were in fact occurring beyond our operating boundaries, nonetheless, our Group will further enhance our socialisation efforts and engage with local communities surrounding our operations to create awareness and to promote the concept of zero burning, and environmental friendly methods for sustainable agriculture.

The Group's conduct of doing business is grounded by our Core Values – Hard Work, Honesty, Harmony, Loyalty and Compassion. We uphold high standards of corporate governance to ensure that our business is at all times conducted professionally, ethically and with integrity. All these virtues will be embodied in the Anti-Bribery & Corruption Policy, which will be implemented by mid this year. This policy, which governs our employees and Board of Directors, as well as our supply chain and other business associates where relevant and practicable, will include areas of bribery, gifts, hospitality and/or entertainment, donations and sponsorships, and facilitation payments.

As we continue with our sustainability agenda, we are constantly reminded that the Group's achievements are also reflective of the steadfast support and commitment of all our stakeholders. In this respect, I would like to express my appreciation to all our stakeholders for being part of our sustainability journey, and look forward to your continued support.

Tan Wee Kok
President & Chief Operating Officer
26 February 2020



Genting Plantations was a pioneer partner with WWF Malaysia to rehabilitate the riparian reserve along Sg Tenegang Besar as a wildlife conservation area under the "Partners for Wetlands" / "Corridor of Life in the Lower Kinabatangan" project.

With over 23,000 trees planted, the landscape of the river has been transformed to what it is today (inset picture taken in 2003).



Marketplace



Net Profit
• RM 130.4 million



Total Market Capitalisation
• RM 9.49 billion



Fresh Fruit Bunch
• 2.19 million mt
Up 5% compared to 2018

Crude Palm Oil
• 0.53 million mt
Up 6% compared to 2018

Refined Products
• 0.47 million mt
Up 41% compared to 2018

Biodiesel & Crude Glycerin
• 0.19 million mt
Up 85% compared to 2018



RSPO Certification
• 19 out of 32 estates
• 7 out of 11 mills
• 1 refinery
• 1 biodiesel plant



ISCC Certification
• All Malaysian estates
• 7 out of 7 mills
• 1 refinery
• 2 biodiesel plants



MSPO Certification
• All Malaysian estates
• 7 out of 7 mills
• 1 refinery
• 2 biodiesel plants



ISPO Certification
• 2 out of 12 estates
• 1 out of 4 mills

Workplace



Workforce
• 24,184



Women employed
• 20%

Women in Board of Directors
• 11%

Women in Management
• 18%



Hiring Rate
• 12.7%

Turnover Rate
• 14.2%



Recordable Work Related Injury Rate
• 5.3 injuries per one million man-hours worked



Fatalities
• 3 fatalities in Indonesian Operations

Community



Plasma Schemes
• 15,854 ha allocated to date



Community Investment
• RM 2.9 million



Schools
• 10 Humana Schools
• 4 Sekolah Jenis Kebangsaan (Tamil)



Continuous Learning Centres
• 6 centres



Scholarships
• 11 Scholars of Tan Sri Dr Lim Goh Tong Endowment Fund



Internships
• 35 internships offered

Environment



Biomass Recycling
• 1.2 million mt (equivalent to ~55% FFB Produced)



GHG Emissions
• ~13% reduction compared to 2016



High Conservation Value ("HCV") Areas
• 19,281 hectares



Water Intensity
• 1.13 Litres per 1,000 mt FFB
• 5.36 Litres per 1,000 mt CPO
• 0.25 Litres per 1,000 mt downstream products



Energy Intensity
• 242 MJ per mt FFB
• 508 MJ per mt CPO
• 335 MJ per mt downstream products

Achievements & Targets

EES Aspect	Target	Current Status	Target Year	Notes
FTSE4Good	Maintain status and improve ranking in the index	Listed in 2019 FTSE4Good Index with an ESG Rating of 2.6 out of 5.0	Annual improvement	
ZSL SPOTT Ranking	Improve ranking in the index	Ranked 33 out of 99 companies	Annual improvement	
Marketplace				
MSPO Certification	100% certified	All operating units in Malaysia are MSPO certified	2019	
ISCC Certification	Maintain certifiable operating units	100% of oil mills and 95% of estates in Malaysia are ISCC EU certified. 100% of Downstream Manufacturing Division is ISCC EU certified	Annual recertification	
RSPO Certification – own estates	100% certified	75,263 hectares certified; 31% of landbank	2023	
RSPO Certification – plasma schemes & associated smallholders	100% certified	2,902 hectares of plasma are currently certified	2026	
ISPO Certification	100% certified	Currently 1 out of 4 oil mills, 2 out of 12 estates are certified	2023	
Traceability to Oil Mills	100% traceability	Achieved 100% traceability	2019	
Traceability to Plantations	100% traceability	Currently ~48% traceable	2023	
Workplace				
Recordable Work Related Injury ("RWRI")	Reduce RWRI	10.3% reduction in recordable work related injury rate compared to 2018	Annual improvement	
Zero Fatality	Zero Fatality in the workplace	Three fatalities were reported in 2019	Annual improvement	
Phase-out Paraquat and chemicals that fall under the WHO Class 1A & 1B and Stockholm & Rotterdam Conventions	Reduce and phase-out chemicals that fall in these classes	Eliminated usage of Paraquat in Malaysia	Annual improvement	Enhance Integrated Pest Management ("IPM") strategies which include active prioritisation of less hazardous products and methods to address pests and diseases whilst phasing out hazardous chemicals listed under these classification
Minimum Wage	Pay minimum wages to our workers according to the local legal requirements	All workers are paid minimum wage according to the local legal requirements where we operate	2019	
Passport Storage in Malaysia	100% installation	Currently about 85% are installed	2020	
Community				
Formal Complaints & Grievances	No major complaints & grievances	All grievances in 2019 are resolved. Continuous engagement with internal and external stakeholders.	Annual improvement	Formal complaints refers to cases lodged with RSPO Complaints Panel
Environment				
Zero Burning	No use of fire for new development, replanting, and plasma schemes	Strict compliance to the zero burning policy. Established fire prevention and control measures for areas directly managed. Actively engage with adjacent local communities on company policy.	Annual improvement	
Fire	Mitigate fire occurrences in our concessions and surrounding landscape	The Company actively monitors hotspots and fires daily at and near our concessions. The Company also has established Emergency Response Teams with extensive fire fighting machinery at each site	Annual improvement	
GHG Reduction	Monitor & manage GHG emissions	The Group is currently establishing baselines of emissions and implementing systems to reduce GHG emissions	Annual improvement	
No Deforestation & No Peat for New Development of Oil Palm	Adhere to the requirements of RSPO & ISCC with regards to new plantations development	The Group conducts comprehensive due diligence for new land acquisitions. The Group adheres to RSPO P&C 2018 (7.12 and Annex 5) for all existing uncertified estates in Indonesia with new land clearing and expansion. No deforestation of HCS has taken place in Malaysia since January 2008	Not applicable	

Certifications & Assurance

Sustainability Certifications & Assurance

Our Group is fully committed to our sustainability initiatives and seeks external assurance wherever possible to enhance our credibility and instill trust among our customers and end-users. Our participation in sector specific standards such as RSPO, ISCC, MSPO and ISPO allows us to continuously improve through the implementation of recognised systems and adherence to relevant legal requirements and industry practices which are periodically verified by accredited third parties.

The following organisations were involved in validating our practices according to specific legal requirements and/or sector specific mandatory and voluntary standards:

- RSPO and Certifications Bodies**
 - Compliance to RSPO Principles & Criteria 2018
 - Inclusive of RSPO PalmTrace verification for traceability
 - Inclusive of RSPO PalmGHG verification for GHG emissions
 - Reporting of fire incidences
 - Reporting on geo-locations and boundaries of our operations
- ISCC and Certification Bodies**
 - Compliance to ISCC certification standards
 - Inclusive of GHG emissions in Malaysian operations based on ISCC methodology for GHG emissions
- MSPO and Certification Bodies**
 - Compliance to MSPO Part 3, MSPO Part 4 & MSPO SCC
- ISPO and Certification Bodies**
 - Compliance to Indonesia Sustainable Palm Oil requirements
- High Conservation Value Resource Network ("HCVRN") – Assessor Licensing Scheme ("ALS")**
 - Review of HCV assessments for applicable new developments
- High Carbon Stock Approach ("HCSA")**
 - HCS Peer Review process of HCS reports for applicable new developments
- Ministry of Human Resource Malaysia**
 - For monitoring foreign workers employment and management
 - Inclusive of occupational safety & health
 - Inclusive of workers' rights & welfare
- Department of Environment Malaysia**
 - a. Reporting and monitoring of scheduled waste management and disposal
 - b. Reporting and monitoring of effluent discharge quality

Biodiesel Quality Certification

Our biodiesel products' quality conform to both local and international standards for fatty acid methyl esters ("FAME") as stated below:

European Standards
EN14214

Malaysian Standards
MS2008:2014

Food Quality & Food Safety

Genting MusimMas Refinery ("GMMR") meets the quality and safety standards of locally and internationally recognised bodies.

The following are certifications awarded to GMMR:



HALAL certification by JAKIM



KOSHER certification by KLBD Kosher



Makanan Selamat Tanggungjawab Industri ("MeSTI") by Ministry of Health Malaysia



HACCP certification by SIRIM Malaysia



Good Manufacturing Practice certification by Ministry of Health Malaysia

A detailed list of our operating units and certification acquired are provided in the Appendix

About **Genting Plantations Berhad**

Genting Plantations, a subsidiary of Genting Berhad, has a landbank of about 64,600 hectares in Malaysia and some 178,200 hectares in Indonesia (including the *Plasma* schemes). Genting Plantations owns seven oil mills in Malaysia and four in Indonesia with a total milling capacity of 580 metric tonnes (mt) of fresh fruit bunch ("FFB") processed per hour.

The upstream business is complemented by our Genting Integrated Biorefinery Complex, comprising of the Genting MusimMas Refinery, a palm oil refinery with a processing capacity of 600,000 mt per annum, and two biodiesel plants with an aggregate 300,000 mt annual processing capacity.

Since our inception in 1980, Genting Plantations has now grown to be a leading, vertically-integrated palm oil producer with significant investments in the manufacturing of downstream palm-based products, property development and biotechnology.



Our Vision



We Strive:

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

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



Our Businesses & Locations

Peninsular Malaysia

-  **Plantation**
 - Genting Bukit Sembilan Estate
 - Genting Selama Estate
 - Genting Tebong Estate
 - Genting Tanah Merah Estate
 - Genting Sri Gading Estate
 - Genting Sungei Rayat Estate
 - Genting Kulai Besar Estate
-  **Oil Mill**
 - Genting Ayer Item Oil Mill
-  **Property**
 - Genting Indahpura
 - Genting Pura Kencana
 - Genting Cheng Perdana
 - Johor Premium Outlets®
 - Genting Highlands Premium Outlets®
 - Segambut Land
-  **Biotechnology**
 - ACGT Laboratories
 - The Gasoline Tree™ Experimental Research Station

Sabah

-  **Plantation**
 - Genting Sabapalm Estate
 - Genting Indah Estate
 - Genting Permai Estate
 - Genting Kencana Estate
 - Genting Mewah Estate
 - Genting Lokan Estate
 - Genting Sekong Estate
 - Genting Suan Lamba Estate
 - Genting Jambongan Estate
 - Genting Tanjung Estate
 - Genting Bahagia Estate
 - Genting Tenegang Estate
 - Genting Landworthy Estate
 - Genting Layang Estate
-  **Oil Mill**
 - Genting Sabapalm Oil Mill
 - Genting Mewah Oil Mill
 - Genting Trushidup Oil Mill
 - Genting Indah Oil Mill
 - Genting Tanjung Oil Mill
 - Genting Jambongan Oil Mill

-  **Downstream Manufacturing**
 - Genting Integrated Biorefinery Complex

Indonesia

-  **Plantation**
 - PT Sepanjang Intisurya Mulia Mulia Estates
 - PT Sawit Mitra Abadi Abadi Estates
 - PT Surya Agro Palma Surya Estates
 - PT Agro Abadi Cemerlang AAC Estates
 - PT Citra Sawit Cemerlang Cemerlang Estates
 - PT Dwie Warna Karya DWK Estates
 - PT Susantri Permai SP Estates
 - PT Kapuas Maju Jaya KMJ Estates
 - PT United Agro Indonesia UAI Estates
 - PT Globalindo Agung Lestari Mangkatip Estates Bakuta Estates Lamunti Estates
 - PT Palma Agro Lestari Jaya PALJ Estates
 - PT Kharisma Inti Usaha KIU Estates
-  **Oil Mill**
 - Mulia Oil Mill
 - Golden Hill Oil Mill
 - Globalindo Oil Mill
 - KIU Oil Mill

Plantation Division

Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia, and Kalimantan in Indonesia, with a total landbank of 242,541 hectares (including *Plasma* schemes). Our Group operates 11 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah, and four in Indonesia.

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 and a refinery.

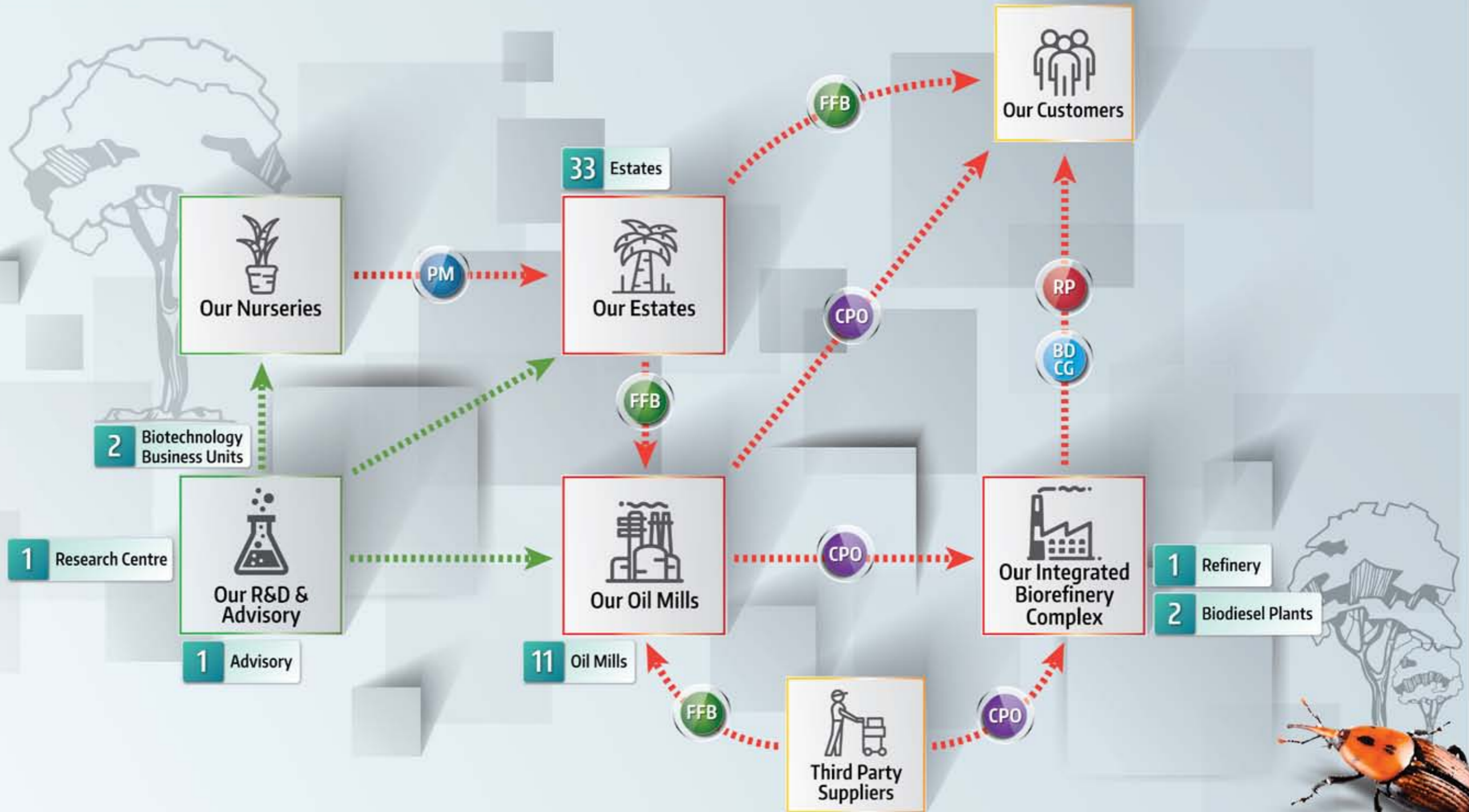
Property Division

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

Biotechnology Division

Our Biotechnology Division was established to spearhead pioneering research in genomic science to increase oil palm yields while building crop resilience to disease. This approach is viewed as a sustainable alternative to expanding our Group's planted areas. 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.

Vertically Integrated Palm Oil Producer



PM Planting Material

FFB Fresh Fruit Bunch

CPO Crude Palm Oil

RP Refined Products

BD CG Biodiesel & Crude Glycerin

Value Chain

R&D and Advisory

Estates productivity 2019
18.5 mt per hectare per year

Oil mill processing capacity
580 mt per hour

Refinery processing capacity
600,000 mt per annum

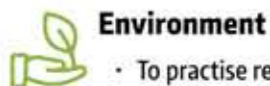
Biodiesel plants processing capacity
300,000 mt per annum



Our Sustainability Governance

Our Sustainability Agenda

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



Environment

- To practise responsible stewardship of the environment given that our business is closely related to nature
- To strive to adhere to the principles of sustainable development for the benefit of current and future generations



Workplace

As our people is our most important asset, we strive

- To create a conducive and balanced working environment encircling good practices, safety and well-being of employees
- To attract and retain talent, and nurture our employees to enable them to realise their full potential
- To remunerate employees commensurating to their academic and work achievements
- To provide continuous development through training and further academic learning



Community

- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate



Marketplace

- To conduct our business with honesty, integrity and a commitment to excellence
- To personify exemplary corporate governance and transparent business conduct

Our Sustainability Governance Structure

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

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

Board of Directors

- Has oversight of our Group's development and dutifully upholds good corporate governance
- Conscientiously advocates sustainable conduct in all business operations

Group Executive Committee

PCOO, Division Heads & Senior Management

- Provides overall direction and guidance and makes strategic decisions on the Group's sustainability agenda and approach
- Formulates strategies, policies, action plans and initiatives, monitors effective implementation, sets business and sustainability targets, identifies business and sustainability risks, reviews performance and alignment of all divisions

Sustainability Department

- Headed by a Vice President, facilitates and advises all divisions on effective management and implementation of sustainability initiatives and internal controls to mitigate business and sustainability risks
- Surveillance, monitoring and reporting of progress to Group Executive Committee

In an endeavour to further improve our sustainability agenda, the Group plans to reorganise the Sustainability Governance Structure with the formation of a Sustainability Committee. This would further increase the level of oversight by the Board of Directors and also allow better coordination of our sustainability agenda across the organisation. The committee would consist of key decision making executives, with functions to review progress and performance of the Company's sustainability initiatives.



Our Stakeholders

Genting Plantations' engagement with its stakeholders is driven by the desire to build mutual respect and understanding of the ongoing tasks necessary to achieve key sustainability goals. Throughout our sustainability journey, we have benefited from numerous constructive engagements with our internal and external stakeholders. The information gathered from these engagements enhances our understanding to better manage opportunities for improvement and potential issues and risks which are prevalent in our business, as listed below:



Our Material Topics

Materiality Analysis

Eight key stakeholder groups were identified across our value chain - our workforce, shareholders & investors, government, trade associations & industry bodies, suppliers & contractors, customers, smallholders & plasma schemes, local communities, and non-governmental organisations.

These stakeholders were engaged to identify topics of concerns related to the Group and its impact to the economy, society, workplace and environment. Beyond stakeholders feedback, topics of concern were also determined based on evaluation of previous internal

and external reports, comparative peer analysis, and best in class and international standards like GRI and UN Sustainable Development Goals.

Identified topics of concern are aligned with Genting Plantations' business strategy which are guided by the Group's Core Values, Vision, Code of Conduct and Ethics ("Code") and FPSA. Key topics identified are ranked according to risk, opportunities and solvability. The material topics reported herein is representative of topics highly significant to our stakeholders and our business.



			Impacts & Boundaries to Stakeholders							
FPSA	Material Topics	Definition	Our Workforce	Shareholders & Investors	Government, Trade Associations & Industry Bodies	Suppliers & Contractors	Customers	Smallholders & Plasma Schemes	Local Communities	NGOs
Marketplace	Responsible Business	Create shared values for the benefit of the company, and all relevant stakeholders, Group's Workforce, Group's Shareholders	●	●	●	●	●	●	●	●
	Responsible Supply Chain	Advocate and maintain sustainable principles in our entire value chain	●	●	●	●	●	●		●
Workplace	Responsible Employer	Enable current and potential members of the workforce to receive fair treatment and develop their talent, achieve personal and professional growth thus enabling long-term and sustainable growth of the business	●	●	●	●	●			
	Occupational Safety & Health	Maintain a safe and healthy environment at all our premises and provide the best available training and tools to enable our workforce to feel safe and secure in their workplace	●	●	●	●	●	●	●	
Community	Human Rights	Respect human rights and ensure all relevant business decisions made are not detrimental to the wellbeing of all stakeholder	●	●	●	●	●	●	●	●
	Community Development	Engage and provide meaningful contributions to the community and society at large		●	●			●	●	●
Environment	Conservation of Flora & Fauna	Conserve and enhance biodiversity in the Group's operational sites. Support worthwhile conservation initiatives in collaboration with governments, industry and civil societies	●	●	●	●	●	●	●	●
	Fire	Promote zero burning practices to local stakeholders while ensuring safeguards are in place to address risk of fires at all our operating units	●	●	●	●	●	●	●	●
	Greenhouse Gas Emissions	Monitor and work towards minimizing carbon emissions		●	●	●	●			
	Resource Management	Focus on efficient use of resources in our operations		●	●	●		●	●	●
	Waste & Byproduct Management	Ensure waste and effluents are properly managed and utilised	●	●	●	●		●	●	●

Marketplace



Corporate Governance

An effective sustainability agenda begins with sound governance at every level of the organisation, starting at the very top.

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

At Genting Plantations, we put good corporate governance at the very crux of our culture of excellence. Guided by our Core Values, namely Hard Work, Honesty, Harmony, Loyalty and Compassion, we recognise

that it is only when all our affairs are managed in accordance with the appropriate corporate governance standards and best practices, as outlined in the Company's Board Charter and Code of Conduct and Ethics, that true sustainable value can be created.

We are committed to conduct our business professionally, ethically and with integrity. Our Group practices a zero-tolerance approach against all forms of bribery and corruption, and upholds all applicable laws in relation to anti-bribery and anti-corruption that govern our Board members, employees and business associates.



01 Gen. Dato' Seri Diraja Tan Sri (Dr.) Mohd Zahidi Bin Hj Zainuddin (R)
Chairman/Independent Non-Executive Director

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

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

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

05 Lt. Gen. Dato' Abdul Ghani Bin Abdullah (R)
Independent Non-Executive Director

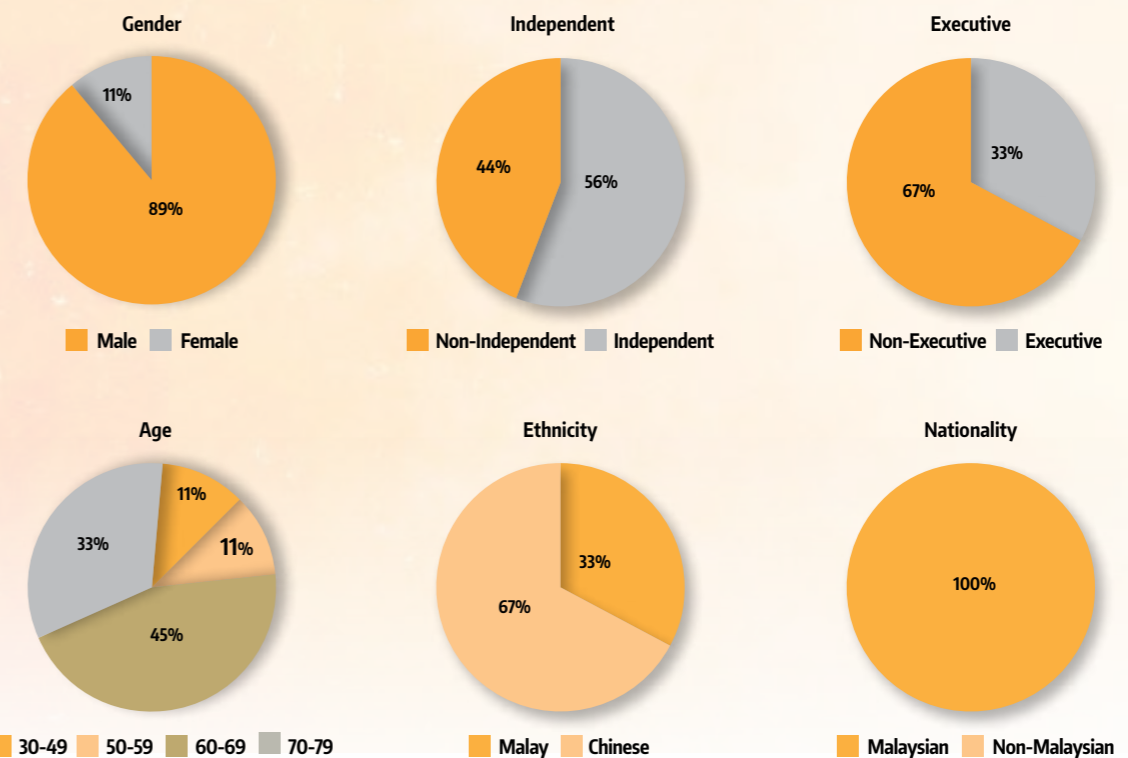
06 Mr Quah Chek Tin
Independent Non-Executive Director

07 Mr Ching Yew Chye
Independent Non-Executive Director

08 Mr Yong Chee Kong
Non-Independent
Non-Executive Director

09 Tan Sri Dato' Sri Zaleha Binti Zahari
Independent Non-Executive Director

Composition of Board of Directors



Attendance at Meetings

BOARD OF DIRECTORS("BOD")	BOD Meeting	Audit & Risk Management Committee*	Nomination Committee	Remuneration Committee
Gen. Dato' Seri DiRaja Tan Sri (Dr.) Mohd Zahidi bin Hj Zainuddin (R)	4	6	2	2
Tan Sri Lim Kok Thay	4	n/a	n/a	n/a
Mr Tan Kong Han	4	n/a	n/a	n/a
Mr Lim Keong Hui	4	n/a	n/a	n/a
Lt. Gen. Dato' Abdul Ghani bin Abdullah (R)	4	6	2	n/a
Mr Quah Chek Tin	4	6	2	2
Mr Ching Yew Chye	4	6	n/a	2
Mr Yong Chee Kong	4	n/a	n/a	n/a
Tan Sri Dato' Sri Zaleha binti Zahari	4	n/a	n/a	n/a
Total number of meetings held for Financial Year 2019	4	6	2	2

* On 31 December 2019, the BOD approved the separation of the Audit & Risk Management Committee into two separate committees, namely Audit Committee and Risk Management Committee.

Responsible Business

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 is 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 community and the environment including providing job opportunities and improving the living standards of our workers and local communities, whilst contributing to the building of rural infrastructure and amenities, and supporting deserving conservation efforts as a responsible corporate citizen.

We believe that to achieve a respectable standing in the marketplace, it is essential for the Company to be a responsible business entity, has a responsible supply chain, and more importantly, conducts business professionally, ethically, and with integrity.

Economic Performance

Our Group's revenue for the financial year ended 31 December 2019 ("FY 2019") was RM2.27 billion, representing a 19% year-on-year growth.

The year-on-year improvement was on account of the higher sales volume attained by the Downstream Manufacturing segment. The Group's FFB production grew 5% year-on-year contributed by its Indonesia operations on the back of increased harvesting area and better age profile.

For a more detailed disclosure on the economic performance of our Group, please refer to Genting Plantations' 2019 Annual Report, accessible at www.gentingplantations.com

The breakdown of the direct economic value generated and distributed by our Group for 2016-2019 is as tabulated below:

Direct Economic Value Generated & Distributed (RM Million)				
	2016	2017	2018	2019
Revenue	1,480.1	1,808.8	1,902.9	2,266.4
Economic Value Distributed				
Operating Cost	1,096.6	1,262.2	1,580.8	1,950.5
Employee Wages & Benefits	91.7	99.5	91.3	101.0
Payments to Providers of Capital	120.3	298.0	331.2	239.4
Payments to Governments (Taxes & Levies)	151.6	199.1	139.2	88.0
Community Investments	4.4	3.0	6.6	2.9

Ethical Business Conduct

Genting Plantations is committed to ensure the highest possible standards of ethics and integrity in our business conduct and practises openness and accountability in all aspects of its business.

The Group has established the Code in setting principles and as a guide for norms of behaviour and business conduct. This Code also operates in conjunction with the relevant policies, procedures and guidelines on governance and human rights to ensure this commitment is always upheld. This Code applies to all Genting Plantations' workforce and directors also needs to be observed by current and potential customers, competitors, suppliers, contractors, distributors, business contacts/partners, agents, advisers, regulators, government, public bodies and officials, shareholders, investors, and the communities where we operate in.

Non-ethical business conduct will be treated seriously and may result in disciplinary action, including the possibility of suspension or dismissal, and if warranted, legal proceedings against the internal parties involved. Violation of applicable laws may subject all parties involved to civil and/or criminal penalties imposed by the government agency or a court of law.

In complementing the Code, we will be implementing the Anti-Bribery & Corruption Policy in 2020 to govern our employees and directors, and where relevant and practicable, as well as its supply chain and other business associates. This policy would cover the areas of bribery, gifts, hospitality and/or entertainment, donations

No	Concerns	Notes	Remarks
1	Fire at PT Surya Agro Palma & PT Globalindo Agung Lestari	Concerns were raised on the involvement of Genting Plantations as one of the contributors of fires and haze in 2019	The Group practises zero burning policy and ensures fires that occur in our operations and surrounding landscapes are managed and controlled. Fire risks and occurrences are being monitored in all our operating units, especially in Indonesia via physical means and with satellite imaging analysis. The Group also socialises the importance of zero burning to the surrounding communities. Despite these safeguards, due to the dry weather season, a number of fires did occur in our concessions. Those incidences were handled immediately by our trained Emergency Response Team.
2	New Land clearing at PT Citra Sawit Cemerlang	Concerns on land clearing of HCS areas	The Group has already implemented a company policy on HCS assessments since 2015 for all new acquisitions with undeveloped areas. By implementing the above company policy and SOPs, we are applying a precautionary approach which takes into account the avoidance of all HCS forest and peat lands. A stop work order on new land clearing was placed on 1 May 2019 for PT CSC pending completion of the HCS assessments and review process.
3	Land clearing at PT Permata Sawit Mandiri	Concerns of unlawful land clearing without complying with new planting procedures and conducting proper assessments at PT Permata Sawit Mandiri	On 16th March 2017, the Group had announced it disposed its 95% equity interest in PT Permata Sawit Mandiri ("PSM") to PT Suryaborneo Mandiri ("SBM"). Following this disposal, GENP ceased to have any effective interest in PT PSM. PT SBM is a related party by virtue of it being a company related to Dali Agro Corp ("Dali"), who is the party owning 26.315% of the PalmIndo joint venture for palm oil cultivation in Kalimantan Barat ("PalmIndo JV"). Dali is a company belonging to the Sepanjang Group. PT PSM was sold to PT SBM and PT SBM is not part of the PalmIndo JV that GENP has with Dali. Therefore, PT PSM does not form part of the GENP Group of companies. GENP has provided full disclosure of the above disposal in its 2017 Annual Report and announcements to Bursa Malaysia dated 25 January 2017 and 16 March 2017. GENP is unable to confirm details of the shareholding of Sepanjang Group as it has no interest nor is privy to such information.

and sponsorships, and facilitation payments.

To uphold the highest possible standards of ethical, moral and legal business conduct, we have established complaints and grievance mechanisms as well as a whistle blowing channel made available to our workforce and stakeholders. These guided channels would enable anyone to raise genuine concerns regarding actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct and also sets out the process for anyone to report.

We communicate and encourage employees, workers, suppliers, contractors, communities and any third parties to raise concerns against any potentially unsafe, unethical or harmful actions observed in the Company.

We also welcome comments and suggestions for improvements from all our stakeholders. All submissions will be treated fairly without any retaliatory intent and confidential channels are provided upon request. Concerns can be raised verbally or in writing to any of our head of operating units, or directly to our headquarters.

To submit a concern under our whistle blowing channel, kindly contact us or refer to our Whistleblower Policy on our website for more information. Genting Plantations is committed to resolve or remedy any verified concerns that have been raised through the grievance and whistle blowing channels.

For 2019, the company would like to highlight the following grievances:

Responsible Agricultural Practices

Genting Plantations is committed to protect and conserve biodiversity and enhance ecosystems and the environment whilst respecting both human and community rights. Best agricultural practices are being implemented to ensure sustainable management of our resources.

Responsible Land Use & Management

The Group's oil palm development standard operating procedures are harmonised with the local legal requirements and applicable sustainability standards requirements which includes but not limited to the following criteria:

- Respect human, labour and land rights
- Zero Burning Policy
- No deforestation and development of protected areas, peat lands of any depth, HCV, and HCS
- All new plantation development are subjected to:
 - a. Free, Prior Informed Consent ("FPIC") Approach
 - b. HCV Assessment
 - c. HCS Assessment
 - d. Land Use Change ("LUC") Analysis
 - e. Soil & Topography Survey
 - f. GHG Assessment
 - g. Independent Social and Environmental Impact Assessment ("SEIA")
- Avoid planting on very steep slopes with gradient above 25 degrees to minimise soil erosion
- Maintain and enhance riparian reserves to minimise soil run off and serve their functions as wildlife corridor and sanctuaries
- Enhance soil moisture retention by planting leguminous cover crops, stacking of oil palm fronds, application of EFB as mulch and establish ponds, water catchment areas, water gates, silt pits and furrows
- Implementation of Integrated Pest Management ("IPM")

Integrated Pest Management ("IPM")

- ▼ 01 Barn owl
- ▼ 02 *Antigonon leptopus*
- ▼ 03 *Turnera subulata*
- ▶ 04 GENP's RASTRO™ - mechanical raker

IPM is a component of Good Agricultural Practices ("GAP") which incorporates use of cultural, biological, mechanical and physical methods to minimise use of chemicals and pesticides. Implementation of IPM, wherein responsible use of chemicals and pesticides is paramount to ensure safety of our workforce, local communities and the environment where we operate. This is achieved through due diligence and justification process prior to use of chemicals and pesticides, thus limiting introduction of hazardous agents to the open environment. IPM also enforces the requirement for the Company to proactively work towards reducing the usage of chemicals and pesticides by applying alternative non-hazardous means of pest management like using native biological controls. This approach requires surveillance and monitoring of pests and diseases, and ensures no prophylactic use of chemicals and pesticides unless in exceptional circumstances as identified within the local legal requirements.

IPM techniques carried out by the company includes:

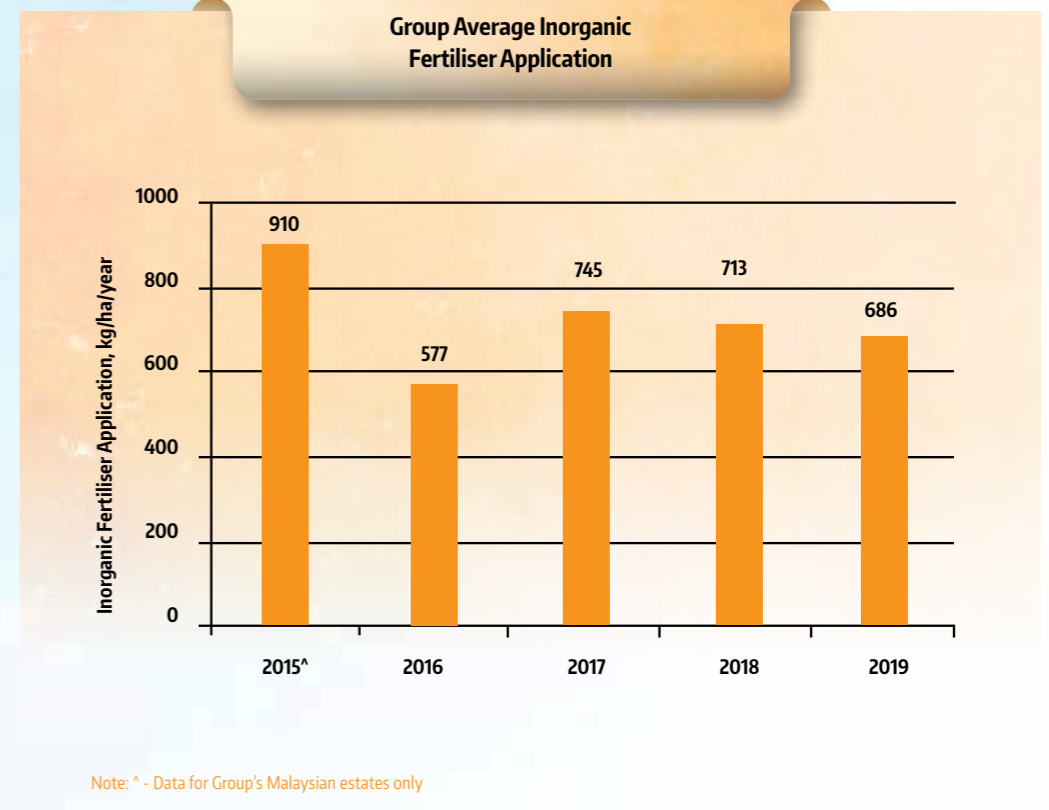
- Propagation of beneficial plants such as *Cassia cobanensis*, *Antigonon leptopus* and *Turnera subulata* to increase population of predators of pests that could control the population of bagworms and nettle caterpillars on our Group's estates.
- Use of pheromone traps to minimise damage to young palms rhinoceros beetles
- Promoting barn owl (*Tyto alba javanica*) population in our estates to control population of rats; thus reducing the use of rat baits.

To enhance the effectiveness of IPM and safe use of chemicals and pesticides, training and field demonstrations are regularly conducted by the Genting Plantations Research Centre ("GPRC") operatives for all levels of estate personnel from our management to our workers. This training encompasses identification

of various pests and diseases in oil palm, safe procedures to apply chemicals and pesticides, and the proper procedures to adhere to in managing the pests and diseases of oil palm.

Fertiliser Application Management

The management of fertiliser application processes in our Company is well-documented in our standard operating procedures. Monitoring practices are also put in place to ensure optimum dosage and uptake of nutrients by the palms. Oil palm nutrient requirements are determined through soil and leaf analysis conducted by our GPRC team. Recommendations for type and dosage of fertilisers are given to the respective estate based on these analysis. This prescriptive practice allows a more precise and efficient application of fertilisers with minimum wastage. Fertiliser application is timed during months where rainfall is at moderate levels to prevent runoff losses and potential volatilisation losses during dry months. In addition, the quality of fertiliser to be applied is also periodically assessed by our GPRC teams.



01

02



03



04



▲ 01 Oil palm nursery

► 02 GENP's SCAVENGER™ - mechanical loose fruit collector

The Group's long term strategy is to reduce use of inorganic fertilisers in the field. Our Biotechnology Division, ACGT Sdn Bhd ("ACGT"), is tasked to provide a more holistic approach involving the study of microbes that live in and around the roots of oil palm that will affect the uptake of nutrients and water, consequently impacting the growth of the oil palms and reducing its susceptibility to disease. ACGT has formulated a microbial based formulation, Yield Booster™, which has plant growth promoting properties as well as the ability to reduce ganoderma infection. The preliminary trial of Yield Booster in selected Genting Plantations's estates is showing encouraging results, and yield increases of more than 20% in the applied fields have been observed. Currently, the Company is looking towards scaling up production for use in our commercial plantings.

Soil Health

The Group implements good agriculture practices ("GAP") and recognises the importance of managing

the various types of soil in plantations as it is a key contributor to crop productivity. A healthy soil can sustain healthy and productive palms, and provide viable environment for beneficial animals and soil microbes. These GAP includes:

- Planting of leguminous cover crop
- Stacking of fronds and use of empty fruit bunch ("EFB") for mulching in the plantations
- Field application of oil mill processing co-products like treated palm oil mill effluent ("POME"), compost, and bunch ash
- Conservation of soil and water by building conservation pits, roadside drainage and sumps and water catchment ponds

Productivity & Innovation

Genting Plantations believes that productivity of the oil palm can be further improved to realise the true

potential of this golden crop. Volume growth through land acquisition and expansion in both Malaysia and Indonesia is 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 is to improve productivity per hectare through improved agronomic practices as well as use of superior planting materials.

High Yield Planting Material

Our Biotechnology Division has been working hard to improve our yield potential. ACGT with its prowess in genome technology has developed genetic markers which allow identification of oil palms that are high yielders prior to planting. The company have since started the trial, using our markers on large scale planting of palms screened.

In tandem with this development, the Group is also focusing on breeding high yielding planting materials through Marker Assisted Breeding;



which we believe would benefit us and the industry greatly in the near future.

Upstream Mechanisation

Improved automation and mechanisation is a necessity in the upstream plantation business. This is to address the acute shortage of labour and to minimise the dependence on foreign workers. Workers with assisted mechanisation increased their productivity, and efficiency and consequently improved the workers' earnings. Mechanisation used in our estates have enabled for more efficient harvesting and evacuation of fresh fruit bunches and collection of loose fruits. The innovative development and deployment of "Scavenger", an efficient loose fruit collector is an example of successful mechanisation programme at Genting Plantations estates.

Improving Oil Mill Operations

The Group's oil mills are progressively upgraded to optimise operations and to achieve maximum economic performance through the use of automation and mechanical innovations, as well as chemical and biological technologies. Apart from increasing OER, our mills are also constantly

evolving to be more efficient users of energy and water, reduce wastages, and produce safe, clean emissions and effluents.

Advocacy and Engagement

Genting Plantations' participation and contribution towards the advancement of sustainable palm oil production includes:

- Malaysia Sustainable Palm Oil ("MSPO") Technical Committee Member
- RSPO Principles and Criteria 2018 Task Force Member
- Malaysia National Interpretation of the RSPO Principles and Criteria 2019 Working Group Member
- RSPO Shared Responsibility Task Force Member
- RSPO No Deforestation Task Force Member
- Indonesia National Interpretation of RSPO Principles and Criteria Working Group Member

Responsible Supply Chain

Responsible Sourcing

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 our business partners, direct and indirect suppliers and the local communities in the areas where we operate in.

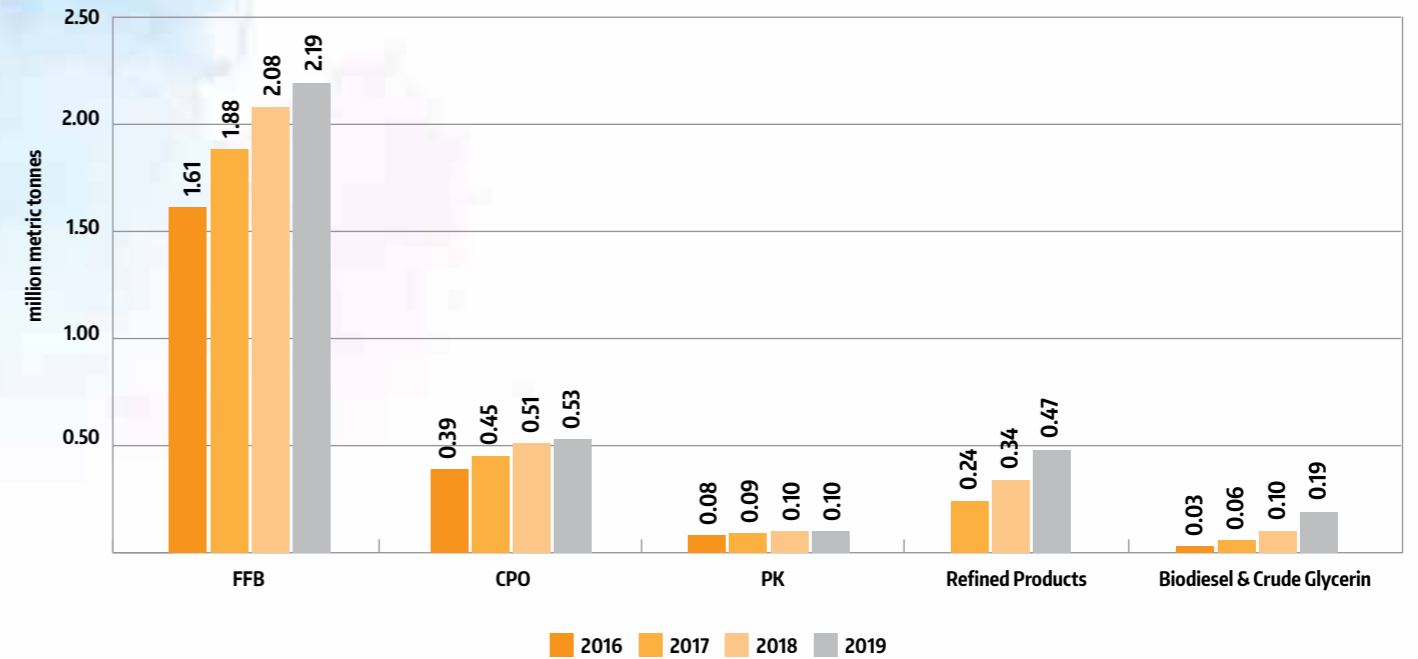
Constantly seeking to balance economic, environmental and social ("EES") factors, the Company creates current and long-term shared values with its suppliers and stakeholders. Adoption of EES perspectives also allows our Group to manage risks in a holistic manner.

The Group imposes the need for our suppliers to adopt our sustainability agenda, policies, practices and also international conventions that the Group supports to ensure shared responsibility in ensuring a healthy and sustainable supply chain.

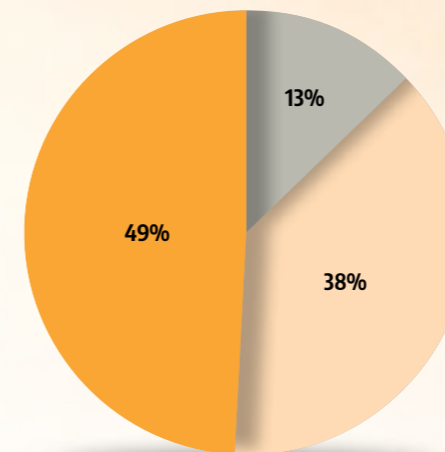
Where applicable, all the principles, criteria and policies the Company endorses, are enforced through legally binding agreements to all of our suppliers including plasma schemes. The policies, procedures, practices and conventions that apply to suppliers are inclusive but not limited to the following:

- Commitment to comply to local legal requirements
- Commitment to respect legal and customary land rights
- Commitment to UN Declaration on Human Rights
- Commitment to gradually phase out use of paraquat, WHO Class 1A and 1B pesticides and chemicals listed under the Stockholm Convention and Rotterdam Convention
- Commitment to FPIC Approach
- Commitment to all 8 Fundamental ILO Conventions
- Commitment to UN Guiding Principles on Business and Human Rights
- Commitment to conduct HCS Approach assessments
- Commitment to respect all workers' rights
- Forced Labour (No. 29)
 - Abolition of Forced Labour (No. 105)
 - Freedom of Association and Protection of the Right to Organise (No. 87)
 - Right to Organise and Collective Bargaining (No. 98)
 - Equal Remuneration (No. 100)
 - Discrimination (Employment and Occupation) (No. 111)
 - Minimum Age (No. 138)
 - Worst Forms of Child Labour (No. 182)
- Commitment to UN Declaration on the Rights of Indigenous Peoples
- Commitment to conduct SEIA
- Commitment to conduct HCS Approach assessments
- Commitment to conduct SEIA
- Commitment to pay minimum wage according to local legal requirements
- Commitment to GENP's Policies & Codes:-
- Commitment to no deforestation
- Sustainability Policy
 - Social Policy
 - People Policy
 - Sexual Harassment Policy
 - Whistleblower Policy
 - Ethical Conduct & Integrity Policy
 - Code of Ethics
 - Anti-Bribery & Corruption Policy
 - Occupational Safety & Health Policy
 - Zero Burning Policy
 - Personal Data Protection Policy
 - Food Safety Policy
 - Environmental Policy
- Commitment to no new planting on peat of any depth
- Commitment to biodiversity conservation
- Commitment to Best Management Practices ("BMPs") and Good Agricultural Practices for soils management including peat
- Commitment to no hunting
- Commitment to conduct HCV assessments and the use of Assessor Licensing Scheme ("ALS") licensed assessors.

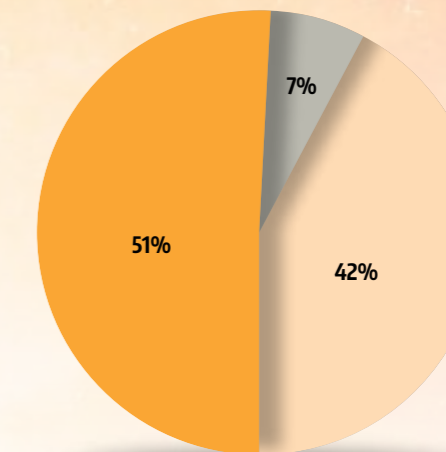
Genting Plantations' Production Summary



FFB Production by Region, %



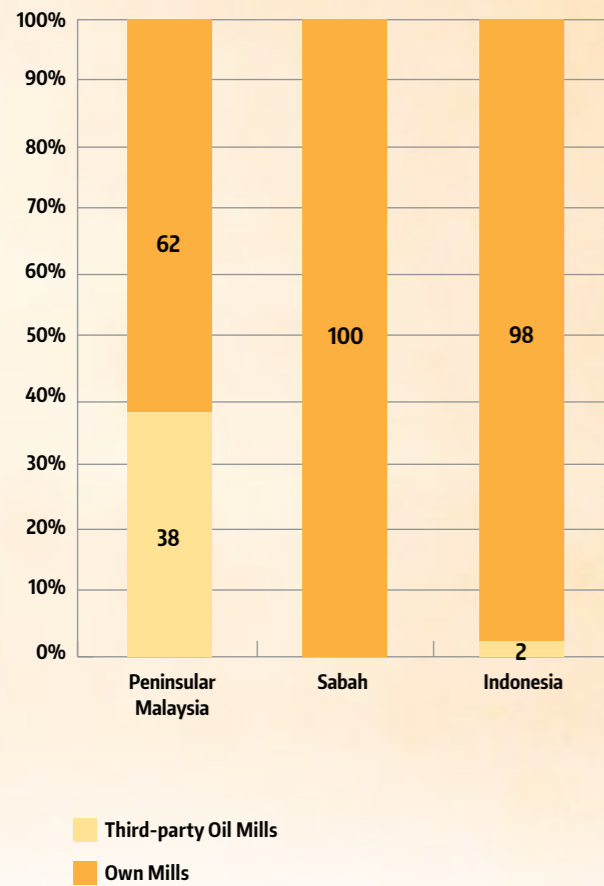
CPO Production by Region, %



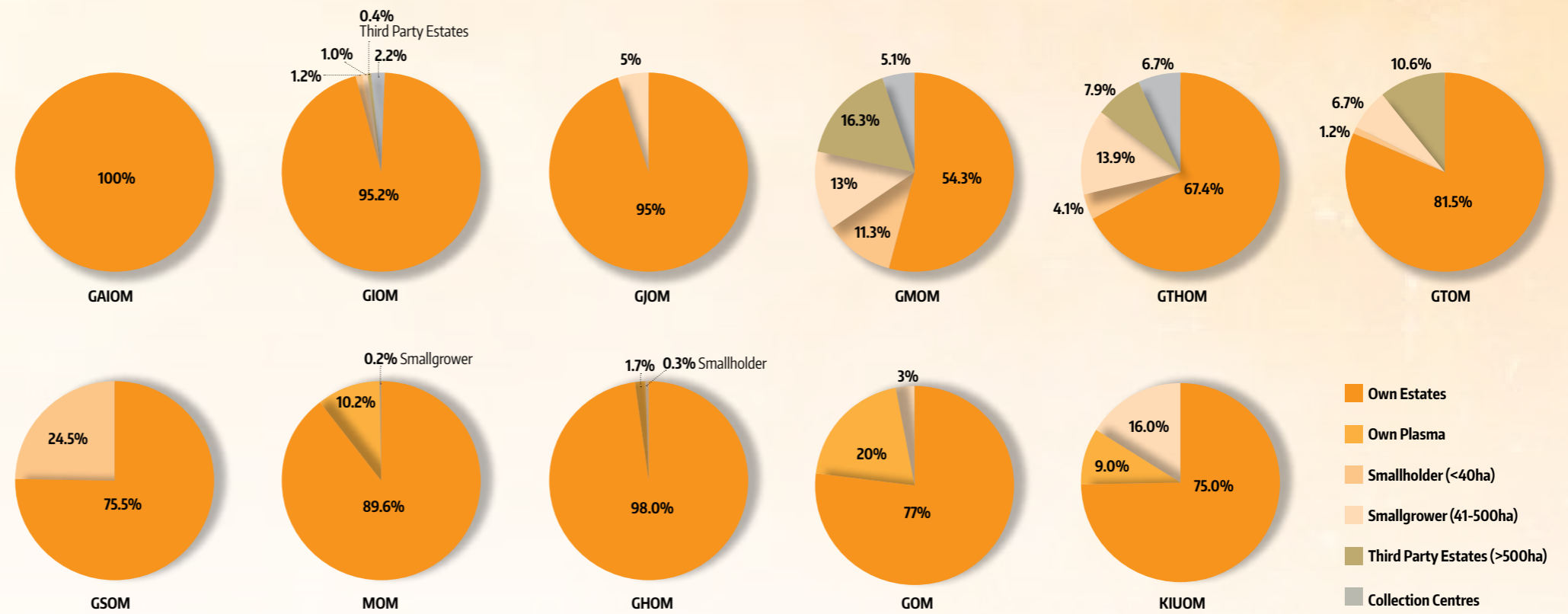
Genting Plantations' Supply Chain Traceability & Transparency

The Group's palm oil products are used in a wide range of industries ranging from food to energy generation. We aim towards building a fully traceable and transparent supply chain whereby our products can be traced back to its source, mainly to the palm oil mills and we are taking steps to achieve greater traceability further up to the estates and smallholder level. This commitment thus ensures greater transparency of our supply chain. Level of traceability is dependent on our ability to identify the parent company, the oil mill name, the oil mill coordinates, oil mill certification status and its FFB supply bases. The Group sets a target of the year 2023 to establish a fully traceable supply chain up to plantation level.

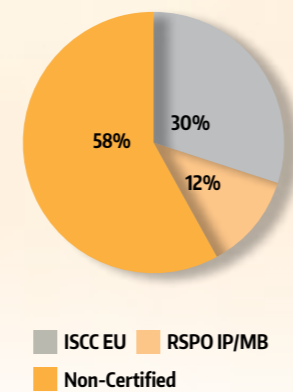
Traceability of FFB from Our Estates



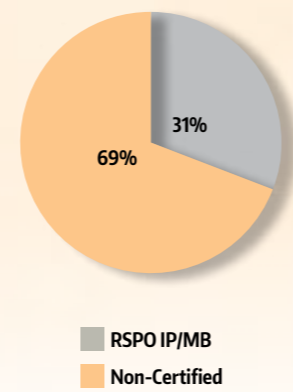
Traceability of FFB to Plantations at Our Oil Mills



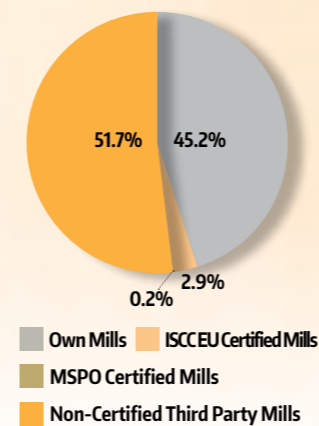
CPO Sold from Our Oil Mills by Certification



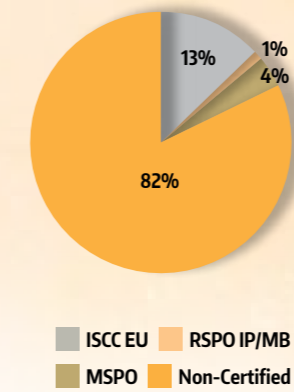
PK Sold from Our Oil Mills by Certification



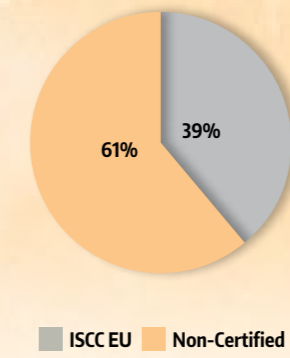
Traceability of CPO to Oil Mills at GMMR



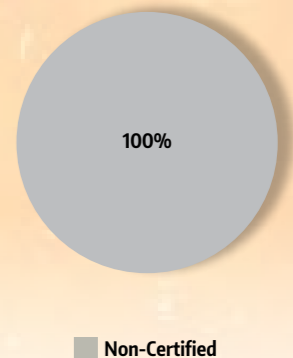
Refined Products Sold from GMMR by Certification



Biodiesel Sold by Certification



Crude Glycerin Sold by Certification



• 100% of our products and raw materials (CPO, PK, Refined Products, Biodiesel & Glycerin) were traceable up to both own and third-party oil mills. • 97% of our CPO & PK produce are traceable up to plantations. The remaining suppliers which are smallholders (~2%) and collection centres (~1%) will be specifically traced up to plantations and verified in the near future. • 100% of CPO & PK from our four Indonesian oil mills were traceable to our own estates, third party suppliers, smallholders and plasma schemes. • 100% of Refined Products, Biodiesel & Glycerin were traceable to oil mills (45.2% GENP's own mills, 3% third party certified oil mills, 51.7% third party non-certified oil mills).

Workplace





RESPONSIBLE EMPLOYER

Our workforce and others employed in our value chain are what make our business a success. As we grow, we inculcate our

Core Values to build a positive workspace and positive impacts that extends to all stakeholders connected to our business.

Global Workforce Data

Malaysia	8,025	Indonesia	16,159
Refer to Our Data: Workforce Recruitment & Retention for a detailed breakdown			

The entire workforce in the Group is on a full-time basis. Management Personnel and Non-Executive Staffs are considered full-time employees. Most workers employed by the Company are on a fixed

term contract basis. Most senior management positions in our Group are held by Malaysians, and key operatives are based at our Group's headquarters and regional offices.

Total Percentage by Gender, Age Group & Work Category						
Gender, %				Work Category, %		
Gender	Age Group	Gender, %	Gender by Age Group, %	Management	Non-Executive Staff	Workers
Male	<30	79.6	28.9	0.7	0.7	27.4
	30-50		46.8	2.2	1.6	43.0
	>50		3.9	0.4	0.3	3.2
Female	<30	20.4	6.0	0.1	0.4	5.5
	30-50		12.8	0.6	0.7	11.5
	>50		1.6	0.1	0.1	1.5
Total Percentage, %		100	100	4.1	3.8	92.1

Work Category, %				
Age Group	Age Group, %	Management	Non-Executive Staff	Workers
<30	34.9	0.8	1.1	32.9
30-50	59.6	2.8	2.3	54.4
>50	5.5	0.5	0.4	4.7
Total Percentage, %	100	4.1	3.8	92.1

Respecting Human Rights

Genting Plantations upholds human rights across our operations and supply chain. In ensuring human rights is observed, especially for our own workforce, the Company aligns our policies and practices to the following:

- Universal Declaration of Human Rights
- 8 Fundamental ILO Conventions on Free and Fair Labour
- ILO Declaration on Fundamental Principles and Rights at Work

- United Nations Guiding Principles on Business and Human Rights

By aligning our policies to the above, the Company is addressing its commitment towards no exploitation of workers and communities, no forced or bonded labour, no child labour, no slavery, no human trafficking, no sexual exploitation, provision of equal opportunities, freedom of association and collective bargaining and provision of non retaliatory grievance and whistleblowing channels. The commitment to uphold human rights is applicable at all our operations and supply chain. The requirements of our policies and practices on human rights are socialised to our entire workforce inclusive of our security personnel, and contractors operating within our operating units

through training and tools. Compliance to human rights is internally and externally audited annually. The Company also encourage anyone with any concern to report possible violations of human rights through our grievance or whistleblowing channels.

Freedom of Association & Collective Bargaining

The management respects the rights of employees and workers to form and join trade unions of their choice and recognises their rights to bargain collectively for their mutual benefit. Collective bargaining is a powerful tool for the management to engage with our workforce in addressing economic and social concerns that may arise in their duration of service with the Company. We believe that building harmonious employer-employee relation enhances our organisation productivity and performance.

For the year ending 31 December 2019, 92% of our workforce, comprising all our workers, is covered by collective bargaining agreements.

Working Hours

Working hours for our workforce are compliant to national laws and industry standards. Overtime is voluntary and shall not exceed the limitations provided in the national laws, collective agreements or

industry standards. The Company ensures appropriate safeguards are in place to protect workers' health and safety when overtime work is practiced by the workers. Overtime work is remunerated at premium rate stipulated under the national law and collective agreements. Our workers are allowed at least one day off in every seven day period.

Diversity & Inclusion

In respect to diversity and inclusivity, the Group is committed to ensure equal opportunities to all employees irrespective of their gender, racial, religious or socioeconomic background. We consistently nurture the development of our human assets within conducive workplace by fostering an inclusive culture and promoting cultural diversity as well as having active employee engagements.

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 a high representation of female talents in our management teams as well as our research and development divisions, and we actively encourage women to join all aspects of our ever-growing operations. The Group establishes gender committees at all our operating units to safeguard the interest of our female workforce.

2019 Workforce Data	Male	Female
Management	800	181
Non-Executive Staff	637	298
Workers	17,805	4,463

Refer to Our Data: Our Workforce for further info

Sexual Harassment Policy

Genting Plantations has a sexual harassment policy in place which has to be observed by all our workforce, contractors and suppliers. This policy encourages harassment free environment and avoidance of behaviour that may create an atmosphere of hostility and intimidation of any kind at the workplace. No one should be subjected to any form of sexual harassment while carrying out their duties.

For the year 2019, no sexual harassment or sexual related cases was reported for the entire Group.

Talent Development

GENP is committed towards diversity and provision of equal opportunity to all that is interested to participate in our workforce. However, whenever applicable, priority of hiring is given towards locals, as this approach creates shared values with the local communities, including women to increase the number of women participation in this industry. The Company attracts talents through career fairs, career talks, advertisements, its website and internships. In 2019, the Company offered 35 internship placements for university students to be exposed to our industry. Our employees are hired, annually appraised and promoted on the basis of qualifications, abilities and performance of work.

Hiring & Turnover Rate, %								
2019	Group	Gender		Age			Region	
		Male	Female	<30	30-50	>50	Malaysia	Indonesia
Hiring	12.74	10.49	2.25	5.93	6.31	0.50	7.29	5.45
Turnover	14.15	11.47	2.68	4.94	8.62	0.59	9.71	4.44

Refer to Our Data: Workforce Recruitment & Retention for a detailed breakdown

Training & Development

All talents under our care are provided training; daily, weekly, and monthly and even annually depending on their respective work requirements. We believe training is essential to ensure our workforce is continuously updated, competent, and aligned to the Company's policies and procedures. The Company also encourages our workers to enhance their capabilities through participation in external training programmes, conferences and seminars which are relevant to the Group's business needs.

Examples of training offered by GENP are as follows:

Genting Talent Resource Programme ("GTRP")

GTRP is a programme to develop future plantation executives of the Company. It is an integrated and intensive three month training programme followed by six to nine months of on the job coaching and assessment. Trainees are trained and assessed in all aspects of oil palm plantation operations from human resource management, safety & health management, sustainability, accounting and budgeting, estate management, data management and other relevant topics. Successful trainees are absorbed as employees and upon confirmation will perform

their task as Assistant Estate Manager or Research Executive. For 2019, 295 employees were trained under GTRP.

Supervisory Structured Training Programme ("SSTP")

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 on the job coaching. Upon the successful completion of the programme, successful trainees are offered work placements within the Company. For 2019, 70 employees were trained under SSTP.

Knowledge Enhancement Programme ("KEP")

Genting Plantations' KEP covers a wide range of 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.



GPRC Indonesia Technical Day at PT GlobalIndo Agung Lestari

Biotechnology Postgraduate 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.

Remuneration & Benefits

The plantation industry is often perceived negatively by younger talents, due to its often remote locations, physically demanding tasks and exposure to the elements. To attract younger talents and retain existing workforce, the Company offers comprehensive workforce benefits, competitive remuneration, training and personal development opportunities and maintaining a safe and conducive working culture.

Remuneration

Genting Plantations constantly manages its remuneration strategy to remain competitive in attracting and retaining talents. The Group is committed to paying fair wages to our workforce and ensuring that it meets the applicable minimum wages in countries where we operate, this commitment applies to all our operating units, our entire supply chain, and not limited to RSPO certified areas.

Ratio of Worker Wage by Gender Compared to Local Minimum Wage

Country	Minimum Wage	Male	Female
Malaysia	RM 1100 per month	3.0	2.0

Notes: Ratio is calculated based on the average highest salary paid to workers for the year 2019 and divided by the local minimum wage. The higher ratio of wages for male workers compared to female workers is contributed by the fact that most male workers are harvesters and paid according to a piece rate system. Ratio data for Indonesia will be disclosed in the future, to factor in the regulation on minimum wage growth rate formula for each province we operate in.

Benefits

Benefits for Full-Time Employees at Genting Plantations Berhad

	Malaysia	Indonesia
Annual Appraisal	●	●
Salary Increment & Bonus	●	●
Life Insurance	●	-
Health Care & Dental Coverage	●	●
Disability/Invalidity Coverage	●	●
Annual Leave	●	●
Parental Leave	●	●
Retirement Provision	●, Compulsory contribution to Malaysia's Employee Provident Fund. Retirement Gratuities available for eligible employees	●, Compulsory contribution to Indonesia's Employee Provident Fund
Interest Free Car Loan	●	-
Scholarship, Training & Enrichment Provision	●	●
Travel Related Benefits	●	●
Financial Relief for Bereavements	●	●
Staff Discounts	●	●
Long Service Awards	●	●

Additional Benefits for Our Workforce Based at Our Estates and Oil Mills

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

WORKFORCE SAFETY & HEALTH

The Company believes health and safety is a compulsory entitlement for our workforce, contractors, suppliers, visitors and the general public. The Company ensures the best practices for safety and health are integrated into our daily operations and activities. We also strive to provide the best measures and tools to enable our workforce to feel safe and secure in their workplace.

Occupational Safety & Health ("OSH") Policy

Our OSH Policy remained unchanged for 2019. We strive to comply with all applicable OSH legislation, appropriate codes of practice and other relevant requirements. The Company continues to provide information, training, work instruction and supervision on OSH to all workforces. The OSH Policy is displayed and socialised to all relevant individuals at our operating units.

OSH Management System ("OSH MS")

The Group implements a comprehensive OSH MS based on the requirement of countries where we operate:

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

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

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

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

Compliance to the OSH Manual, SOPs and OSH MS is monitored through internal audits conducted by our Safety and Health Officers ("SHO") as well as external audits as part of RSPO, ISCC, MSPO and/or ISPO annual audits.

The OSH Manual will be reviewed in 2020 for continuous improvement and adoption of new requirements.

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



▲ HIRARC Refresher Course conducted by our SHO. All persons-in charge ("PIC") at each operating unit is required to review the HIRARC on annual basis.

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

Control measures implemented are the likes of:

- Elimination or minimise risk at source
- Substitution of hazardous chemical to less hazardous chemical
- Isolation of the work to control the hazards
- Application of engineering control or other physical safeguards
- Application of administrative control like SOPs, Warning Signs, and PTW.
- Provision of personal protection equipment

Chemical Health Risk Assessment ("CHRA")

CHRA is an assessment on risk for all chemicals present at the workplace and shall be done by a registered assessor. This is to ensure employers are legally empowered to handle and control hazardous industrial chemicals; in respect of their usage and to set workplace exposure standards so as to protect health of employees and other persons at the place of work.

In our business, the bulk of the chemical present are in the form of fertilisers, pesticides, fuel, lubricants, and scheduled wastes. GENP periodically conducts CHRA through an external consultant. CHRA consists of the following requirements:

- Identification of potential risk of hazardous chemicals to the workforce
- Have methods and procedures in place for the use of hazardous chemicals
- Identification of nature of the hazard towards health
- Identification of the safe degrees of exposure to chemicals used
- Identification of health risks of hazardous chemicals released during the work process
- Have measures and procedures to control exposure to hazardous chemicals
- Have measures, procedures, and equipment necessary to control any accidental emission of hazardous chemicals as a result of leakage, spillage, process or equipment failure
- Establishment of workforce chemical exposure monitoring programme
- Provision of training and retraining of all workforce

CHRA guides the Company to provide suitable Personal Protection Equipment ("PPE") as well as application of relevant SOPs and training for its workforce in handling chemicals. Those controls allow us to regulate our workforces' exposure to chemicals and mitigate work related ill health contributed by their work environment.



► Safety signs installed at Genting Tanjung Estate, Sabah, Malaysia

Healthcare Facilities

- ▼ 01 Worker in proper PPE for pesticide spraying activity
- ▼ 02 Safety briefing conducted by SHO to tractor drivers
- ▼ 03 Demonstration on the safe use of harvesting tools and cutting method to harvesters
- ▶ 04 Confined space training conducted for our oil mills and Downstream Manufacturing Division
- ▶ 05 BOFA training

The Group provides basic health clinics and dispensary which are manned by trained and qualified hospital assistants ("HA") at most of our estates. The facilities are responsible to provide first aid response and basic medical attention for both occupational and non-occupational requirements. These health clinics and dispensary also conduct periodical assessments for workers whose lines of work are at risk of work-related ill health. This facility is also open to local communities surrounding our establishments in remote locations. During emergencies and serious cases, transportation is provided by the Company to the nearest government medical facility for treatment.

For our operations without a health clinic, the workforce is entitled to visit panel clinics or the nearest medical care facilities.

Safety Health Officer ("SHO")

The Group appoints SHOs to manage our OSH initiatives and the duties carried out by our SHOs throughout 2019 are as follows:

- Provide advice to the management on measures to address workplace safety and health;
- Inspect the workplace to determine occupational hazards likely to cause bodily injury or illness
- Conduct investigations on accidents related to work,

occupational diseases and occupational poisoning cases occurred at the workplace.

- Assist the Safety and Health Committee in promoting and implementing OSH Programme at the workplace;
- Collect, analyse, maintain and compile statistics on accident and occupational diseases reported by operating units.
- Compile, prepare and submit reports on monthly basis to regulatory bodies.
- Conduct internal audits on OSH
- Liaise with local authorities and regulatory bodies, inclusive of:
 - a. Submission of monthly OSH reports
 - b. Promotion of local governmental initiatives
 - c. Participation in OSH competitions

Safety & Health Committee

In ensuring our workforce concerns and thoughts on safety and health are heard, the Company's Safety & Health Committees at all of our operating units, meets regularly. The committee consists of the Management and workforce elected representatives. This ensures, that collectively, safety and health at the Company is continuously improved and worked upon. The responsibilities of this committee are listed below:

- Assist in the development of safety & health rules and a safe working system
- Review the effectiveness of safety & health programmes
- Analyse trends of accidents, near-miss incidents, dangerous occurrences, occupational poisoning and occupational disease occurring at the workplace
- Report any unsafe or unhealthy work conditions or practices at the workplace to the management together with recommendations for corrective actions
- Conduct investigations on accidents occurring at the workplace
- Promote and conduct OSH activities such as health and safety campaigns, competitions and promotions

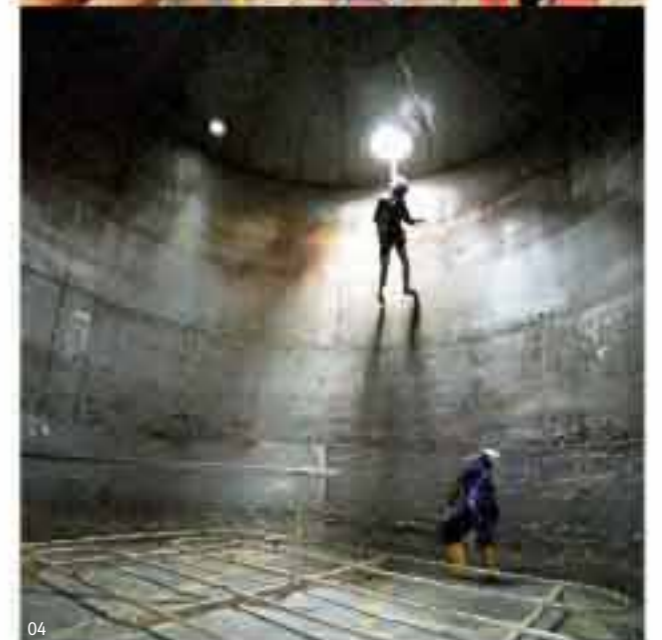
OSH Training & Health Promotions

Training on safety and health are conducted to all levels of our workforce and also applicable to our contractors and suppliers operating within our sites. Type of training is dependent on the job responsibilities, risks and exposures; of which the frequency of training could be done daily, weekly, monthly, quarterly or annually. As most of our workers in Malaysia are non-Malaysian, interpreters are provided in their native languages to ensure successful training. Refresher/retraining courses are provided whenever deemed necessary.

The OSH training programme, is inclusive but not limited to the socialising OSH legal requirements, safe chemical handling training, safe working at height training, PPE training, HIRARC training, Accident Reporting and Investigation workshop, understanding functions of Safety and Health Committee, Basic Occupational First Aid & CPR ("BOFA") competency training, tractor driving competency training, and fire fighting training. Training records are kept at each operating unit and are verified through internal audits as well as external audits as part of RSPO, ISCC, MSPO and/or ISPO annual audits.

The Company emphasises the importance of a healthy work-life balance, including encouraging utilisation of annual leave and promoting regular social and sport activities. To promote healthy lifestyle within the workforce, our Group regularly hosts health campaigns and awareness addressing non-communicable diseases ("NCD") like hypertension, cardiovascular illness, diabetes, tropical diseases like malaria and dengue as well as sexually transmitted diseases like HIV/AIDS.

Through training and promotion, the Company emphasises that health and safety inside and outside the workplace, is paramount and each individual operating at our establishments have a role to play.





01



02

▲ 01 Malaysian National OSH Award 2018, awarded in 2019

▲ 02 2019 OSH Day at Genting Sekong Estate

OSH Day 2019

Genting Plantations Sabah Region held an OSH Day on the 25 July 2019 at Genting Sekong Estate to promote safe and healthy workplace. This event highlights emerging trends in OSH and the need to reduce the work related injuries. The format of the event includes presentation talks and exhibitions. Participants of this event includes our workforce, Government Agencies, OSH related service providers, neighbouring estates and smallholders.

Malaysia National OSH Excellence Award 2019

The National OSH Excellence Award, which is the highest appreciation by the Government of Malaysia, is aimed at giving credit and recognition to organisations which have a good record of achievements for occupational safety and health management at the workplace through the safety and health program audit. GENP has won this award for the Agriculture category in 2014 (Genting Sepang Estate), 2015 (Genting Tanjung Estate) and 2018 (Genting Bahagia Estate).

This year, three of our GENP estates from Sabah Region (Genting Sekong Estate, Genting Suan Lamba Estate and Genting Tenegang Estate) were eligible for the final audit of the national level OSH Excellence Award 2019 competition.

The audit has been successfully conducted by DOSH on 12-14 November 2019. The result will be announced by the National Council of Occupational Safety and Health (NCOSH) of Malaysia in 2020.

GENP's Finalists for OSH Excellence Award 2019

▲ 03 Genting Tenegang Estate

▲ 04 Genting Sekong Estate

▶ 05 Genting Suan Lamba Estate



03



04



05

OSH Metrics

The Group monitors and reports OSH metrics for our entire workforce. The disclosure within OSH Metrics restates the data for previous years aligned with the recommended calculations of GRI 403: Occupational Health & Safety 2018.

Fatality

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

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

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

GENP treats every loss of life seriously. Any loss of life incident to occur is formally investigated. The Group also ensures that the necessary arrangement for the departed is handled with compassion and respect.

For the year 2019, there were a total of 3 occupational fatalities of male workers in Indonesia. The fatalities were of a worker carrying out FFB harvesting and two workers carrying out FFB evacuation. These incidences are unfortunate and the Group is determined to ensure similar incident does not recur.

Based on the cases reviewed, the probable cause were identified as failure to adhere to the Company's OSH requirements and standard operating procedures, especially in use of personal protection equipment and ensuring safe vehicle operations.

Learning from these incidences, the Group aims to continuously improve the safety of our workforce, remove potential risks that could cause any injuries, and achieve zero fatalities at the workplace by strengthening our SOPs and providing more training to workers on the use of PPE and safe vehicle operations.

High Consequence Work Related Injury

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

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

	Country	2018	2019
Number of High Consequence Work Related Injury	Malaysia	1*	Nil
	Indonesia	Nil	Nil
High Consequence Work Related Injury Rate	Malaysia & Indonesia	0.02	Nil

*The foot of our workshop employee was struck by a heavy object and suffers from crush injury. He required a recovery time of 105 days. Number of hours worked = number of workforce x 8 hours x 26 days x 12 months

Recordable Work Related Injury

Recordable work related injury are injuries that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury diagnosed by a physician or other licensed

healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Recovery time refers to the time needed for a worker to recover fully to pre-injury health status. Fatalities are included in the calculation of the number and rate of recordable work related injuries.

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

	Country	2015	2016	2017	2018	2019
Number of Recordable Work Related Injury	Malaysia	403	122	106	69	89
	Indonesia	421	226	207	280	232
Recovery Time (Number of Days on Medical Leave)	Malaysia	646	433	428	469	357
	Indonesia	499	470	556	709	850
Recordable Work Related Injury Rate	Malaysia	7.55	2.52	2.07	1.17	1.48
	Indonesia	7.85	4.66	4.05	4.73	3.86
Recordable Work Related Injury Rate	Malaysia & Indonesia	15.40	7.20	6.13	5.95	5.34

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

Types of Work Related Injury

In 2019, the majority of incidents reported involved harvesting, fruit evacuation and field upkeep activities. The main causes of injury includes but not limited to thorn pricks, cuts from sharp tools, eye injury or irritation from falling debris, and bruises and cuts from falling fruits and fronds. Other incidents are commuting accidents, trips and falls, heavy lifting injuries and insect bites.

The Group diligently and continuously conducts socialisation of safe work culture to our entire workforce, contractors and suppliers to ensure safety is always a paramount requirement for any work taking place within our establishments.

Work Related Ill Health

Our Group strictly complies to the regulatory requirements to conduct health surveillance to employees who has been identified as having work conditions with work related ill health risks.

The highest work risk for ill health, which is common in the oil palm industry, is for workers in contact with potentially hazardous chemicals like fertilisers and pesticides as well as workers in oil palm mills and refineries which are exposed to noise produced by machineries.

Supervision of employees prone to work related ill health is periodically performed by our registered Visiting Medical Officers and annually by Occupational Health Doctors. All the costs of medical assessments are borne by the Company. The medical surveillance reports are maintained and kept by persons in charge at respective operating units thus ensuring privacy and confidentiality of our workers are valued.

It is important to note that the Company does not discriminate in employing workers with pre-existing work related ill health. As an example the Company does employ some workers who suffer from Noise Induced Hearing Loss as a result of their work in their previous employment.

		Chemical Induced Ill Health		Noise Induced Hearing Loss	
	Country	2018	2019	2018	2019
Number of Work Related Ill Health Cases	Malaysia	Nil	Nil	12	12
	Indonesia	Nil	Nil	Nil	Nil

Community



Community

Human Rights

Genting Plantations believes in respecting the community, human rights and creating mutual benefit through its engagement with stakeholders. Contributions to community development are based on the results of regular consultation with the local communities and we strive to ensure that our policies and business decisions are not detrimental to our stakeholders. We hope in the long term, greater mutual understanding and harmonious relationships can be built, thus allowing the creation of shared values.

The Company's Social policy includes the respect and support for international human rights standards and conventions, like the Universal Declaration for Human Rights, and the United Nations Guiding Principles on Business and Human Rights. We adopt a zero-tolerance policy against any threats, intimidation and reprisal against Human Rights Defenders who submit a complaint in good faith. All affected parties are open to use our complaints and grievances channel to resolve disputes in an effective, timely and appropriate manner, while ensuring their anonymity.

The respect for human rights is incorporated into our agenda, policies and procedures. As a proactive business committed to human rights, we encourage all our operating units to conduct regular consultation and communication with its stakeholders and observe utmost respect to the stakeholders' human rights and privileges; ensuring detrimental

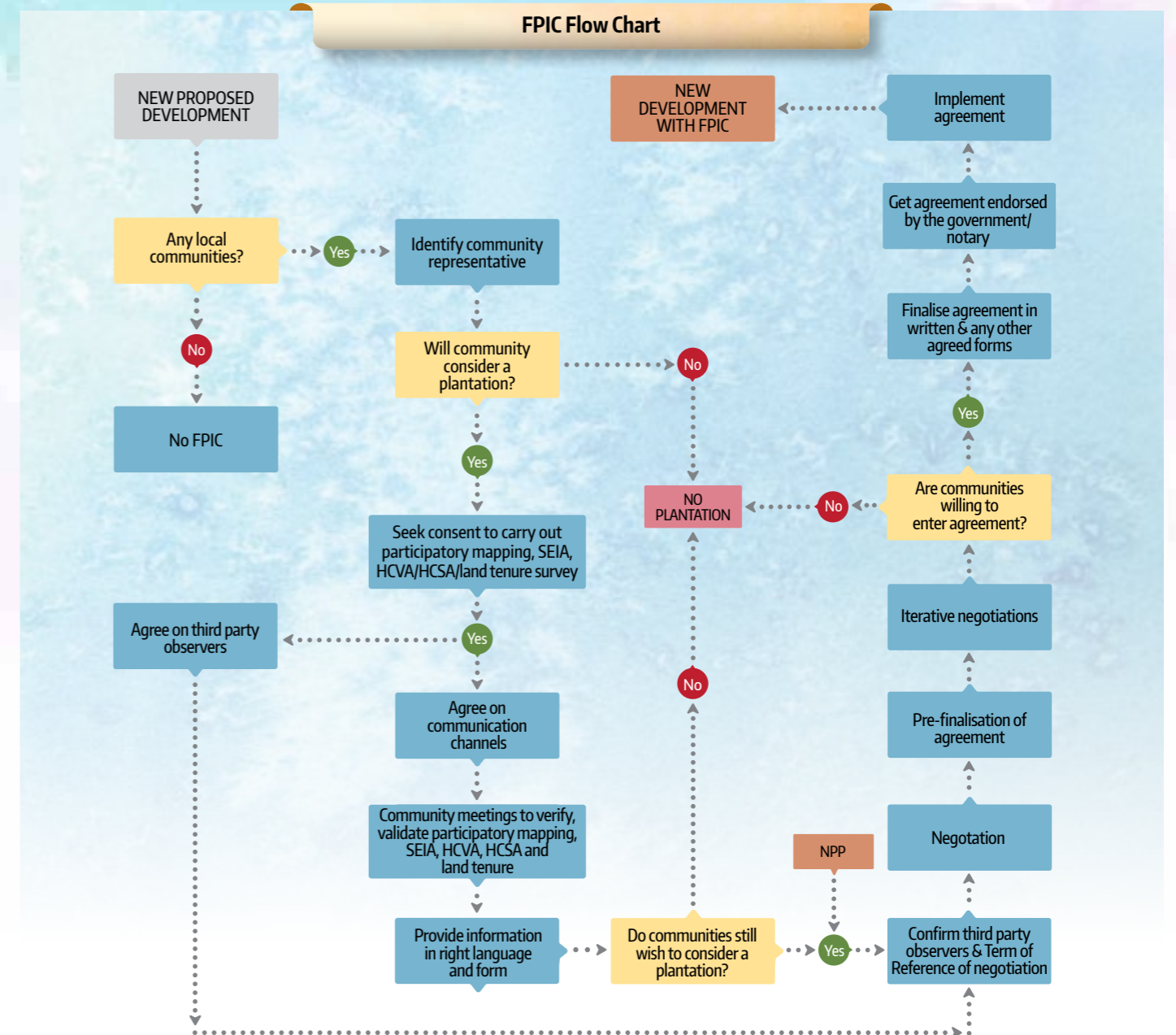
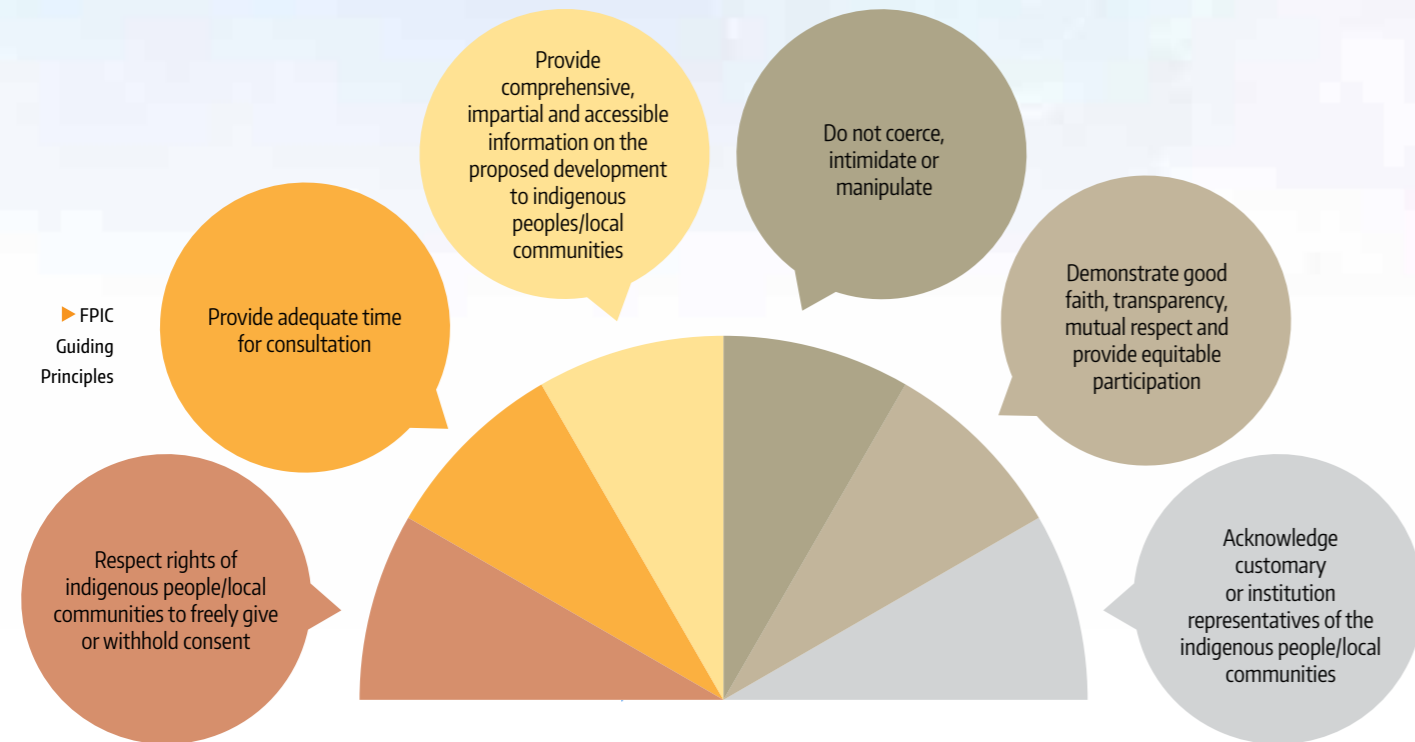
effects of our business are mitigated, addressed and resolved in an orderly, mutual manner. The Group periodically conducts Social Impact Assessments ("SIA") at all operating units to identify positive and/or negative impacts towards all our stakeholders and gain feedback for improvements. We welcome any complaints and/or grievances from our stakeholders to address any violations of human rights by the Company. All submissions will be treated fairly, without any retaliatory intent and confidential channels are provided upon request.

Legal & Customary Land Rights

Genting Plantations supports the UN Declaration on the Rights of Indigenous Peoples and the ILO Indigenous and Tribal People Convention (no 169). In respect to the indigenous peoples' and local communities' legal and customary land rights, the Group practices FPIC approach, wherein the Company acknowledges the rights of the local communities and indigenous people to give or withhold their consent to any development that may affect their lands, livelihoods and environment. This consent shall be acquired freely, without coercion, intimidation or manipulation, and through communities' own freely chosen customary or institutionalised representatives. Implementation of FPIC in the Group for new developments after 2015 is guided by the FPIC Consent Guide for RSPO Members, 20 November 2015.

▶ GENP participatory mapping with local communities

Prior to any new land acquisition or land development, the Company identifies and engages with the relevant stakeholders to ensure beneficial outcomes for all parties involved as part of the on-going FPIC process. In compliance with the RSPO's New Planting Procedure ("NPP"), the Group conducts independent Social and Environmental Impact Assessment ("SEIA"), HCV Assessment, Land Use Change ("LUC") Analysis, Soil & Topography Survey, High Carbon Stock Assessment, and GHG Emission Assessment. Summaries of these reports, planning and management plans are then prepared for review by RSPO before posting for public comments by relevant stakeholders. New planting development can only be executed upon resolution of any issues raised during this process and satisfactory compliance with the relevant local and national laws and regulations.



Community Development

The countries in which we operate present widely varying challenges and opportunities. Some of our operations invariably necessitates engagement with isolated communities in remote location which are far from modern amenities and conveniences. Genting Plantations, as a responsible corporate citizen, constantly seeks to make a meaningful and lasting difference to the livelihoods of the inhabitants of these isolated locations.

Creating Shared Values

As part of our contribution to local development, Genting Plantations prioritises job offers, contract work, and infrastructural projects for local communities whenever possible. Conducting agro-economic activities in these remote areas allows thousands of employment and sustainable income for the local communities. With respect to our workforce, Genting Plantations endeavours to provide proper housing with adequate social and economical amenities in all our operating units including those located at remote locations. The local community, as our stakeholders are often consulted upon to manage social, environmental and economical expectations of both parties.

Responding to Community Needs

Beyond employment, the Group also contributes towards infrastructural amenities such as roads, bridges and the supply of clean, potable water when required especially during periods of extended drought.

Fair and Transparent Partnership with Plasma Schemes & Smallholders

The Group values the business relationship with our FFB suppliers and deals with them fairly and transparently. Among the programmes implemented to improve the livelihoods of the smallholders that supply to our mills are capacity building to enhance productivity, quality and other support mechanisms such as assistance in procuring agrochemicals.

To date, we have allocated about 15,854 hectares of the Group's planted area in Indonesia for plasma schemes of which 2,902 hectares have been RSPO certified. The Group targets to achieve full certification our plasma scheme smallholders by the year 2026. Where possible, the

Group will support smallholders inclusion in sustainable palm oil chains.

Education

The Group places emphasis in education and provides the children of our workforce and those in nearby local communities' access to childhood education. We consciously provide support and facilitate educational opportunities as well as operational funding and scholarships wherever we can, and actively provide crèches and schools for the young from pre-school up to secondary education. In Sabah, the Group supports ten learning centres established in collaboration with the Humana Child Aid Society, a non-governmental organisation which provides education to school going children who cannot attend local schools due to their parents' foreign citizenship. Annually, these Humana Schools cater to about 800 students, who are mostly children of our workforce with others from nearby communities. We also support six Continuous Learning Centres in Sabah for children aged 13 to 17 years old of which annual enrolment is about 150 students. Additionally, our Indonesian operations at PT Dwie Warna Karya, PT Kapuas Maju Jaya and PT Susantri Permai; the Group directly supports 6 schools and its teachers which provide kindergarten, primary and secondary education for local students.



Humana Schools in Sabah

No	Name	Caters to workforce's children at	Year of Establishment	No of Students	No of Teachers
1	Genting Tanjung - Humana	Genting Tanjung Estate Genting Layang Estate Genting Tanjung Oil Mill	1997	115	3
			1999	102	2
			2000	52	1
2	Genting Tenegang - Humana	Genting Tenegang Estate	1999	102	2
3	Genting Bahagia - Humana	Genting Bahagia Estate	2000	52	1
4	Genting Mewah - Humana	Genting Mewah Estate Genting Mewah Oil Mill Genting Lokan Estate	2002	199	5
5	Genting Sekong - Humana	Genting Sekong Estate Genting Trushidup Oil Mill	2006	88	2
6	Genting Suan Lamba - Humana	Genting Suan Lamba Estate	2006	77	2
7	Genting Indah - Humana	Genting Indah Estate Genting Indah Oil Mill	2007	53	2
8	Genting Permai - Humana	Genting Permai Estate Genting Kencana Estate	2014	47	2
9	Genting Sabapalm - Humana	Genting Sabapalm Estate Genting Sabapalm Oil Mill	2016	90	3
10	Genting Landworthy - Humana	Genting Landworthy Estate	2018	57	2

Continuous Learning Centres ("CLC") in Sabah

No	Name	Caters to workforce's children at	Year of Establishment	No of Students	No of Teachers
1	Genting Tanjung CLC	Genting Tanjung Estate Genting Layang Estate Genting Tanjung Oil Mill	2013	14	1
2	Genting Tenegang CLC	Genting Tenegang Estate	2015	32	1
3	Genting Bahagia CLC	Genting Bahagia Estate	2015	10	1
4	Genting Mewah CLC	Genting Mewah Estate Genting Mewah Oil Mill Genting Lokan Estate	2013	36	1
5	Genting Sekong CLC	Genting Sekong Estate Genting Trushidup Oil Mill	2013	20	1
6	Genting Suan Lamba CLC	Genting Suan Lamba Estate	2013	17	1

SJK Tamil Schools in Peninsular Malaysia

No	Name	Caters to workforce's children at	Year of Establishment	No of Students	No of Teachers
1	SJK(T) Ladang Sri Gading	Genting Sri Gading Estate	1941	16	8
2	SJK(T) Ladang Bute	Genting Sepang Estate	1950	15	7
3	SJK(T) Ladang Tanah Merah	Genting Tanah Merah Estate	1959	61	11
4	SJK(T) Ladang Bukit Sembilan	Genting Bukit Sembilan Estate	1946	23	6



▲ Presentation of the 11th Tan Sri (Dr.) Lim Goh Tong Endowment Fund Scholarship, 25 April 2019





Environment

Environment

Environment & Natural Resource Management

Climate change is an ever growing global concern. We acknowledge the existence of climate related risks that would directly and indirectly impact our business. As a plantation company, the direct impacts of climate change have been observed through the increasing occurrences of fires, floods, changing weather patterns and even biological stresses to our oil palms.

To mitigate and adapt to climate related risks, the Company is developing climate action plan and strategies. In mitigating risks, with oversight from the Board of Directors and Senior Management, the Group sets an ultimate goal to limit the environmental impact and review resource consumption of our entire operations and supply chain. In the event climate related risks are inevitable, the Group augments its adaptation and management of climate related risks.

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

Conservation of Flora & Fauna

Genting Plantations is committed to conserve flora and fauna since our early development days. Throughout the years, the Company has increased monitoring and conservation efforts to ensure our operations do not cause any negative impact to our pristine natural surroundings. A number of our conservation works undertaken are related with the hopes to increase and enriching the flora and fauna in the critically endangered category.

As a plantation company, Genting Plantations has always known its activities can directly affect the environment and has always taken proactive steps to ensure our commitment to enrich it holds true. Thus, the company adopts the following principles for our plantation operations:

- No new development on HCV areas
- No new development of HCS areas
- No new development on peat of any depth
- Zero burning in any activities

- Establishment of wildlife sanctuaries and corridors
- Improving sustainable practices beyond certification, standards and local legal requirement

No Deforestation

To strengthen our resolve on no deforestation, the Group conducts assessments to ensure new developments are protective of the invaluable flora and fauna. Any new planting development conducted within the Group is according to RSPO's New Planting Procedure and the High Carbon Stock Approach ("HCSA") and its Toolkit. The new planting approach ensures areas with HCV and HCS like virgin forest and peat land are conserved.

For these assessments, the Company is committed to only use licensed HCV and HCS assessors accredited by the HCV Resource Network's Assessor Licensing Scheme ("ALS"). This also applies to our third party suppliers inclusive of plasma scheme smallholders.

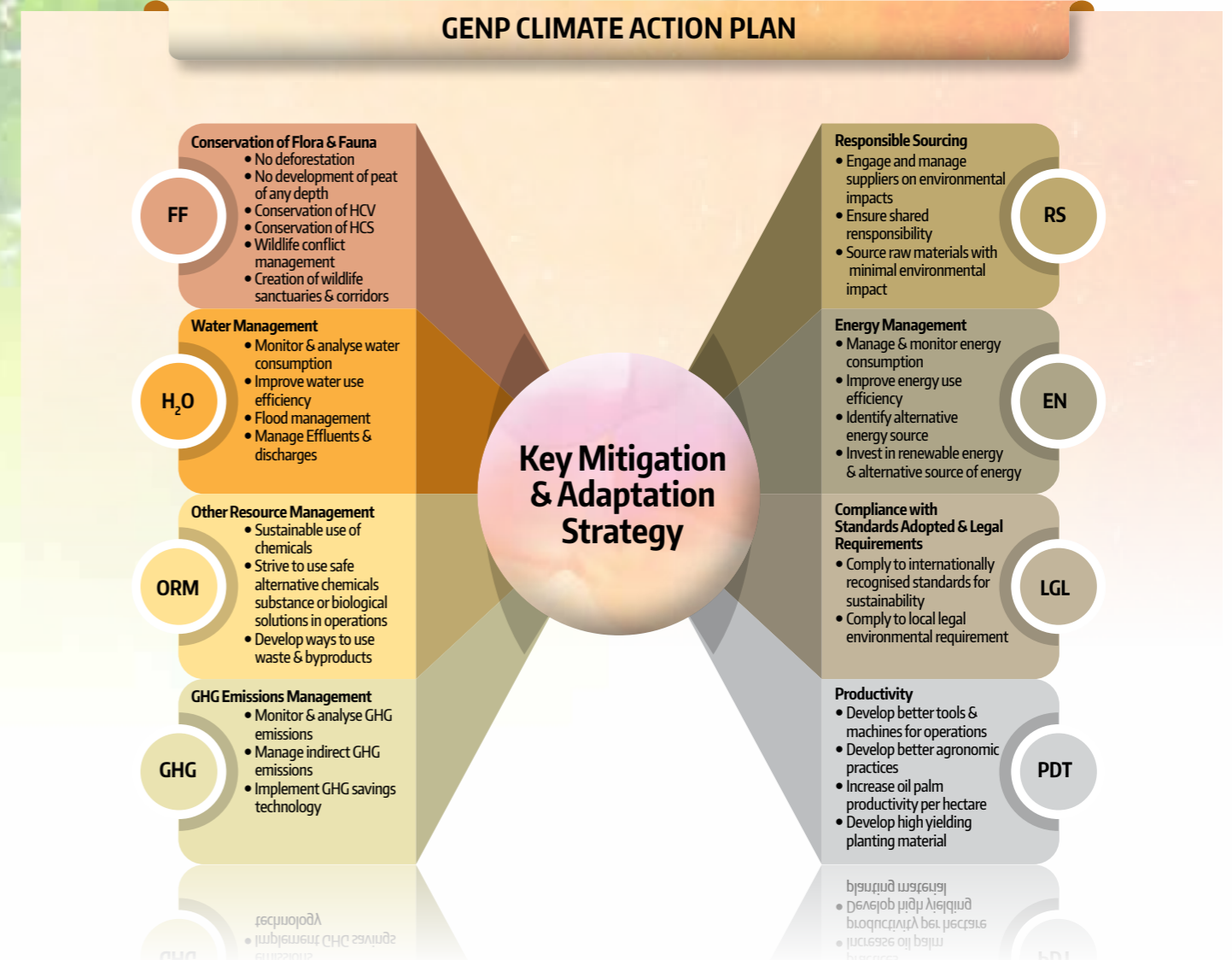
To date, the Group has about 19,281 hectares of land identified as HCV, of which 19,112 hectares are in Borneo. Areas designated as HCV are conserved in its natural state and continue to be an important part of the ecosystem services.

Management of these HCV areas in our Group is guided by internal policies, procedures and training. HCV sites are mapped and demarcated for protection with signage indicating their status, and are consistently monitored by trained personnel to ensure continuous protection and conservation of these sites. All illegal activities that can jeopardize 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.

Peat Management

Peat lands are vital stores of carbon and have significant functional roles in the ecosystem. We are committed to preserve this ecosystem and to no new planting on peat of any depth as required by RSPO. This commitment is also applicable to all our third party suppliers inclusive of plasma scheme smallholders.

The Group adopts RSPO Manuals on Best Management Practices ("BMPs") for peat to ensure efficient use of the natural



resources available in safeguarding the long term productivity of the lands we cultivate. Thus, our existing oil palm plantings on peat in both Malaysia and Indonesia are intensively managed especially on water and micro-nutrient management, in line with RSPO BMPs.

Fertilisers & Pesticides

The Group is working towards optimising our chemical footprint related to our operations which includes the use of chemical fertilisers, pesticides and herbicides. This is to ensure our flora and fauna conservation efforts are not hampered.

In this aspect the Group has implemented the following:

- IPM as a best management practice
- Cease usage of paraquat in Malaysia effective 1 January 2020, in line with Malaysian Ministry of Agriculture directive
- Comply with RSPO P&C 2018 requirement on the use of WHO Class 1a and 1b and paraquat.
- Total ban on usage of chemicals listed under the Stockholm Convention and Rotterdam Convention

This commitment is applicable to all our suppliers including our plasma scheme smallholders.

Fire Prevention, Control & Monitoring

► 01 Fire fighting simulation at PT SAP

▼ 02 Warning signages highlighting total fire ban and GENP's zero burning policy

▼ 03 Fire fighting simulation at KIU Oil Mill

▼ 04 GENP Emergency Response Team participating in Southern Kalimantan Province's Joint Fire Disaster Training

This topic is specific to our operations in Indonesia.

The traditional practices of slash and burn to clear lands for agricultural activities is believed to be one of the main causes of forest and plantation fires in Indonesia. The magnitude of these forest and plantations fires is more frequent during the dry seasons and causes transboundary haze that affects the entire region. The Indonesian national and local authorities are stepping up their enforcement to manage forest and plantations fires and the Group values their effort.

The Group has been a proponent of zero-burning since the early 1990s and formalised a strict zero-burning policy in the year 2008. Driven to ensure effective fire mitigation measures, the Group is vigilant in implementing systems and intensifying efforts especially at areas which are fire prone. The hotspot forecast and fire alert system leverages on satellite imagery and the information provided by the Indonesian Agency for Meteorology, Climatology and Geophysics ("BMKG"), Indonesian National Institute of Aeronautics and Space ("LAPAN") and American National Aeronautics and Space Administration ("NASA"). The Group also receives hotspot notifications from RSPO, which utilises MODIS and VIIRS services for hotspot monitoring. Weekly weather forecasts and warnings are issued to the management units to facilitate quick action in fire control and management. Routine training in cooperation with Manggala Agni, includes simulated exercises on firefighting by the emergency response team, and guidelines on fire prevention and management in handling of fires in emergency situations. Other precautionary measures include mapping of fire prone areas with community agriculture, forest conservation, fire watch towers and fire patrols, and conserving sources of available water. Despite all the safeguards implemented, the incidence of fire still exists and the Group proactively works towards reducing frequency of occurrences.

	2019
Fire Monitoring within Genting Plantations' Concession Area	
Number of hotspots identified through RSPO	108
Number of hotspots identified through Genting Plantations Fire Monitoring System	1,148
Total fire incidence and extinguished (including community land)	320
Total fire incidence and extinguished at community land within our concession	121
Fire Monitoring outside Genting Plantations' Concession Area	
Number of hotspots identified through RSPO	3
Number of hotspots identified through Genting Plantations Fire Monitoring System	6
Total fire incidence and extinguished	25



Keruak Wildlife Corridor

▲ 01 Signboard of the Keruak Wildlife Corridor installed at site

▼ 02 Native tree planting within the Corridor (Photo credit - HUTAN)

GENP was a pioneer in creating a wildlife corridor inside an oil palm plantation. In 1999, in the, then Asiatic Tenegang Group of Estates, Sabah, 83.63 hectares of riparian reserves was enriched with more than 23,000 native tree species.

In continuation of this spirit, and support for biodiversity conservation in the Kinabatangan River Basin in Sabah, the Group in 2019 had set aside a further 44.5 hectares of oil palm plantation land in Sabah to serve as a wildlife corridor connecting two fragmented areas, the Lower Kinabatangan Wildlife Sanctuary with the Keruak Virgin Forest Reserve. This conduit contributed by the Company enables wildlife to proliferate and move freely along the river banks and the forest reserves to fulfil the vision to establish 450 acres of riverine conservation forest. Establishment of this corridor is also to reduce human-wildlife conflicts in the area.

Today, GENP together with its conservation partner Sabah Wildlife Department, the NGO HUTAN, and the Sukau Village community, had undertaken a number of initiatives. This ground-breaking conservation cooperation will hopefully serve as a model for future innovative and mutually beneficial partnerships fostering more peaceful human-wildlife coexistence in Sabah.

Keruak Wildlife Corridor Initiatives:

- Reforestation of the wildlife corridor
 - a. Native tree seedling nurseries are established by the local communities at Sukau Village
 - b. The seedlings are purchased from the local community and planted along the corridor to ensure gradual return of the area to natural forest, prevent river bank erosion and protect local freshwater fisheries.

- Research
 - a. Orang Utan
 - b. Elephant
 - c. Other wildlife
- Monitoring of wildlife
- Establishment and training of Wildlife Warden Patrol
- Establishment and training of Elephant Squad
- Conduct wildlife awareness events for plantation workers
- Establishment of standard operating procedures for elephant corridors in oil palm plantations



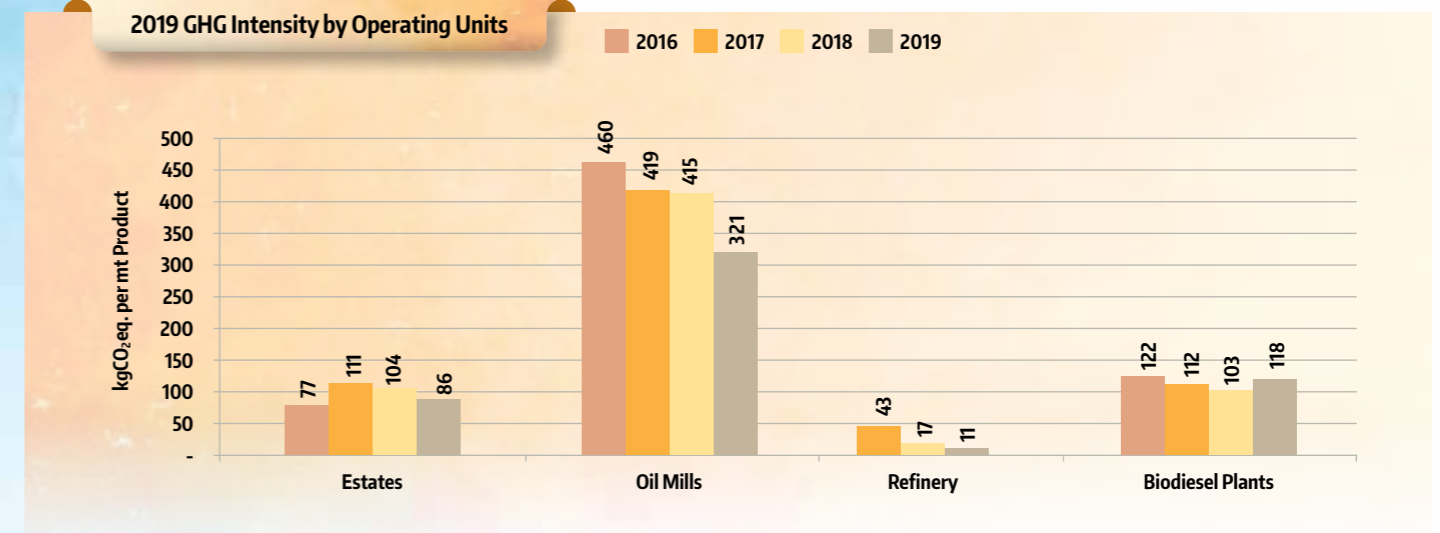
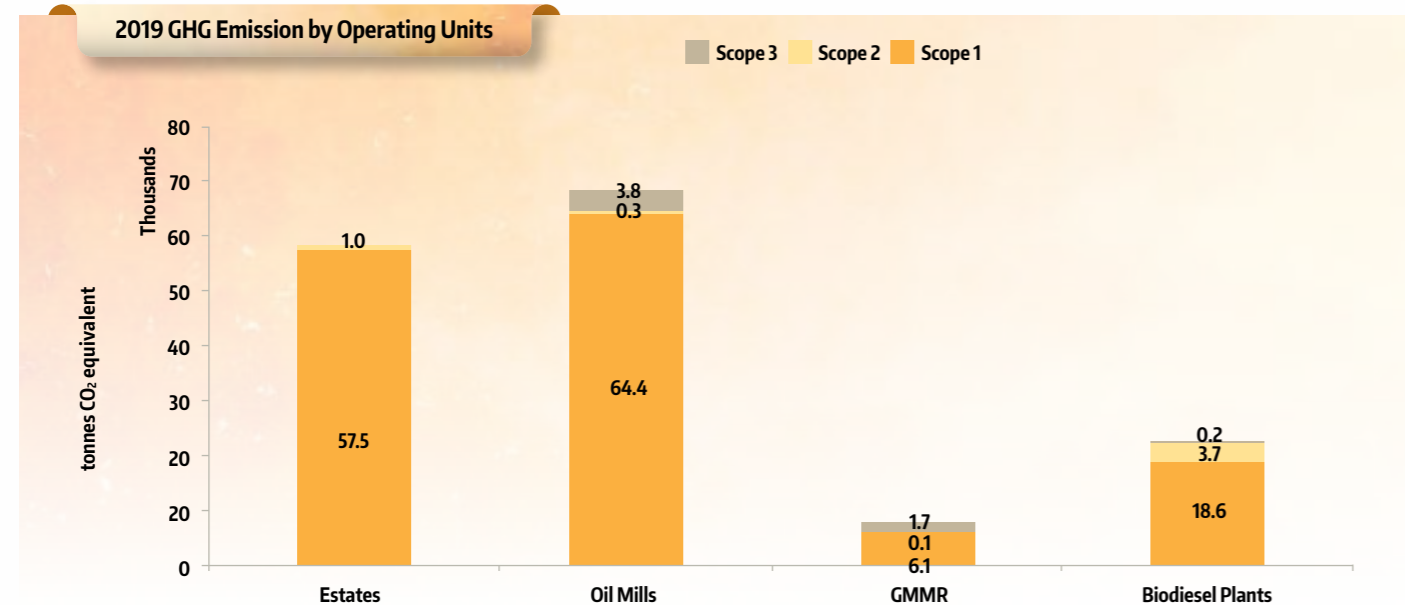
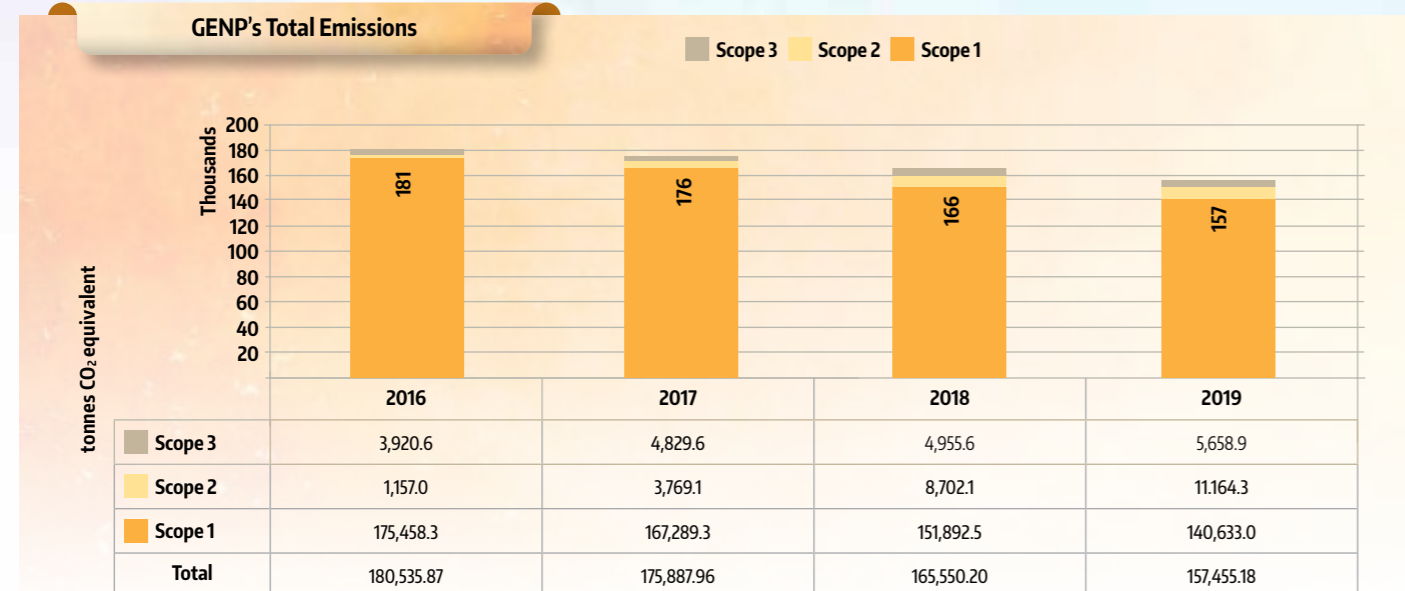
Greenhouse Gas Emissions

The oil palm industry today is greatly scrutinised, and assumed to be one of the greatest contributors to global warming through land use change. This necessitates a change in the business structure for palm oil, in the face of demands to monitor and reduce carbon dioxide (CO₂) emissions, especially those through land use changes ("LUC").

The Group has started to take steps to account for the CO₂ emissions within the Group, the supply chain, including the suppliers, from procurement of raw materials to the product logistics. This accounting exercise is aimed at helping us to

balance efforts in controlling GHG emissions and our business activities.

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



Note: 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.

As a start, towards reduced GHG emissions, the Company wishes to establish baselines of all our operating units and strives to improve effective use of resources and reduce emissions wherever possible. The following initiatives are currently undertaken to reach those goals:

▼ GMMR started to use Liquefied Natural Gas ("LNG") for its boiler to reduce our emissions since March 2019.

- Seek for alternative or cleaner energy source at all levels of operations
- Identify and monitor significant pollutants and implement plans to reduce or minimise those pollutants.

- Implement waste management plan that includes reduction, recycling, and reusing as well as disposal based on toxicity and hazard characteristics

- Monitor effluents and discharges which includes
 - a. Monitoring of Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD")

- b. Compliance with national regulations

- Improve estate systems and practices
 - a. Carbon stock of all the proposed new plantings and major potential sources of emissions that may result directly from the development are estimated and a plan to minimise them are prepared and implemented

- b. Intensify fire prevention and control measures

- c. No new planting on peat and all existing plantings on peat are managed responsibly

- d. Improve fertiliser and pesticide application methods including implementation of mechanisation

- e. Judicial use of pesticides through selection of products and application methods that are specific to the target pest, weed or disease

- Improve oil mill systems and practices
 - a. Implement GHG reducing/savings systems ie. establishment of Genting Jambongan Oil Mill - a zero discharge palm oil mill



Energy Management

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

Renewable energy is produced at our oil mills and downstream facilities from the utilisation of oil palm biomass products like palm fibres, palm kernel shells and empty fruit bunch ("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.

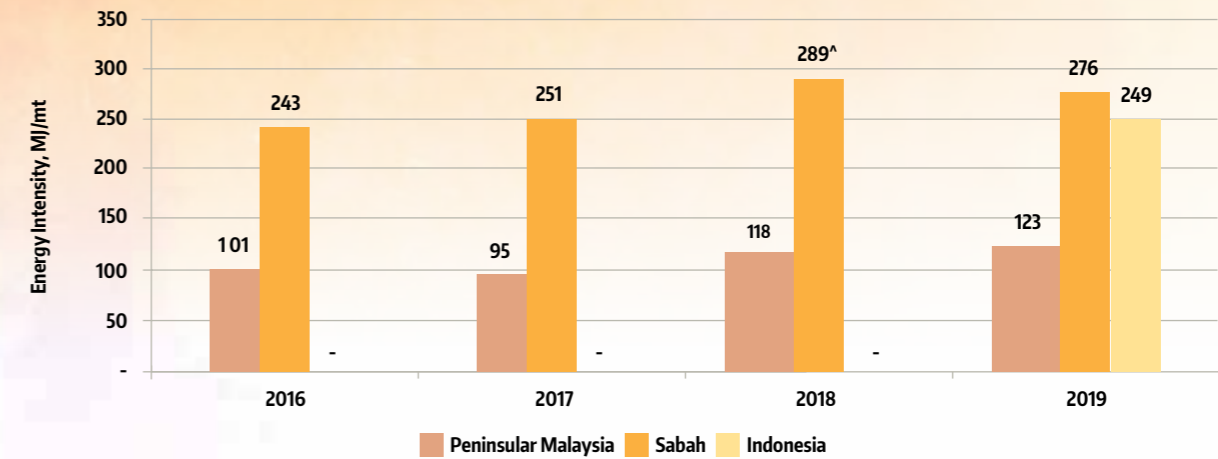
Non-renewable energy consists of petrol and diesel used for transportation and power generation, medium fuel oil used for heating and energy purchased from utility companies. Our contractors are mainly transporters and consumed energy in the form of diesel. Energy usage is high in Sabah, where most operating units are in remote locations and rely on diesel generators to supply electricity for operations, workers' quarters and workers' facilities.

ENERGY DISCLOSURE

	2016	2017	2018	2019
Energy Usage at Our Estates, Terajoules				
Non-Renewable Energy - Internal				
Peninsular Malaysia	19.94	21.67	21.48	24.46
Sabah	142.40	149.35	156.19 [^]	166.37
Indonesia	n.a.d.	n.a.d.	n.a.d.	267.10
Non-Renewable Energy - Contractor				
Peninsular Malaysia	11.11	13.85	14.52	11.37
Sabah	58.41	63.75	79.53	63.23
Indonesia	n.a.d.	n.a.d.	n.a.d.	Nil
Energy Usage at Our Oil Mills, Terajoules				
Non-Renewable Energy				
Peninsular Malaysia	7.63	6.54	5.59	6.97
Sabah	69.76	65.74	64.53	52.96
Indonesia	n.a.d.	n.a.d.	39.36	43.14
Renewable Energy				
Peninsular Malaysia	2.21	2.62	2.33	2.07
Sabah	90.84	90.18	87.86	85.69
Indonesia	n.a.d.	n.a.d.	85.14	80.48
Energy Usage at Our Downstream Manufacturing, Terajoules				
Non-Renewable Energy				
Sabah	53.62	111.85	154.54	307.37
Energy Usage at Our Biotechnology Division, Terajoules				
Non-Renewable Energy				
Peninsular Malaysia	4.91	3.41	1.53	2.38
Sabah	1.86	1.62	1.88	1.19
TOTAL ENERGY USAGE, Terajoules	462.69	530.59	714.46	1,114.74

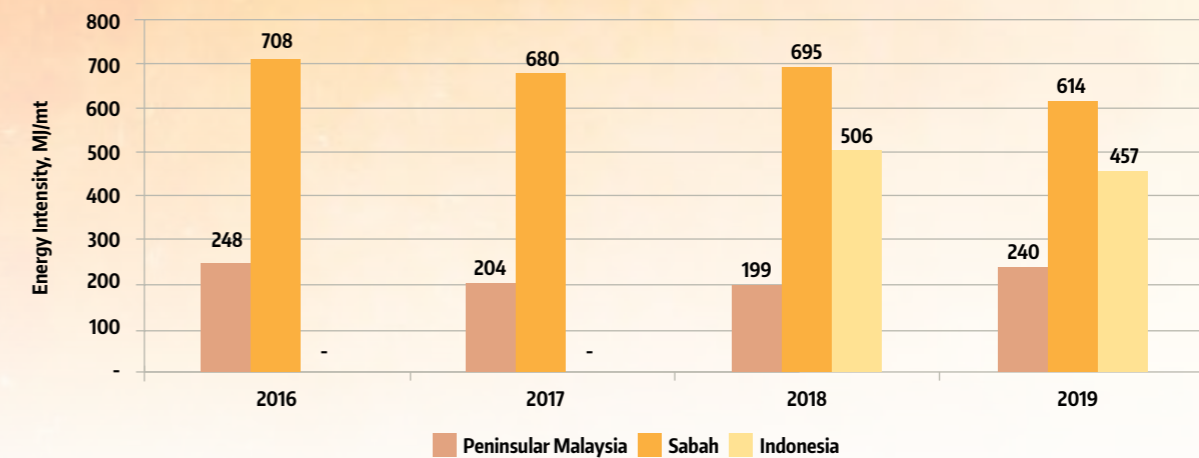
Note: [^] Correction to figures stated in Genting Plantations Sustainability Report 2018; n.a.d. - no available data; Data from Indonesia estates and Property Division will be included in the future.

Energy Intensity - FFB Production

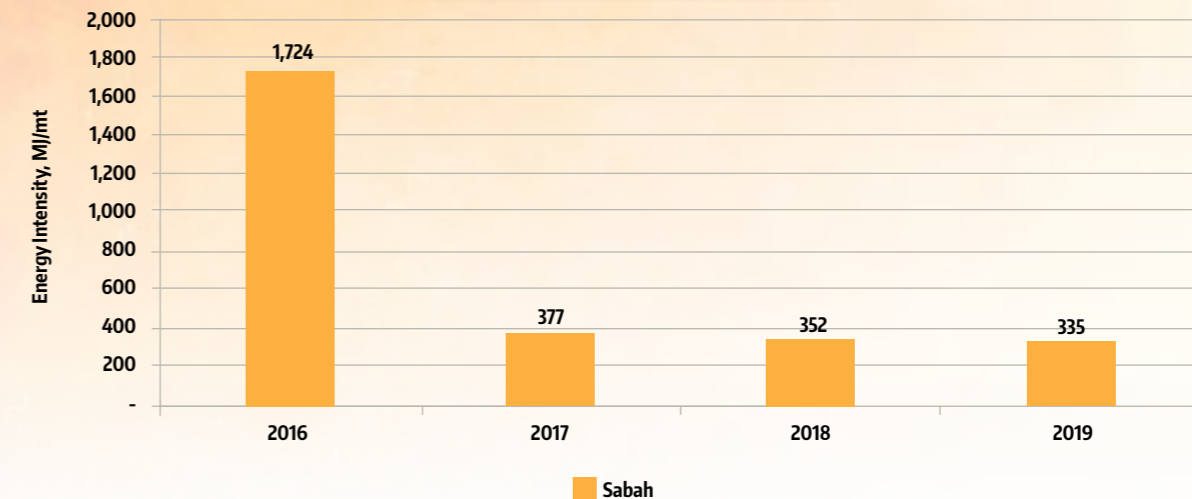


Note: [^]Restatement of figure

Energy Intensity - CPO Production



Energy Intensity - Downstream Products



Water Management



Water is needed to grow our oil palm trees and process the fruits and oils we produce, and it is a shared resource. For those reasons, the Company believes in the need to use water efficiently and responsibly, not only for our own operations but is also a shared responsibility for our entire supply chain.

Genting Plantations takes into account the prevailing land conditions, topography and changes in the climate to achieve the best water management strategy and mitigate water related risks. The increase in global average temperature continues to result in changes to the climate and creates water related risks for our business and our stakeholders like floods, droughts, storms and wildfires. This led us to examine and

gain a better understanding of water risks to our Company, the communities in which we operate, the environment surrounding our operations and also our supply chain.

The main sources of water for our operations are from surface water like rain fed ponds and water catchment areas, rivers and lakes. The remaining water demands wherever applicable is met by water supplied by utility companies. The availability of fresh and clean water for our surrounding environment and communities poses a risk to the Company's license to operate. Our water management programme incorporates water risk mitigation at our entire operations and its surrounding communities to ensure a sustainable balance for consistent supply of fresh water for operations, for the use

of local communities, for the conservation of the natural environment and ultimately for the



conservation of the water resource itself. Quality of water bodies and rivers running through our operations are monitored frequently to ensure no deleterious impacts towards the environment and the surrounding community. Local communities and stakeholders are constantly engaged and consulted to ensure our operations do not affect their right to access fresh and clean water. The Company also has rainfall collection stations setup throughout our operations to monitor moisture availability and forecast drought seasons.

In estates facing water scarcity, the Company establishes water catchments and uses water gates, silt pits and furrows to ensure water is stored and available for irrigation when needed. We also encourage planting of leguminous cover crops, stacking of oil palm fronds and application of EFB as mulch to enhance retention of soil moisture. In operating units where natural lakes, ponds, streams and rivers are available, the Group maintains riparian buffers zones to ensure avoidance of contamination due to fertiliser, pesticide or effluent runoff as well as to avoid soil erosion. In flood prone operations, drainage system, with water gates and pumps and bunds are constructed to manage the risks involved.

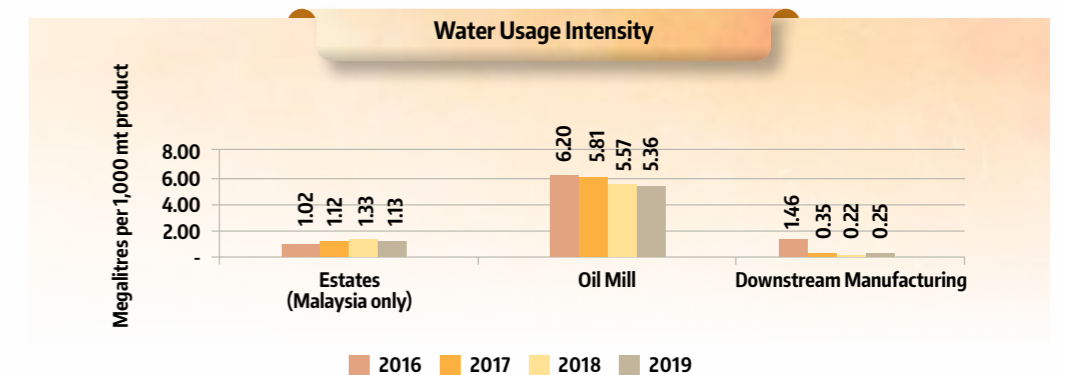
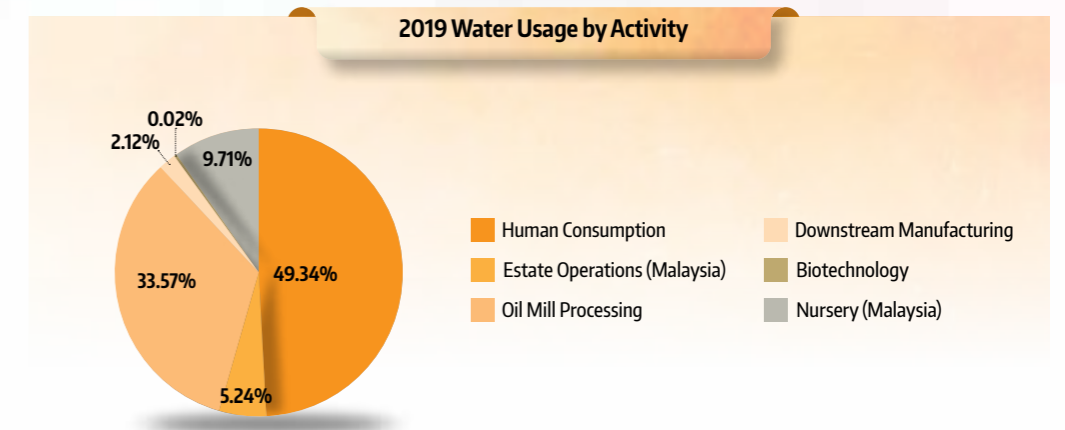
The best example of water management is at our oil mills. All our oil mills use rain water for

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

station.

We are mindful of the effluents we produce and install controls to mitigate possible contamination of waterways. Most of our effluents originates from the oil mills in the form of POME and followed by our downstream operations. POME from our oil mills, which represents about 50% of the total water consumed, are treated and used for land application and composting. Effluents from our downstream operations are treated to meet local regulatory requirements prior to discharge.

The following disclosures are for all our operating units with the exception of our estates in Indonesia and Property Division.



Note: Water usage intensity is calculated based on water used for operations only and excludes water used for human consumption. Water used through irrigation is not monitored due to the nature of our operation.

Water & Effluents Disclosure

		All Areas (Megalitres)			Areas with water stress (Megalitres)	
Water Withdrawal		2017 ^a	2018	2019	2017, 2018 & 2019	
Water withdrawal by source	Surface Water (total)	5,911.58	7,945.17	7,396.41	nil	
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	1,685.74	1,860.13	2,181.10	nil
		Oil Mills	4,225.84	6,085.04	5,215.30	nil
		Downstream Manufacturing	nil	nil	nil	nil
		Biotechnology Division	nil	nil	nil	nil
	Other Water (≥1,000 mg/L Total Dissolved Solids)	All Operating Units	nil	nil	nil	nil
	Produced Water (total)	809.99	1,551.28	1,734.63	nil	
	Raw Palm Oil Mill Effluent (POME) (≥1,000 mg/L Total Dissolved Solids)	Oil Mills	797.6	1,536.89	1,696.05	nil
	Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)	Downstream Manufacturing	12.39	14.39	38.58	nil
	Third-Party Water (total)	432.66	395.54	636.87	nil	
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	327.13	294.91	401.42	nil
		Oil Mills	nil	nil	nil	nil
		Downstream Manufacturing	100.6	94.94	240.94	nil
		Biotechnology Division	4.93	5.69	4.93	nil
	Other Water (≥1,000 mg/L Total Dissolved Solids)	All Operating Units	nil	nil	nil	nil
Total water withdrawal	Surface Water + Produced Water + Third-Party Water	7,154.23	9,891.99	9,767.92	nil	
Water Discharge		2017 ^a	2018	2019	2017, 2018 & 2019	
Water discharge by destination	Land Application + Compost	786.95	1,962.42	1,002.15	n/a	
	Surface Water	15.53	15.65	34.69	nil	
	Third-Party Water	4.93	5.69	4.93	nil	
Total water discharge	Land Application + Compost + Surface Water + Third-Party Water	807.41	1,983.76	1,041.77	nil	
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)	807.41	1,983.76	1,041.77	nil	
	Other Water (≥1,000 mg/L Total Dissolved Solids)	nil	nil	nil	nil	
Water discharge by level of treatment	No treatment	4.93	5.69	4.93	nil	
	Treated Palm Oil Mill Effluent (POME)	786.95	1,962.42	1,002.15	nil	
	Treated Downstream Manufacturing Effluent	15.53	15.65	34.69	nil	
Water Consumption		2017 ^a	2018	2019	2017, 2018 & 2019	
Water Consumption	Total water consumption	6,346.82	7,908.23	8,726.15	nil	
	Changes in Storage (Rainfall/evaporation at POME ponds and Downstream Manufacturing's water treatment plants)	-7.51	426.78	-697.79	n/a	

Notes: Water usage at our estates in Indonesia and Property Division are excluded from this disclosure; Areas with water stress was determined using WWF Water Risk Filter & WRI's Water Risk Atlas (All GENP operating units are situated in low risk water stress areas); n/a - not applicable; ^a Data for 2017 is excluding our Indonesian Oil Mills.

Biological oxygen demand ("BOD") values at effluent ponds and discharge points of our oil mills are monitored and maintained according to local legal requirements.

BOD Values for Effluents from Our Oil Mills

Oil Mill	BOD Legal Limit (mg/L)	Final Discharge BOD Level (mg/L)			
		2016	2017	2018	2019
Genting Ayer Item Oil Mill	500	122	119	112	64
Genting Indah Oil Mill	20	11	10	14	15
Genting Jambangan Oil Mill	n/a	n/a	n/a	n/a	n/a
Genting Mewah Oil Mill	20	12	6	7	9
Genting Sabapalm Oil Mill	500	163	151	179	201
Genting Trushidup Oil Mill	20	8	6	6	9
Genting Tanjung Oil Mill	20	14	20	15	16
Globalindo Oil Mill	5,000	n.a.d.	n.a.d.	97	61
Mulia Oil Mill	5,000	n.a.d.	n.a.d.	261	483
Golden Hill Oil Mill	5,000	n.a.d.	n.a.d.	981	928
KIU Oil Mill	5,000	n.a.d.	n.a.d.	146	116

Notes: n/a - not applicable; n.a.d. - no available data; Genting Jambangan Oil Mill is a zero palm oil mill effluent discharge mill



Water level management using water gates

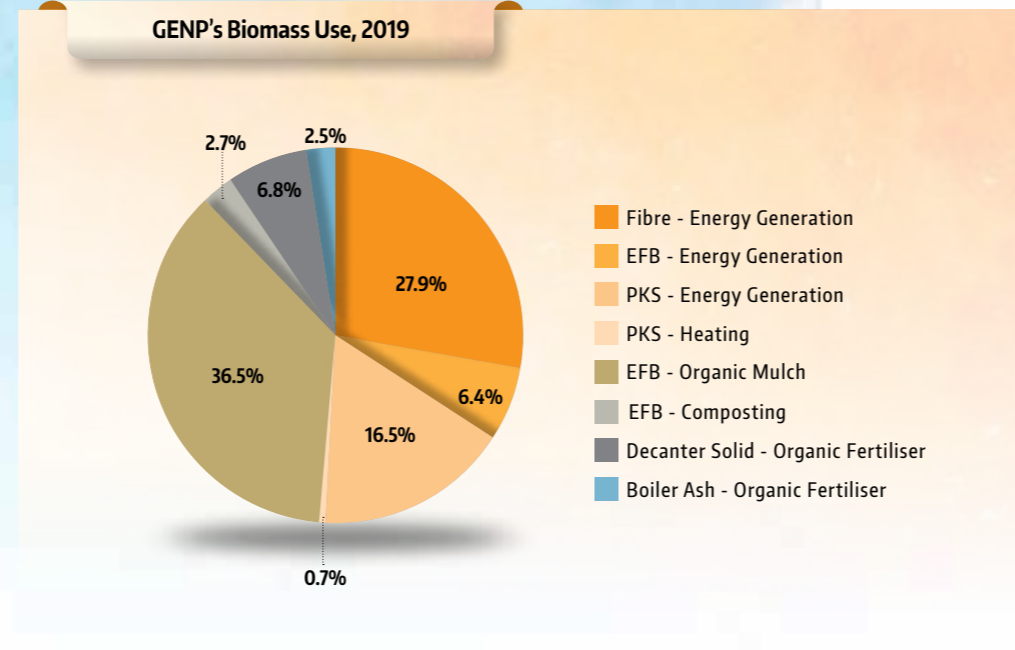
Byproduct & Waste Management

Biomass Byproduct, Production & Use

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 repurpose biomass produced. The bulk of biomass produced through FFB processing like palm fibres and palm kernel shell are used for energy generation; while the empty fruit bunch ("EFB") are applied in our estates as organic mulch for the purpose to supplement and reduce the use of inorganic chemical fertilisers. Due to the efficacy of EFB as organic mulch, the Company also purchases additional EFBs from external parties. We also use EFB and POME for the purpose of producing composts.

- Genting Jambongan Oil Mill - Malaysia's first zero discharge oil mill
- ▼ 01 Composting of EFB
- ▶ 02 Compost Plant

For 2019, the Group capitalised 1.22 million mt of biomass.



Waste Management

Genting Plantations takes proactive action in managing our waste to avoid polluting the environment. This is especially needed for scheduled wastes like spent oils and lubricants, used batteries, spent fuel filters, pesticide containers, and spent chemicals. Scheduled waste generated within our Group is collected and disposed of in accordance to prevailing regulation by contractors approved by the local government where we operate.

Scheduled Waste Disposed (metric tonnes)				
Operating Unit ^a	2016	2017	2018	2019
Estates	29.91	37.89	29.25	44.11
Oil Mills	34.61	28.82	16.44	12.02
Downstream Operations	n/a	0.42	1.10	10.18
Biotechnology Division	0.69	0.71	0.60	0.00

Notes: ^a Group's Indonesian estates and our Property Division are excluded from this disclosure



Appendix



Our Data

Genting Plantations acknowledges current limitations in the curation of environmental and social data. Concerted efforts are put to continuously strive to improve the accuracy of the data and implement better controls and measures.

Environmental and social data reported is procured from operational activities that our Group directly manage and affect. Most data covering Malaysian operations presented herein were compiled on the same basis as our 2018 Sustainability Report. Any differences or revisions would reflect changes in calculation methods and the expanded scope covered in this report.

In this report, our Group collates data for the full reporting year ending December 2019. Any significant changes beyond the date will be addressed in the following year's publication. The accuracy of environmental and social data may differ from data obtained through our financial systems.

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

2019 Land Areas by Category	Total	RSPO Certified	Uncertified	%, Percentage
Total land area managed for oil palm cultivation including plasma schemes (ha)	242,541	78,164	169,044	32% certified
Total land controlled or managed for oil palm cultivation - planted(ha) (including buildings & infrastructure)	148,542	n/a	n/a	61% of total land area
Total land controlled or managed for oil palm cultivation - unplanted (ha)	48,932	n/a	n/a	20% of total land area
Total land under plasma schemes (ha)	15,854	2,902	12,952	7% of total land area
Land designated & managed as HCV areas (ha)	19,281	n/a	n/a	8% of total land area
Conservation areas set aside excluding HCV areas (ha)	9,932	n/a	n/a	4% of total land area
New plantings & development in 2019 (ha)	Nil	n/a	n/a	-

No	Our Estates	Our Estates				Coordinates
		Certification Coordinates				
		RSPO	ISCC EU	MSPO	ISPO	
1	Genting Bukit Sembilan Estate	YES	YES	YES	n/a	5°34'35.0"N 100°41'09.6"E
2	Genting Selama Estate	YES	2020	YES		5°13'19.8"N 100°39'03.6"E
3	Genting Tebong Estate	YES	YES	YES		2°27'20.2"N 102°21'39.3"E
4	Genting Tanah Merah Estate	YES	YES	YES		2°17'06.7"N 102°33'30.4"E
5	Genting Sri Gading Estate	YES	YES	YES		1°50'17.8"N 103°01'05.6"E
6	Genting Sungei Rayat Estate	YES	YES	YES		1°54'14.5"N 103°00'38.5"E
7	Genting Kulai Besar Estate	YES	YES	YES		1°36'55.4"N 103°36'39.4"E
8	Genting Sabapalm Estate	YES	YES	YES		5°57'54.3"N 117°22'26.8"E
9	Genting Indah Estate	2020	YES	YES		5°23'8.56"N 116°56'17.13"E
10	Genting Permai Estate	2020	YES	YES		5°21'56.5"N 116°53'40"E
11	Genting Kencana Estate	2020	n/a	YES		5°22'40.7"N 116°52'56.0"E
12	Genting Mewah Estate	YES	YES	YES		5°30'13.5"N 117°43'2.0"E
13	Genting Lokan Estate [^]	YES	YES	YES		5°30'44.7"N 117°43'19.7"E
14	Genting Sekong Estate	YES	YES	YES		5°33'50.6"N 117°58'46.0"E
15	Genting Suan Lamba Estate	YES	YES	YES		5°33'16.5"N 118°11'31.6"E
16	Genting Jambongan Estate	YES	YES	YES		6°38'59.3"N 117°27'3.3"E
17	Genting Tanjung Estate	YES	YES	YES		5°25'22.9"N 118°16'23.9"E
18	Genting Bahagia Estate	YES	YES	YES		5°21'48.0"N 118°13'50.2"E
19	Genting Tenegang Estate	YES	YES	YES		5°20'46.0"N 118°13'32.2"E
20	Genting Landworthy Estate	YES	YES	YES		5°25'13.44"N 118°18'24.61"E
21	Genting Layang Estate	YES	YES	YES	5°25'21.9"N 118°14'3.4"E	
22	PT Sepanjang Intisurya Mulia	YES			YES	1°22'48.6"S 110°30'52.4"E
23	PT Sawit Mitra Abadi	YES			YES	1°22'30.9"S 110°24'54"E
24	PT Surya Agro Palma	2021			2021	0°18'18.72"S 110°4'29.65"E
25	PT Agro Abadi Cemerlang	2020			2020	0°20'20.55"S 110°12'40.97"E
26	PT Citra Sawit Cemerlang	2021			2021	1°15'29.9"S 110°39'52.2"E
27	PT Dwie Warna Karya	2022			2022	0°51'41.2"S 114°4'31"E
28	PT Susantri Permai	2022			2022	0°53'19.7"S 113°56'36.8"E
29	PT Kapuas Maju Jaya	2022			2022	1°4'55.02"S 114°8'27.17"E
30	PT United Agro Indonesia	2023			2023	2°35'29"S 114°35'20.6"E
31	PT Globalindo Agung Lestari	2023			2023	2°35'29"S 114°35'20.6"E
32	PT Palma Agro Lestari Jaya	2023			2023	0°46'51.7"N 111°28'46.7"E
33	PT Kharisma Inti Usaha	2020			2020	2°59'34.26"S 114°54'6.57"E

[^]Genting Lokan Estate is certified together with Genting Mewah Estate

Our Oil Mills, Biodiesel Plants and Refinery								
No	Parent Company	Subsidiary	Operating Unit Name	Certification				Coordinates
				RSPO	ISCC EU	MSPO	ISPO	
1	Genting Plantations Berhad	Genting Oil Mill Sdn Bhd	Genting Ayer Item Oil Mill ("GAIOM")	IP	Yes	Yes	n/a	1°51'24.19"N 103°12'36.55"E
2		Genting SDC Sdn Bhd	Genting Indah Oil Mill ("GIOM")	2020	Yes	Yes	n/a	5°22'31.1"N 116°56'08.0"E
3		Genting SDC Sdn Bhd	Genting Trushidup Oil Mill ("GTHOM")	MB	Yes	Yes	n/a	5°33'47.8"N 117°58'46.4"E
4		Genting SDC Sdn Bhd	Genting Mewah Oil Mill ("GMOM")	MB	Yes	Yes	n/a	5°31'04.9"N 117°42'31.7"E
5		Genting SDC Sdn Bhd	Genting Tanjung Oil Mill ("GTOM")	MB	Yes	Yes	n/a	5°25'21.5"N 118°16'23.3"E
6		Genting SDC Sdn Bhd	Genting Sabapalm Oil Mill ("GSOM")	MB	Yes	Yes	n/a	5°57'54.3"N 117°22'26.8"E
7		Genting SDC Sdn Bhd	Genting Jambongan Oil Mill ("GJOM")	MB	Yes	Yes	n/a	6°39'07.4"N 117°26'46.5"E
8		PT Sepanjang Intisurya Mulia	Mulia Oil Mill ("MOM")	MB	No		Yes	1°22'59.8"S 110°28'45.6"E
9		PT GlobalIndo Agung Lestari	GlobalIndo Oil Mill ("GOM")	2023	No		2023	2°35'06.5"S 114°35'44.2"E
10		PT Dwie Warna Karya	Golden Hill Oil Mill ("GHOM")	2022	No		2022	0°50'36.5"S 114°04'50.9"E
11		PT Kharisma Inti Usaha	KIU Oil Mill ("KIUOM")	2020	No		2020	3°00'10.6"S 114°56'12.7"E
12		Genting MusimMas Refinery	Genting MusimMas Refinery ("GMMR")	Yes	Yes	Yes	n/a	5°01'14.19"N 118°22'12.14"E
13		Genting Biodiesel Sdn Bhd	Genting Biodiesel ("GBSB")	Yes	Yes	Yes	n/a	5°01'37.35"N 118°20'29.98"E
14		SPC Biodiesel Sdn Bhd	SPC Biodiesel ("SPC")	2020	Yes	Yes	n/a	5°01'45.6"N 118°22'05.2"E

Our Suppliers – Our Plasma Smallholders						
No	Our Plasma	Certifications				Coordinates
		RSPO	ISCC EU	MSPO	ISPO	
1	Koperasi Sawit Trimulya Lestari	YES	n/a	n/a	YES	1°22'48.6"S 110°30'52.4"E
2	Koperasi Sawit Harapan Jaya	YES			YES	1°25'35.0"S 110°33'49.0"E
3	Koperasi Panca Mitra Abadi	YES			YES	1°42'28.0"S 110°38'27.0"E

Our Suppliers – Third Party Oil Mills & Refineries				
No	Parent Company	Third Party Palm Oil Mill	RSPO Status	Coordinates
1	Budaya Potensi Sdn Bhd	Sungai Ruku Palm Oil Mill	No	5°33'49.2"N 117°54'01.0"E
2	Cepat Wawasan Group Berhad	Prolific Yield Palm Oil Mill	No	5°43'02.9"N 117°49'39.4"E
3	FGV Holdings Berhad	KKS Baiduri Ayu	No	5°04'52.2"N 118°56'23.1"E
4	FGV Holdings Berhad	KKS Embara Budi	No	5°07'55.4"N 119°05'32.8"E
5	FGV Holdings Berhad	KKS Kalabakan	No	4°22'12.1"N 117°30'45.0"E
6	FGV Holdings Berhad	KKS Mercu Puspita	No	5°12'20.9"N 119°00'49.5"E
7	FGV Holdings Berhad	KKS Nilam Permata	No	5°17'27.0"N 119°00'34.0"E
8	FGV Holdings Berhad	KKS Pontian Fico	No	5°25'18.6"N 118°08'40.7"E
9	FGV Holdings Berhad	KKS Umas	No	4°29'48.9"N 117°39'02.1"E
10	Glenealy Plantations Bhd	Timora Palm Oil Mill	No	5°18'17.0"N 118°20'24.3"E
11	Global Enterprise Oil Mill Sdn Bhd	Global Enterprise Oil Mill	No	5°29'24.4"N 117°59'18.8"E
12	Golden Elate Sdn Bhd	Golden Elate Sdn Bhd	No	5°08'14.2"N 118°50'16.7"E
13	Hap Seng Plantations Holdings Sdn Bhd	Jeroco Palm Oil Mill	Yes	5°25'47.0"N 118°25'01.5"E
14	Kim Loong Resources Bhd	Desa Kim Loong Sdn Bhd	No	5°07'47.7"N 116°15'56.0"E
15	Kim Loong Resources Sdn Bhd	Kim Loong Sabah Mills	No	5°28'05.6"N 116°59'23.8"E
16	Koong Shing Sdn Bhd	Koong Shing Sdn Bhd	No	4°49'31.9"N 118°03'46.6"E
17	Kuala Lumpur Kepong Berhad	KL-Kepong (Sabah) Sdn Bhd - Lungmanis Mill	Yes	5°05'02.2"N 118°35'17.7"E
18	Kuala Lumpur Kepong Berhad	KL-Kepong (Sabah) Sdn Bhd - Bornion Mill	Yes	5°36'31.1"N 117°47'19.3"E
19	Kuala Lumpur Kepong Berhad	KLK KALTIM (BERAU)	No	2°12'44.1"N 117°10'04.0"E
20	Kumpulan FIMA Berhad	PT Nunukan Jaya Lestari	No	4°12'12.2"N 117°15'07.7"E
21	Kwantas Oil Sdn Bhd	Haranky	No	5°12'47.0"N 118°03'51.8"E
22	Kwantas Oil Sdn Bhd	Mewah	No	5°15'15.0"N 117°54'36.0"E
23	Kwantas Oil Sdn Bhd	Pintasan	No	5°13'37.0"N 117°42'53.0"E
24	Lam Soon Plantation Sdn Bhd	Lam Soon Oil Mill	No	5°15'17.4"N 118°10'30.6"E
25	LCH Group of Companies	LCH Palm Oil Mill	No	5°39'43.3"N 117°48'40.4"E
26	Malbumi Group Sdn Bhd	Sukau Palm Oil Mill	No	5°34'06.3"N 118°12'20.4"E
27	Monsok Palm Oil Mill Sdn Bhd	Monsok	No	5°40'16.0"N 117°24'46.0"E
28	QL Resources Berhad	Pipit Mutiara Indah Oil Mill	No	3°19'29.0"N 117°10'25.1"E
29	Sawit Kinabalu Sdn Bhd	Sandau Mill Sdn Bhd (Sandau)	No	5°12'15.6"N 118°08'02.9"E
30	Sawit Kinabalu Sdn Bhd	Sandau Mill Sdn Bhd (Sebrang)	No	4°59'23.0"N 118°33'18.4"E
31	Sime Darby Plantation Berhad	Binuang Oil Mill	Yes	4°42'16.1"N 118°03'36.7"E
32	Sime Darby Plantation Berhad	Merotai Oil Mill	Yes	4°22'09.7"N 117°49'58.5"E
33	Tamaco Oil Mill Sdn Bhd	Tamaco Oil Mill (Mill 1)	No	5°14'42.0"N 118°19'39.2"E
34	Tamaco Oil Mill Sdn Bhd	Tamaco Oil Mill (Mill 2)	No	5°09'14.6"N 118°13'44.1"E
35	Tradewinds Plantation Bhd	Ladang Permai Sdn Bhd (Permai Mill)	No	5°11'14.4"N 118°26'25.0"E
36	Tradewinds Plantation Bhd	Ladang Permai Sdn Bhd (Batu Putih)	No	5°34'48.0"N 117°56'45.6"E
37	Tradewinds Plantation Bhd	Kumpulan Krisjati Sdn Bhd	No	4°49'43.1"N 115°15'54.3"E
38	Tung Hup Palm Oil Mill Sdn Bhd	Tung Hup Palm Oil Mill Sdn Bhd	No	5°16'53.2"N 117°52'14.7"E
39	Veetar Palm Oil Mill Sdn Bhd	Veetar Palm Oil Mill Sdn Bhd	No	5°20'11.0"N 116°56'33.2"E
40	Mewah Group	Mewah Datu Refinery	Yes	5°01'33.8"N 118°22'13.7"E

Production				
	2016	2017	2018	2019
FFB Production (mt)	1,614,137	1,883,945	2,083,510	2,193,812
Yield Per Mature Hectare (mt/ha)	17.5	18.4	18.2	18.5
CPO (mt)	387,125	446,404	504,762	534,306
PK (mt)	81,317	91,044	98,839	104,168
Refined Products (mt)	-	240,263	336,200	473,673
Biodiesel & Crude Glycerin(mt)	31,022	57,546	103,642	191,992

2019 FFB Supply Chain				
	Total	RSPO Certified	Uncertified	%, Percentage
Number of palm oil mills	11	7	4	64% certified
Total FFB processing capacity (mt FFB/hour)	580	n/a	n/a	n/a
Total FFB processed (mt)	2,474,243	n/a	n/a	n/a
Total FFB supplied by own estates (mt)	2,061,461	n/a	n/a	n/a
Total FFB supplied by third party suppliers & smallholders (mt)	270,399	nil	270,367	n/a
Total FFB supplied by plasma schemes (mt)	142,517	34,849	107,668	24% certified

2019 CPO & PK Supply Chain					
	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
Our Oil Mills					
Total CPO sold as RSPO certified (mt)	68,474	nil	22,476	45,998	nil
Total CPO sold under other certification scheme (mt)	163,192	n/a	n/a	163,192	n/a
Total CPO sold as conventional (mt)	319,030	n/a	n/a	n/a	n/a
Total PK sold as RSPO certified (mt)	32,746	7,780	257	24,709	nil
Total PK sold under other certification scheme (mt)	nil	n/a	n/a	n/a	n/a
Total PK sold as conventional (mt)	74,342	n/a	n/a	n/a	n/a
GMMR					
Total RSPO Certified CPO from own palm oil mills (mt)	13,103	nil	nil	13,103	nil
Total RSPO Certified CPO bought from third party palm oil mills (mt)	nil	nil	nil	nil	nil
Total CSPO certified under other certification scheme from own palm oil mills (mt)	146,362	n/a	n/a	146,362	n/a
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	18,080	n/a	n/a	18,080	n/a
Total conventional CPO from own palm oil mills (mt)	103,597	n/a	n/a	n/a	n/a
Total conventional CPO from third party palm oil mills (mt)	301,047	n/a	n/a	n/a	n/a

2019 Traceability – FFB Supplier							
Name of Oil Mill	FFB Intake (mt)	FFB Intake, %					
		Own Estate	Plasma	Smallholder (<40Ha)	Smallgrower (41-500Ha)	Third-party Estates (>500Ha)	Collection Centres
Genting Ayer Item Oil Mill	181,100	100	n/a	nil	nil	nil	nil
Genting Indah Oil Mill	189,550	95.2		1.2	1.0	0.4	2.2
Genting Jambangan Oil Mill	77,981	95.0		5.0	nil	nil	nil
Genting Mewah Oil Mill	147,214	54.3		11.3	13.0	16.3	5.1
Genting Sabapalm Oil Mill	120,490	75.5		24.5	nil	nil	nil
Genting Trushidup Oil Mill	166,012	67.4		4.1	13.9	7.9	6.7
Genting Tanjung Oil Mill	367,023	81.5		1.2	6.7	10.6	-
Mulia Oil Mill	374,468	89.6		10.2	0.2	nil	nil
Golden Hill Oil Mill	281,674	98.0		1.7	0.3	nil	nil
GlobalIndo Oil Mill	404,686	77.0		20.0	3.0	nil	nil
KIU Oil Mill	164,176	75.0	9.0	16.0	nil	nil	

2019 Traceability – Crude Palm Oil (“CPO”) Supplier					
Name of Refinery	CPO Intake (mt)	Intake (%)		Number of CPO Supplier	
		Own Mills	External Mills	Own Mills	Third Party Supplier
Genting MusimMas Refinery	582,189	45.2	54.8	9	38

2019 Traceability – Refined Bleached Deoderised Palm Oil (“RBD PO”) Supplier					
Name of Refinery	RBD PO Intake (mt)	Intake (%)		Number of RBD PO Supplier	
		Own Refinery	External Refinery	Own Refinery	Third Party Refinery
GBSB & SPC	172,715	94.2	5.8	1	1

Our Workforce					
	2015	2016	2017	2018	2019
Total Workforce	21,384	19,359	22,352	23,703	24,184
By Type					
Full-time	2,150	2,010	1,904	2,247	1,916
Fixed Term Contract Basis	19,234	17,349	20,448	21,456	22,268
By Category					
Management	1,021	932	952	1,048	981
Non-Executive Staff	1,129	1,078	952	1,199	935
Workers	19,234	17,349	20,448	21,456	22,268
By Gender					
Male	16,463	14,736	17,188	18,616	19,242
Female	4,921	4,623	5,164	5,087	4,942
By Age					
Below 30	9,146	7,783	8,977	9,580	8,442
30-50	11,377	10,860	12,392	13,288	14,410
Above 50	861	716	983	835	1,332

Workforce Recruitment & Retention

Based on the reinterpretation of GRI Disclosure 401-1 reporting requirement (Clause 2.1), hiring and turnover rates of previous years are recalculated based on this formula.

$$\text{Annual Hiring/Turnover Rate \%} = \frac{\text{Number of workforce hired/or left}}{(\text{Year start} + \text{Year end number of force})/2} \times 100$$

	2015		2016		2017		2018		2019	
Average Number of Employees	21,166		20,372		20,856		23,028		23,944	
	Number	Rate, %	Number	Rate, %	Number	Rate, %	Number	Rate, %	Number	Rate, %
Total Hires	3,067	14.49	1,667	8.18	3,015	14.46	3,711	16.12	3,050	12.74
By Gender										
Male	2,285	10.80	1,483	7.28	2,240	10.74	2,972	12.91	2,512	10.49
Female	782	3.69	194	0.95	775	3.72	739	3.21	538	2.25
By Age										
Below 30	1,755	8.29	795	3.90	1,469	7.04	1,808	7.85	1,421	5.94
30-50	1,282	6.06	861	4.23	1,495	7.17	1,847	8.02	1,512	6.31
Above 50	30	0.14	21	0.10	51	0.24	56	0.24	117	0.49
By Region										
Malaysia	3,034	14.33	1,613	7.92	2,239	10.74	2,136	9.28	1,746	7.29
Indonesia	33	0.16	64	0.31	776	3.72	1,575	6.84	1,304	5.45
Total Turnover*	2,167	10.24	2,487	12.21	2,549	12.22	2,842	12.34	3,389	14.15
By Gender										
Male	1,715	8.10	1,922	9.43	2,020	9.69	2,285	9.92	2,747	11.47
Female	452	2.14	565	2.77	529	2.54	557	2.42	642	2.68
By Age										
Below 30	792	3.74	1,379	6.77	1,214	5.82	998	4.33	1,182	4.94
30-50	1,320	6.24	1,057	5.19	1,203	5.77	1,763	7.66	2,065	8.62
Above 50	55	0.26	51	0.25	132	0.63	81	0.35	142	0.59
By Region										
Malaysia	2,141	10.12	2,439	11.97	1,672	8.02	1,892	8.22	2,327	9.72
Indonesia	26	0.12	48	0.24	877	4.21	950	4.13	1,062	4.43

*Turnovers are inclusive of resignations, retirements and non-voluntary separations.

tCO ₂ eq	GHG Emissions											
	Scope 01				Scope 02				Scope 03			
	2016	2017	2018	2019	2016	2017	2018	2019	2016	2017	2018	2019
Estates	75,286	74,039	65,164	57,492	300	665	766	1,033	-	-	-	-
Oil Mills	99,190	89,874	79,417	64,420	201	253	294	305	3,857	3,585	3,607	3,787
Refinery	n/a	1,535	2,105	109	n/a	1,755	3,445	6,093	n/a	1,151	1,248	1,667
Biodiesel Plants	982	1,841	5,207	18,612	656	1,097	4,197	3,733	64	93	100	205

Our Membership, Association & Alliance				
No	Organisation	Programme	Operating Unit	Location
1	Roundtable on Sustainable Palm Oil	● Global multistakeholder initiative for sustainable palm oil	Genting Plantations Berhad	Malaysia & Indonesia
2	Malaysian Palm Oil Association	● Growers collective agenda & initiatives	Genting Plantations Berhad	Malaysia
3	Malaysian Estate Owners Association	● Growers collective agenda & initiative	Genting Plantations (WM) Sdn. Bhd.	Peninsular Malaysia
4	Malaysian Biodiesel Association	● National biodiesel initiatives	Genting Biodiesel Sdn Bhd, SPC Biodiesel Sdn Bhd.	Malaysia
5	Humana Child Aid Society Sabah	● Education of foreign workers' children	Genting Plantations Berhad	Sabah, Malaysia
6	WWF	● Kinabatangan River of Life	Genting Plantations Berhad	Sabah, Malaysia
7	Sabah Wildlife Department	● Lower Kinabatangan Wildlife Corridor	Genting Plantations Berhad	Sabah, Malaysia
8	Sabah Wildlife Department & HUTAN-KOCP	● Keruak Wildlife Corridor	Genting Plantations Berhad	Sabah, Malaysia
9	Balai Konservasi Sumber Daya Alam ("BKSDA"), Kalimantan Tengah	● Biodiversity management and monitoring. ● Socialisation of biodiversity conservation to workforce and surrounding communities.	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan, Indonesia
10	Borneo Orang Utan Foundation ("BOSF")	● Orang Utan conservation & handling project	PT Susantri Permai, PT United Adro Indonesia	Central Kalimantan, Indonesia
11	Tropenbosw	● The Green Livelihood Alliance	PT Sawit Mitra Abadi	Pangkalan Telok Villages, West Kalimantan
12	Yayasan Inisiasi Alam Rehabilitasi Indonesia ("YIARI")	● Training for Orang Utan Conflict Mitigation	PT Sawit Mitra Abadi, PT Citra Sawit Cemerlang	West Kalimantan, Indonesia
13	Balai Konservasi Sumber Daya Alam ("BKSDA") Kalimantan Barat	● Biodiversity management & monitoring. ● Socialisation of biodiversity conservation to workforce and surrounding communities.	PT Sawit Mitra Abadi, PT Sepanjang Intisurya Mulia, PT Citra Sawit Cemerlang, PT Surya Agro Palma	Central Kalimantan, Indonesia
14	Manggala Agni	● Training on fire prevention, fire management and handling of fires in emergency situations. ● Mapping of fire prone areas.	Indonesian operating units	West Kalimantan, Central Kalimantan, South Kalimantan, Indonesia

GRI Content Index

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102-2	Activities, brands, products, and services	5	About Genting Plantations Berhad
102-3	Location of headquarters		Contact Us
102-4	Location of operations		Our Data
102-5	Ownership and legal form		A public limited liability company. Incorporated and domiciled in Malaysia; Company No. 197701003946 (34993-X)
102-6	Markets served	5, 11	About Genting Plantations Berhad Marketplace
102-7	Scale of the organization	5, 11, 18	About Genting Plantations Berhad Marketplace Workplace;
102-8	Information on employees and other workers	18	Workplace
102-9	Supply chain	16	Responsible Supply Chain
102-10	Significant changes to the organization and its supply chain		No significant changes in the organisation or our supply chain;
102-11	Precautionary Principle or approach	28	Annual Report 2019: Statement on Risk Management and Internal Control Environment
102-12	External initiatives	4, 25, 28, 40	Certifications & Assurance Communities Environment Our Membership, Association & Alliances
102-13	Membership of associations	4, 40	Certifications & Assurance Our Membership, Association & Alliances
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102-20	Executive-level responsibility for economic, environmental and social topics	8	Our Sustainability Governance
102-21	Consulting stakeholders on economic, environmental and social topics	9	Our Stakeholders
102-22	Composition of the highest governance body and its committees	8	Our Sustainability Governance Annual Report 2019
102-23	Chair of the highest governance body	12	The Chairman of the Board of Directors is independent and non-executive

102-24	Nominating and selecting the highest governance body		Annual Report 2019: Corporate Governance Overview Statement
102-25	Conflicts of interest		Annual Report 2019: Corporate Governance Overview Statement
102-26	Role of highest governance body in setting purpose, values and strategy		Annual Report 2019: Corporate Governance Overview Statement
102-27	Collective knowledge of highest governance body		Annual Report 2019: Corporate Governance Overview Statement
102-28	Evaluating the highest governance body's performance		Annual Report 2019: Corporate Governance Overview Statement Annual Report 2019: Statement on Risk Management and Internal Control
102-29	Identifying and managing economic, environmental, and social impacts	8	Our Sustainability Governance
102-30	Effectiveness of risk management process		Annual Report 2019: Corporate Governance Overview Statement
102-31	Review of economic, environmental, and social topics	8	Our Sustainability Governance Annual Report 2019: Corporate Governance Overview Statement Annual Report 2019: Audit Committee Report Annual Report 2019: Statement on Risk Management and Internal Control
102-32	Highest governance body's role in sustainability reporting	1	Reporting Approach & Assurance Annual Report 2019: Audit and Risk Management Committee Report
102-33	Communicating critical concerns	1	Feedback Grievance and Whistle Blowing Policy; available at www.gentingplantations.com
102-34	Nature and total number of critical concerns	13	Responsible Business
102-35	Remuneration policies		Annual Report 2019: Corporate Governance Overview Statement Terms of Reference; available at www.gentingplantations.com
102-36	Process for determining remuneration		Annual Report 2019: Corporate Governance Overview Statement Terms of Reference; available at www.gentingplantations.com
103-37	Stakeholders' involvement in remuneration		Annual Report 2019: Corporate Governance Overview Statement Terms of Reference; available at www.gentingplantations.com
103-38	Annual total compensation ratio		Annual Report 2019: Corporate Governance Overview Statement
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MANAGEMENT APPROACH			
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103-1	Explanation of the material topic and its Boundary	10	Our Material Topics
103-2	The management approach and its component	11, 13, 16, 18, 19, 21, 25, 26, 27, 28, 29	Marketplace Responsible Business Responsible Supply Chain Workplace Responsible Employer Workforce Safety & Health Community Human Rights Community Development Environment Environment & Natural Resource Management
103-3	Evaluation of the management approach	11, 18, 25, 28	Marketplace Workplace Community Environment

ECONOMIC PERFORMANCE			
GRI Standards	Disclosure	Page	Reference/Response
Economic Performance			
201-1	Direct economic value generated and distributed	11	Marketplace
201-2	Financial implications and other risks and opportunities due to climate change	29	Environment & Natural Resource Management Currently we do not have a system to calculate the financial implications or costs, or to make revenue projection due to climate change. A system is to be developed in the future.
201-3	Defined benefit plan obligations and other retirement plans	20	Remuneration and Benefits Annual Report 2019: Notes to The Financial Statements
201-4	Financial assistance received from government		Annual Report 2019: Notes to The Financial Statements
Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	20	Remuneration & Benefits
202-2	Proportion of senior management hired from local community	19	All senior management are Malaysian nationals Workplace Annual Report 2019
203-1	Infrastructure investments and services supported	19, 26	Workplace Community
203-2	Significant indirect economic impacts	19, 26	Workplace Community
Procurement Practices			
204-1	Proportion of spending on local suppliers	16, 27	Responsible Sourcing We support local suppliers in both Malaysia & Indonesia whenever possible.
Anti-corruption			
205-1	Operations assessed for risks related to corruption	13	The entire Group's operations are assessed for risk related to corruption. No significant risks were identified. Responsible Business Annual Report 2019: Audit Committee Report Annual Report 2019: Statement On Risk Management and Internal Control
205-2	Communication and training about anti-corruption policies and procedures	13	Responsible Business Code of Conduct & Business Ethics available at www.gentingplantations.com
205-3	Confirmed incidents of corruption and actions taken		No incidents of confirmed corruption for the reporting period

Anti-competitive Behaviour			
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206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		No legal actions for the reporting period

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301-1	Materials used by weight or volume	14, 16, 33-36	Marketplace Responsible Supply Chain Environment
301-2	Recycled input materials used	16, 33-36	Responsible Supply Chain Environment
301-3	Reclaimed products and their packaging materials		Not applicable as products are not packaged
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302-1	Energy consumption within the organisation	33	Energy Management
302-2	Energy consumption outside the organisation	33	Energy Management
302-3	Energy intensity	33	Energy Management
302-4	Reduction of energy consumption	33	Energy Management
302-5	Reductions in energy requirements of products and services		Not applicable as products do not require energy
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303-1	Interaction with water as a shared resource	34-35	Water Management
303-2	Management of water discharge-related impacts	34-35	Water Management
303-3	Water withdrawal	34-35	Water Management
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303-5	Water consumption	34-35	Water Management
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304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	30-32	Environment
304-2	Significant impacts of activities, products and services on biodiversity	30-32	Environment
304-3	Habitats protected or restored	30-32	Environment
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		Genting Plantations Sustainability Report 2016: page 23
Emissions			
305-1	Direct (Scope 1) GHG emissions	32	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	32	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	32	Greenhouse Gas Emissions
305-4	GHG emissions intensity	32	Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	32	Greenhouse Gas Emissions
305-6	Emissions of ozone-depleting substances (ODS)		Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions		Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations		No non compliance for the reporting period
Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	11, 16	Marketplace Responsible Sourcing
308-2	Negative environmental impacts in the supply chain and actions taken		No known negative environmental impacts in the supply chain for the reporting period

SOCIAL TOPICS			
GRI Standards	Disclosures	Page	Reference/Response
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401-1	New employee hires and employee turnover	19	Workplace
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	20	Workplace
401-3	Parental leave		Information unavailable
Occupational Safety & Health			
403-1	Occupational health and safety management system	21-24	Workforce Safety & Health
403-2	Hazard identification, risk assessment, and incident investigation	21-24	Workforce Safety & Health
403-3	Occupational health services	21-24	Workforce Safety & Health
403-4	Worker participation, consultation, and communication on occupational health and safety	21-24	Workforce Safety & Health
403-5	Worker training on occupational health and safety	21-24	Workforce Safety & Health
403-6	Promotion of worker health	21-24	Workforce Safety & Health
403-7	Prevention and mitigation of occupational health and safety	21-24	Workforce Safety & Health
403-8	Workers covered by an occupational health and safety management system	21-24	Workforce Safety & Health
403-9	Work-related injuries	21-24	Workforce Safety & Health
403-10	Work-related ill health`	21-24	Workforce Safety & Health
Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	20	Workplace
Training & Development			
404-3	Percentage of employees receiving regular performance and career development reviews		All our employees are subjected to annual performance appraisal Workplace
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	8, 12	Our Sustainability Governance Workplace
Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken		No incidents for the reporting period
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		No violations of right to freedom of association and collective bargaining in any of our operating units for this reporting period.
Child Labour			
408-1	Operations and suppliers at significant risk for incidents of child labour	16, 19	Responsible Sourcing Workplace
Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	16, 19	Responsible Sourcing Workplace
Security Practices			
410-1	Security personnel trained in human rights policies or procedures		Most of our security personnel are Auxiliary Police which are trained with Genting Plantations's policies and procedures.
Rights of Indigenous Peoples			
411	Management Approach	16, 26	Responsible Sourcing Community
411-1	Incidents of violations involving rights of indigenous peoples	16, 26	No incident for the reporting period Responsible Sourcing Community

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	26, 27	Community
413-2	Operations with significant actual and potential negative impacts on local communities	26, 27	Community None of our operations have significant negative impacts on the local communities where we operate.


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
HCS	High Carbon Stock
HCV	High Conservation Value Areas
IP	RSPO Supply Chain Module – Identity Preserved
ISCC	International Sustainability and Carbon Certification
ISCC EU	Certification for biofuels for EU market
ISPO	Indonesian Sustainable Palm Oil


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
n.a.d.	No available data
OUs	Operating units
P&C	RSPO's Principles & Criteria
PK	Palm kernel
PM	Planting material
RWRI	Recordable Work Related Injury
RM	Ringgit Malaysia (Malaysian Currency)
RP	Refined products
RSPO	Roundtable on Sustainable Palm Oil
RSPO SCC	RSPO Supply Chain Certification
tCO ₂ eq	Tonnes of carbon dioxide equivalent
TJ	TeraJoules


Contact Us

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

Please send your feedback to:

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