



GENTING
PLANTATIONS

Sustainability Report 2020



GENTING PLANTATIONS BERHAD
197701003946 (34993-X)

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About This Report

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

Reporting Approach

- 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 24 February 2021.
- This report is not externally assured; third party assurance will be sought in the future.

Report 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 focuses on the activities in FY2020 (1 January 2020 to 31 December 2020) and where applicable, historical data from the preceding years have been included for comparison.

Feedback

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



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50250 Kuala Lumpur, Malaysia

Notes:

- 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 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 published on our website www.gentingplantations.com



Message from President & Chief Operating Officer

Dear Stakeholders,

The year 2020 was a year of adaptation for most businesses with the necessity to accept new norms amid the COVID-19 pandemic.

In spite of the unanticipated global adversity, Genting Plantations remains resolved to operate sustainably, and upholds its commitment to all stakeholders. We continued to engage with industry certification bodies for our Group's operations, and made progress in sustainability certifications. In Indonesia, an estate along with another oil mill were successfully certified in 2020, thereby bringing the total estates and oil mills certified under Indonesia Sustainable Palm Oil ("ISPO") to 3 estates and 2 oil mills. In Malaysia, all seven oil mills and their supply bases, including the Group's refinery and two biodiesel plants remained certified under both the Malaysian Sustainable Palm Oil ("MSPO"), and International Sustainability and Carbon Certification ("ISCC") EU standards. Meanwhile, seven of our Group's oil mills along with nineteen estates, a refinery and two biodiesel plants have been certified by the Roundtable for Sustainable Palm Oil ("RSPO") to date.

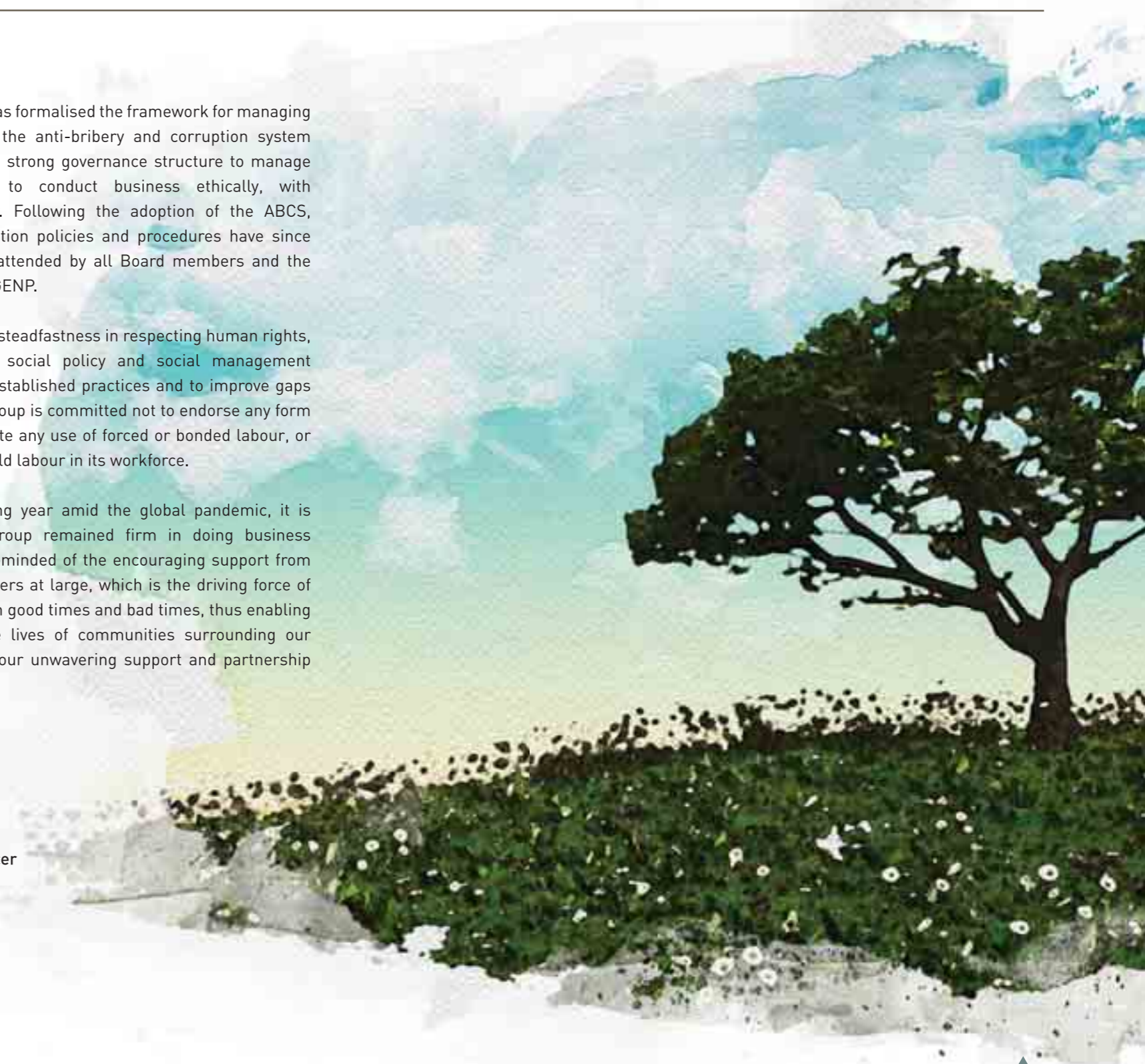
Our Sustainability Report continues to encapsulate the Company's all-inclusive approach to sustainability, focusing on providing clarity to stakeholders on the management of our economic, environmental and social ("EES") risks and opportunities. For this year's edition, we have fine-tuned the reporting format of Genting Plantations' material sustainability matters, and have aligned it towards United Nation's Sustainable Development Goals ("UN SDGs") framework. It is indeed noteworthy to mention that through the years, we have progressively made enhancements in the manner of how disclosures are laid out in our reports. Our 2020 Sustainability Report aims at providing clearer and more meaningful information for our stakeholders. Nonetheless, we will continue to review and improve, where necessary, our methods adopted in tracking and collating information and data relating to GENP's EES performance indicators and strive to achieve higher level of accuracies in data collection.

During the past year, our Group has formalised the framework for managing sustainability risks, as well as the anti-bribery and corruption system ("ABCS") policy which provides a strong governance structure to manage and prevent corruption, and to conduct business ethically, with transparency and accountability. Following the adoption of the ABCS, training sessions on anti-corruption policies and procedures have since been conducted and were well-attended by all Board members and the whole spectrum of workforce at GENP.

On another front, in line with our steadfastness in respecting human rights, the Company has updated its social policy and social management procedures to better reflect its established practices and to improve gaps accordingly. In this aspect, the Group is committed not to endorse any form of human exploitation, nor tolerate any use of forced or bonded labour, or trafficked human, slavery and child labour in its workforce.

Despite 2020 being a challenging year amid the global pandemic, it is heartening to note that the Group remained firm in doing business sustainably. In reflection, I am reminded of the encouraging support from our workforce and our stakeholders at large, which is the driving force of our accomplishments during both good times and bad times, thus enabling us to make a difference in the lives of communities surrounding our establishments. Thank you for your unwavering support and partnership with Genting Plantations Berhad.

TAN WEE KOK
President & Chief Operating Officer
24 February 2021



Our Sustainability Agenda

Genting Plantations' Four-Pillared Sustainability Agenda ("FPSA") is the key guiding principle for the Group's sustainability management approach.

The FPSA is the collective responsibility of each member of the Company. This agenda also extends to the partners we do business with and the areas where we operate. In all undertakings, the Group seeks a balance between all four pillars to ensure 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



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



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



MARKETPLACE

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



2020 Sustainability Highlights

SUSTAINABILITY CERTIFICATIONS



RSPO

- 79,604/243,240 ha
- 2,902 ha *Plasma* Schemes
- 19/32 estates
- 7/12 oil mills
- 1/1 refinery
- 2/2 biodiesel plants



ISCC

- 20/20 estates
- 7/7 oil mills
- 1/1 refinery
- 2/2 biodiesel plants



MSPO

- 20/20 estates
- 7/7 oil mills
- 1/1 refinery
- 2/2 biodiesel plants



ISPO

- 3/12 estates
- 2/5 oil mills

TRACEABILITY



- 100% To Oil Mills
- 90% To Plantations

DIVERSITY & INCLUSION



- 23,907 Total Workforce
- 23% Women Employed
- 11% Women on the Board
- 19% Women in Management

RATINGS



- FTSE4Good Rating**
- ESG Rating 2.9 out of 5.0

- ZSL SPOTT Ranking**
- 73%, Ranked 21 out of 100 Companies
- Bursa Malaysia Sustainability Reporting Review**
- Ranked Tier I

WORKPLACE SAFETY & HEALTH



- Recordable Work Related Injury Rate**
- 11.01 injuries per one million man-hours worked
 - ~40% reduction compared to 2015

- Loss of Life**
- 3 fatalities

SOCIAL ENDEAVOURS



PLASMA SCHEMES

- 20,296 hectares allocated



COVID-19 ASSISTANCE

- RM 2.7 million



COMMUNITY INVESTMENTS

- RM4.0 million



IDENTIFICATION DOCUMENT LOCKERS

- Available to all migrant workers in Malaysia



SCHOOLS

- 10 Humana Schools
- 4 Sekolah Jenis Kebangsaan (Tamil)
- 6 Continuous Learning Centres



SCHOLARSHIPS

- 12 Scholars of Tan Sri Dr Lim Goh Tong Endowment Fund



INTERNSHIPS

- 30 internships offered

ENVIRONMENTAL APPROACH



BIOMASS RECYCLING

- 0.99 million mt (equivalent to ~48% FFB produced)



HIGH CONSERVATION VALUE ("HCV") AREAS

- 19,933 hectares



ENERGY INTENSITY

- 294 MJ per mt FFB
- 548 MJ per mt CPO
- 285 MJ per mt Downstream Products



GHG EMISSIONS

- ~4.4% reduction compared to 2016



WATER INTENSITY

- 1.79 litres per 1,000 mt FFB
- 5.48 litres per 1,000 mt CPO
- 0.20 litres per 1,000 mt Downstream Products



INTEGRATED PEST MANAGEMENT

- No prophylactic use of pesticides

About Genting Plantations Berhad

Our Vision

We Strive:

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



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

Our Core Values



Company Name	GENTING PLANTATIONS BERHAD
Parent Company	Genting Berhad
Divisions	Plantation Division Downstream Manufacturing Division Property Division Biotechnology Division
Landbank	Malaysia – 64,560 hectares (including Property Development) Indonesia – 178,886 hectares (including <i>Plasma</i> schemes)
Number of Plantations	32
Number of Oil Mills <i>Total processing capacity</i>	12 665 mt/hour
Number of Refinery <i>Total processing capacity</i>	1 600,000 mt/year
Number of Biodiesel Plants <i>Total processing capacity</i>	2 300,000 mt/year
Number of Biotechnology Units	2
Number of Research Centre	1
Number of Property Township Development	3
Number of Premium Outlets®	2
Number of Workforce	23,907

Land Areas Controlled or Managed for Oil Palm Cultivation

2020	Total (ha)	RSP0 Certified (ha)	%, Percentage
Total land area including <i>Plasma</i> schemes (ha)	243,240	79,604	33% Certified
Total land area – planted (ha) (including buildings & infrastructure)	165,058	n/a	68% Total land area
Total land area – unplanted (ha)	48,417	n/a	20% Total land area
Total land under <i>Plasma</i> schemes (ha)	20,296	2,902	8% Total land area
Land designated & managed as HCV areas (ha)	19,933	n/a	8% Total land area
Conservation areas set aside excluding HCV areas (ha)	9,832	n/a	4% Total land area

Our Businesses & Locations



Plantation Division

Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia, and Kalimantan in Indonesia, with a total landbank of 243,240 hectares (including *Plasma* schemes). Our Group operates 12 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah, and five in Indonesia.

Downstream Manufacturing Division

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

Property Division

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

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 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.

Economic Performance

Direct Economic Value Generated & Distributed

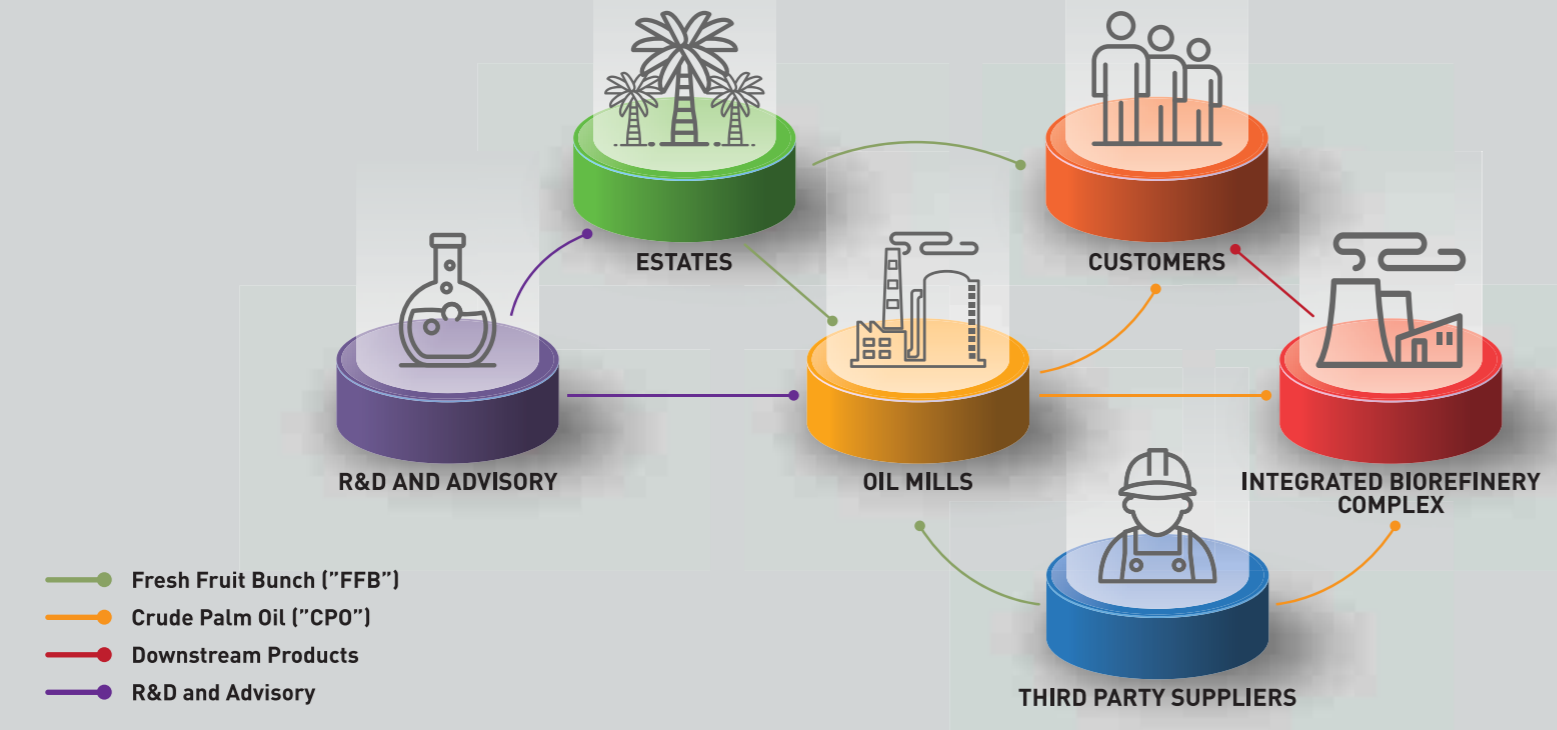
Our Group's revenue for the financial year ended 31 December 2020 ("FY 2020") was RM2.5 billion, representing a 10% year-on-year growth. The year-on-year improvement was underpinned by stronger palm products prices which more than compensated for the decline in fresh fruit bunch ("FFB") production, drop in property sales and lower biodiesel sales volume. The Group's FFB production declined by 5% year-on-year largely due to the lagged effect of adverse weather conditions in 2019, along with a decline in harvesting areas in Malaysia from replanting activities.

For a more detailed disclosure on the economic performance of our Group, please refer to Genting Plantations' 2020 Annual Report, accessible at www.gentingplantations.com.

The breakdown of the direct economic value generated and distributed by our Group for 2016-2020 is as tabulated below:

RM Million	2016	2017	2018	2019	2020
Revenue	1,480.1	1,808.8	1,902.9	2,266.4	2,498.2
Economic Value Distributed					
Operating Cost	1,096.6	1,262.2	1,580.8	1,950.5	2,053.4
Employee Wages & Benefits	91.7	99.5	91.3	101.0	87.2
Payments to Providers of Capital	120.3	298.0	331.2	239.4	244.4
Payments to Government (Taxes & Levies)	151.6	199.1	139.2	88.0	151.2
Community Investments	4.4	3.0	6.6	2.9	4.0

Vertically Integrated Palm Oil Producer



Our Governance

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

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

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.



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

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

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

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

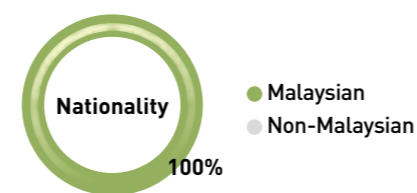
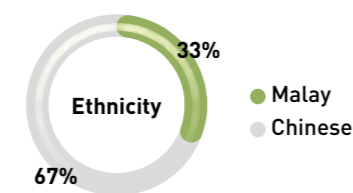
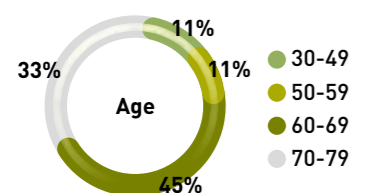
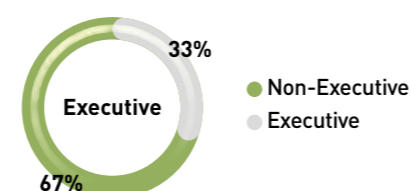
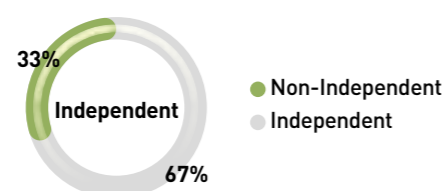
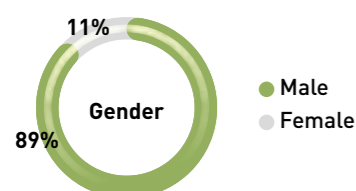
5 Lt. Gen. Dato' Abdul Ghani bin Abdullah (R)
Independent Non-Executive Director

6 Mr Quah Chek Tin
Independent Non-Executive Director

7 Mr Ching Yew Chye
Independent Non-Executive Director

8 Mr Yong Chee Kong
Independent Non-Executive Director

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



Sustainability Governance

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

The Company has in place a Board Diversity Policy, which provides that, in reviewing Board composition and succession planning, GENTING will consider the benefits of all aspects of diversity including gender diversity. The Board is mindful of the target of at least 30% women on the Board and remains committed in its efforts to source for and increase women representation subject to availability of the right and qualified candidates.

The Group acknowledges the importance that the Board is composed of the best-qualified individuals who possess among others, the requisite knowledge, experience, and independence, to ensure that the Board functions effectively and is able to discharge its duties in the best interests of the Company and stakeholders.

The framework below 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.

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

Our Stakeholders

Genting Plantations' engagement with its stakeholders is driven by the desire to forge mutual respect and to understand the ongoing tasks necessary to achieve key sustainability goals. Throughout our sustainability journey, we have benefited from numerous constructive engagements with our internal and external stakeholders. The information gathered from these engagements enhances our understanding to better manage opportunities for improvement.



Engaging with Our Stakeholders

Means of Stakeholder Engagement

Types	Medium of Engagement	Frequency
Formal Meeting ("FM")	meetings, AGM, EGM, dialogue/ townhall sessions, audit/ inspections, annual appraisals	Periodical, Scheduled
Informal Communication ("IC")	telephone, messaging services, physical visits, emails	As and when necessary
Direct Communication ("DC")	notices, memorandum, campaigns, emails, letters, assessments, surveys, forms	As and when necessary
Public Disclosure ("PD")	Annual Report, Sustainability Report, website, press release, quarterly financial results	Periodical, as and when necessary



Identified Stakeholders and Matters of Mutual Concern

STAKEHOLDER	ENGAGEMENT	CATEGORY	MUTUAL CONCERN
Workforce	FM, IC, DC	Malaysia Indonesia	Remuneration & benefits Career prospects Workplace comfort & safety Employee development & training Company policies & SOPs
Supplier & Contractors	FM, IC, DC	Raw Materials Products Services	Compliance with GENP policies & requirements Transparency Traceability Accountability
Smallholders & Plasma Schemes	FM, IC, DC	Malaysia Indonesia	Compliance with GENP policies & requirements Land matters - Free, Prior and Informed Consent ("FPIC") approach Access to grievance mechanism Supply quality Traceability Sustainability standards & certification
Customers	FM, IC, DC, PD	Direct Indirect	Quality of Products Transparency Traceability Compliance to best practices
Government, Trade Associations, Industry Bodies	FM, DC, PD	Local, Regional & National Governments National & International Associations	National policies Legal compliance Taxes Incentives Industrial concerted initiatives
Non-Governmental Organisations	FM, IC, DC, PD	Environmental NGOs Civil Society NGOs	Environmental protection & conservation Social welfare
Local Communities	FM, IC, DC	Native/Local Trans-migrant Communities	Relationship with GENP Employment opportunities Land matters - FPIC approach Access to grievance mechanism
Shareholders & Investors	FM, IC, DC, PD	Direct Indirect	Key activities & initiatives Financial performance Sustainability governance

COVID-19



Relevant SDG targets:

3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

Our Commitment/Contributions

- 1 Ensure the safety of our workforce and third parties within our establishments with proper controls
- 2 Implement safety procedures as an effort to curb the spread of COVID-19
- 3 Contribute to affected communities wherever possible

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

Changes in Operational Behaviour

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

1. Precautionary temperature screening at all facilities
2. Contact tracing for persons under investigation
3. Periodical disinfection of high traffic premises
4. Managed entry into premises
5. Alternate working schedule and options to work from home for office-based employees
6. Training of emergency response team ("ERT") in handling COVID-19 incidence
7. Digitalisation of essential business processes
8. Training of all employees in effective hygiene practices and social distancing
9. Provision of personal protective equipment ("PPE") for all workers
10. Ensuring food security for workforce and local communities; especially in our remote operations
11. Ensuring access to healthcare for all workforce

Cases at GENP

Country	Cases	Recovered	Deaths
Malaysia	-	-	nil
Indonesia	7	7	nil

COVID-19 Shared Responsibility

As a responsible corporate citizen and believing in shared responsibility, the Group initiated COVID-19 Corporate Social Responsibility ("CSR") programmes in both Malaysia and Indonesia.

For 2020, various CSR programmes were implemented at all our operations in Indonesia and had benefited 75 neighbouring "Desa" through provision of assistance. This includes disinfectant spraying in public areas like schools, places of worship, community halls as well as the provision of

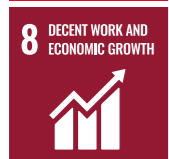


food aids. The Group hopes, that these CSR programmes would alleviate potential social impacts for our immediate stakeholders surrounding our operations.

As for our workforce, despite a reduction of workload during government enforced lockdowns in both countries, the Company ensures that wages are paid timely and comply with minimum wage regulations; hence ensuring that their welfare was not adversely affected.

In addition, the Group also works closely with the relevant authorities in Malaysia and Indonesia, other plantation companies and a number of relevant external parties in this joint effort to fight COVID-19 pandemic. For this cause, the Group has extended aid totalling RM2.7 million during the year, which among others, included financial assistance/donations, purchase of various Covid-19 response items and food aid.

Respecting Human Rights



Relevant SDG targets:

1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance

8.7 Take immediate and effective measures to eradicate forced labour, and modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Our Commitment

- 1 Ensure any decisions made throughout the organisation are aligned with our social policy and internal standard operating procedures
- 2 Identify and manage salient human rights issues that may affect the Company as well as its supply chain
- 3 Ensure our business partners, suppliers, providers of service and contractors are contractually obligated to abide by our social and cultural tenets
- 4 Periodical review and monitoring of the Group's progress in maintaining respect for human rights
- 5 Constant engagement with all rightful stakeholders
- 6 Provide socialisation on human rights to all our workforce
- 7 Provide access to grievance mechanisms and whistleblowing channels to all stakeholders
- 8 Institute remediation plan to address any potential non-compliance of commitment to human rights

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

Our Commitment to Human Rights

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

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

In the development of our Human Rights commitment, we endeavour to identify human rights focus areas, its salient issues and concurrently provide solutions to which we can address, control and manage. We have identified these salient issues through engagement with all our rightful stakeholders and also through perceiving potential human rights risks faced by the palm oil industry and the global community at large.

Our Focus Areas



"Human Rights Defenders" is a term used to describe people who, individually or with others, act to promote or protect human rights.

Addressing Our Salient Issues

Failure to manage our salient issues will contribute to a systemic injustice to our stakeholders and risks to the Group. Thus, we are constantly vigilant to ensure all our operations including our supply chain are mindful of human rights. The Group's management is responsible for the administration of this commitment. Periodical performance review on this commitment is conducted, and annual progress will be disclosed through our Annual Report and Sustainability Report, where available.

Human Rights Aspect	Salient Issues	Company Commitment & Initiatives
Local Communities & Indigenous Peoples	Local Economy	Provide job opportunity
		Support local industry & services
		Support smallholders & Plasma schemes
		Contribute infrastructure wherever possible
	Food Security	Support local agriculture activities
Land Matters	Respect legal, customary and user rights to land	
	Practice FPIC for any new land development	
	Respect right to self-determination	
Local Concerns & Grievances	Provide access to grievance & whistleblowing mechanisms including its guidelines	
Workforce	Exploitation	Prohibit forced and/or bonded labour, slavery and human trafficking through responsible recruitment practices
		Prohibit child labour in the entire supply chain; to only employ individuals above 18 years old
		Zero tolerance to sexual harassment, abuse and exploitation
	Wages	Provide fair wages according to local minimum wage requirement
		Provide fair wages irrespective of gender, class or creed
	Working Hours	Provide fair working hours and adequate rest days. Overtime is offered according to local legal requirement
	Affiliation	Allow workforce to have freedom of association and collective bargaining
Equality & Diversity	Provide fair and equal opportunities to all irrespective of gender, class or creed	
Security	Ensure our workforce is safe while respecting human rights and security of local communities and Human Rights Defenders	
Human Rights Defenders	Fair Treatment	Provide access to grievance & whistleblowing mechanism including its guidelines. Complainants are ensured their confidentiality and safety will be safeguarded.
Personal Data	Data Protection & Privacy	Guarantee personal data are securely protected and privacy is given to all within the provision of local regulations

Our Social Policy

In 2020, we updated our Social Policy to reflect our continuous commitment to ensuring human rights is observed and well protected.

The new policy incorporates a guarantee that the Company is committed to:

1. Respecting human rights within the organisation and our supply chain
2. Ensuring our workers and employees are treated fairly, equally and with respect guided by local and regional laws as well as internationally ratified conventions
3. Respecting rights of Human Rights Defenders
4. Providing safe and healthy workplace
5. Allowing our workforce to join or form legal trade unions and bargain collectively
6. Ensuring no use of forced labour/trafficked labour/slavery in our operating units and supply chain
7. Ensuring no use of child labour in our operations and our supply chain
8. Prohibiting any form of violence, harassment or discrimination against race, religion, national origin, disability, reproductive rights, age and gender



Alignment to Human Rights Standards and Best Practices

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

- Commitment to FPIC approach
- Commitment to respect legal and customary land rights
- Commitment to respect all workers' rights
- Commitment to 8 Fundamental ILO Conventions

- Forced Labour (No. 29)
- Abolition of Forced Labour (No. 105)
- Freedom of Association and Protection of the Rights 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 ILO Declaration on Fundamental Principles & Rights at Work
- Commitments to ILO Conventions: Indigenous & Tribal Peoples (No. 169)
- Commitment to UN Declaration on Human Rights
- Commitment to UN Guiding Principles on Business and Human Rights
- Commitment to UN Declaration on the Rights of Indigenous Peoples
- Commitment to pay minimum wage according to local legal requirements
- Commitment to RSPO's Principle & Criteria

- Principle 4: Respect community and human rights and deliver benefits
- Principle 5: Support smallholder inclusion
- Principle 6: Respect workers' rights and conditions

GENP Careline System

The Group's concern for our workers well-being, especially for foreign workers' working in our Malaysian operations led to the establishment of the GENP Careline System. This system provides an accessible and easy avenue to assist our workers while respecting their confidentiality. We provide multiple dedicated channels, including careline telephone number and email address for our workers to raise any issues or grievances concerning their employment. GENP will respond to all reports raised by workers and takes remedial action on all substantiated cases. We believe that this approach will help to address a wide range of concerns and serve as an excellent tool to improve our responsibility as an employer, as well as ensuring the integrity of our business operation.

Responsible Supply Chain



Relevant SDG targets:

2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

Our Commitment/Contributions

- 1 Trace products back to plantation
- 2 To incorporate and improve EES assessment of suppliers
- 3 To provide support to suppliers inclusive of our *Plasma* schemes and smallholders to achieve compliance to sustainable practices
- 4 To establish a supplier code of conduct



Responsible Sourcing

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

Traceability of Produce

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

We do note that the supply chain is complex and would require a robust validation process in ensuring a traceable supply chain. For the year 2020, we started a process to gradually verify the identity, locality and legality of all our direct raw material suppliers. The task to trace to plantation is not easy as the process involves a huge number of stakeholders which include numerous smallholders, dealers and collection centres. Concurrently, we also profile our direct suppliers through our economic, environmental and social review matrix so as to set the baseline on sustainability conditions of our supply base.

We continuously manage sustainability risks within our supply chain by identifying potential economic, environmental and social risks

associated with third party suppliers. Supplier engagement programmes will be conducted in 2021 to assist our suppliers, including smallholders, to uplift their practices to be in line with our sustainability requirements and to eventually attain relevant certifications from the RSPO, MSPO and ISPO.

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

Supplier Guiding Principles

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

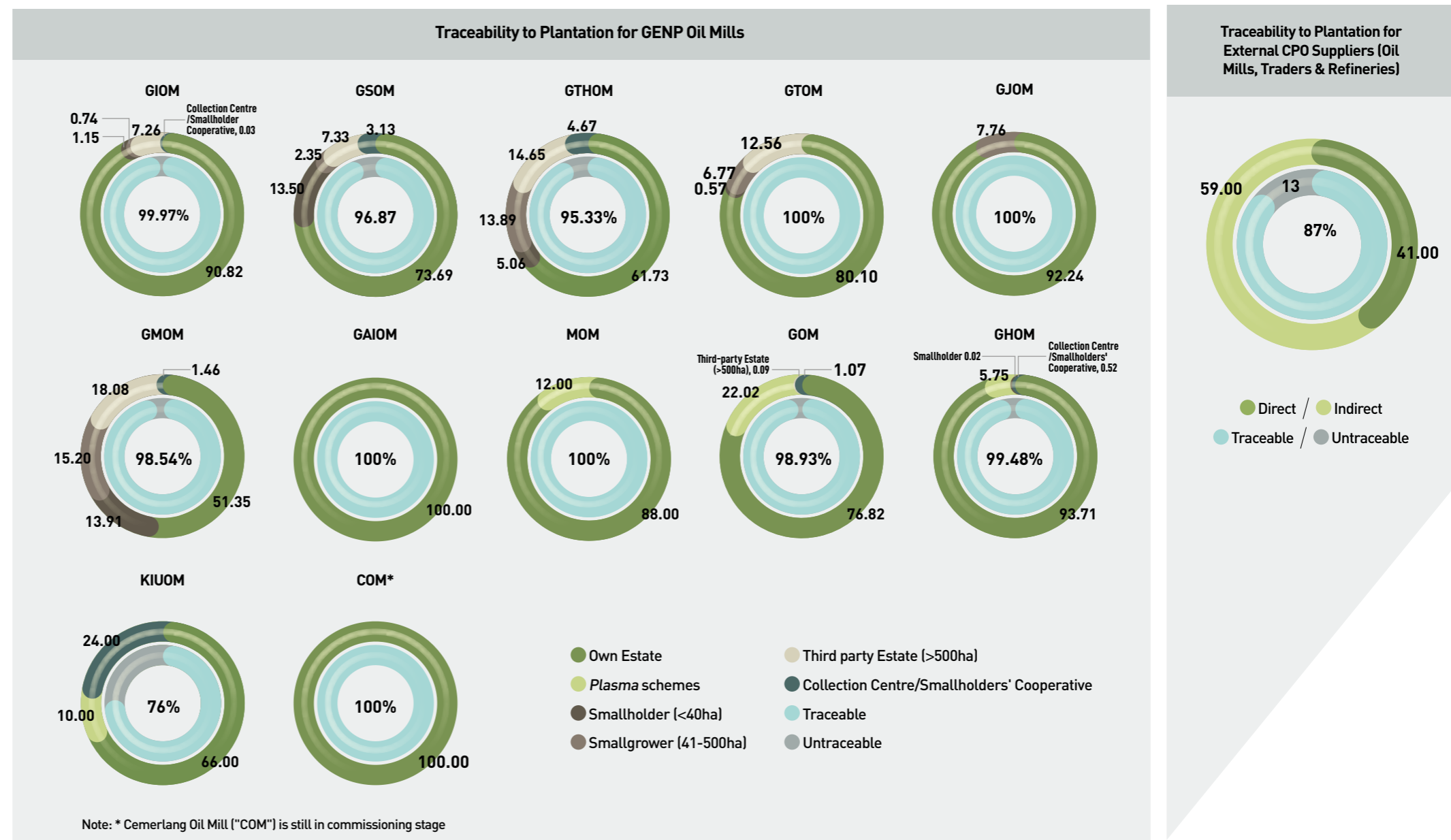
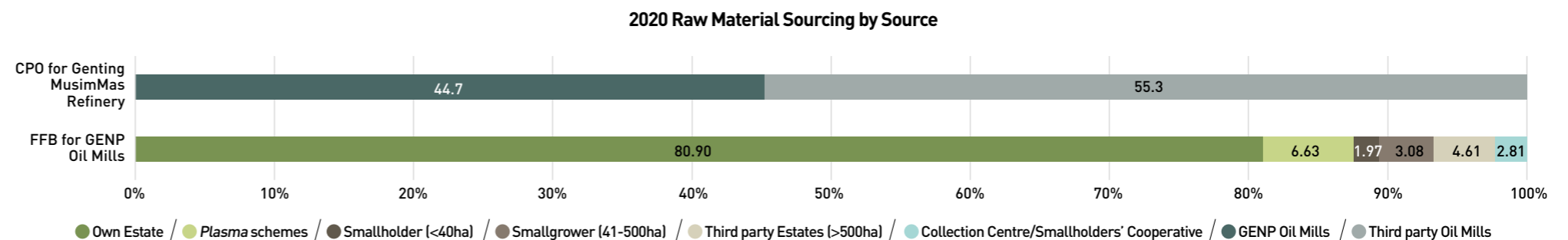
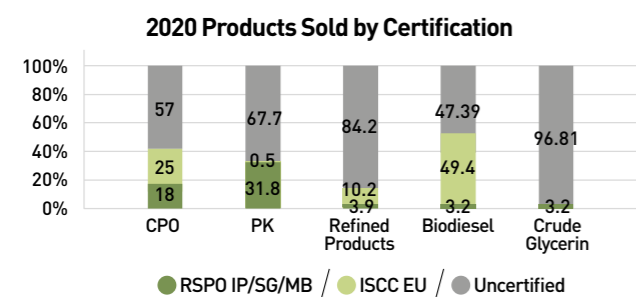
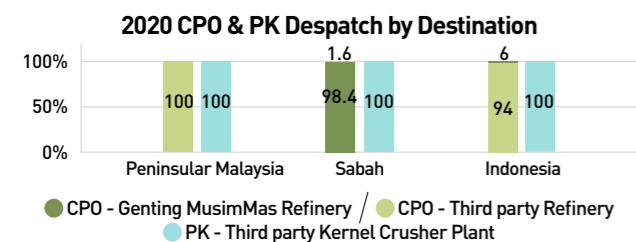
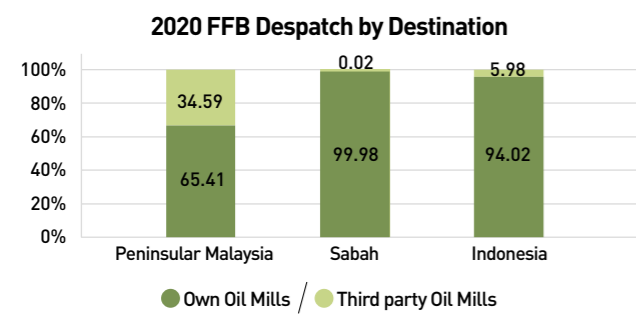
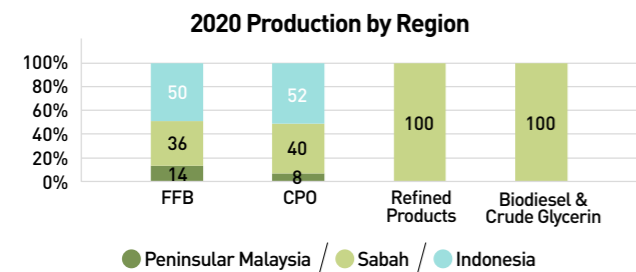
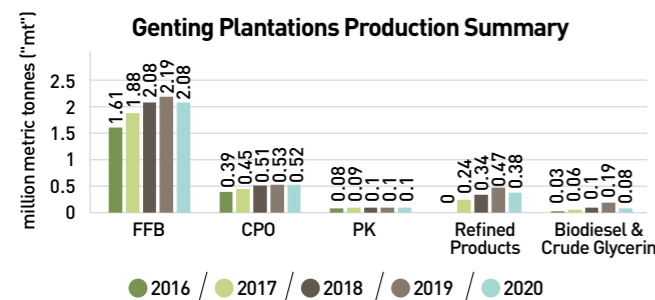
General Expectations for GENP's Suppliers & Contractors

- Legal Obligations: Suppliers shall comply with all applicable laws, legal regulations, directives and guidelines; and all obligations in any contract that a supplier may have with GENP.
- Responsible Sourcing: Suppliers need to ensure their products and services are responsibly sourced according to applicable national regulations as well as regional and international standards.
- Work on GENP Premises: Suppliers working in our properties or facilities will comply with all of our applicable policies and requirements.
- Certifications: If GENP requires additional certifications, such

as MSPO, ISPO, ISCC, RSPO or other relevant accreditations, suppliers will make good faith efforts to obtain such certifications in a timely manner.

- Information Disclosure: Suppliers will accurately disclose information regarding their labour, health and safety, environmental practices, business activities, structure, financial situation and performance, in accordance with prevailing industry practices.
- Cooperation: Suppliers will cooperate with any information requests or audits that GENP may initiate to confirm their fulfilment of these responsibilities. Though we seek to work with suppliers to improve conditions, we may terminate the relationship with any supplier that fails to meet these responsibilities.

Traceability to Plantation



Responsible Business



Relevant SDG targets:

2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

Our Commitment/Contributions

- 1 Establishment of Anti-Bribery and Corruption System ("ABCS") Policy
- 2 Establishment of Whistleblowing Policy to provide a channel to report misconduct
- 3 Conduct ABCS training to all GENP workforce

Ethical Business Conduct

Strong ethics and integrity are integral to the continuance of the Company as it is the foundation in which it operates. At GENP, we are committed to ensuring the highest possible standards of ethics and integrity in our business conduct, and practises openness and accountability in all aspects of our business. We also extend our standards and principles to our vendors and suppliers wherever applicable.

GENP has set out clearly acceptable behaviours of directors and employees in the Group's Core Values, and Code of Conduct and Ethics ("Code"). All employees are required to sign a statement declaring that they

have read, understood and will abide by the Code. The document states procedures regarding conflicts of interests, policy on confidentiality of information, corruption and bribery, discrimination, and abuse of power. We also conduct induction programmes for new employees to brief the contents of the Code and other values and standards of the Company. Conformity with the Code enhances the Company's reputation and strengthens stakeholders' trust towards the organisation.

Anti-Bribery and Corruption System

In line with the Code, an Anti-

Bribery and Corruption System ("ABCS") Policy was developed and approved by the Board in June 2020. The ABCS governs our employees and directors, and where relevant and practicable, our supply chain and other business associates as well. It is the expectation of the Company that all of the aforementioned parties comply with the requirements set forth by GENP including relevant rules and regulations. Any individual who detects a violation of GENP's policies regarding bribery and corruption are encouraged to report such incidences through the Group's whistleblowing channel.

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

GIFT

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



FACILITATION PAYMENT AND/OR EXTORTION PAYMENT

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



POLITICAL CONTRIBUTION

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



DONATIONS AND SPONSORSHIPS

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

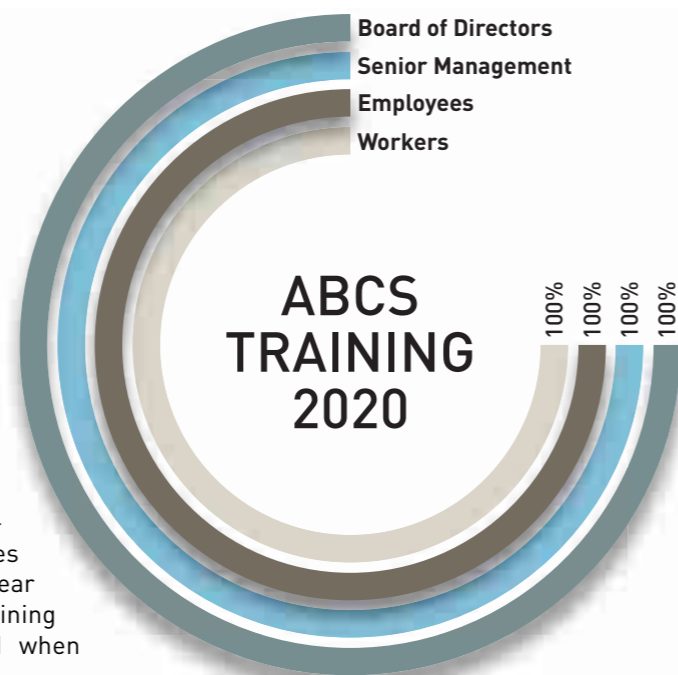


HOSPITALITY AND ENTERTAINMENT

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



In 2020, as part of GENE's anti-corruption program, 100% of GENE's workforce received comprehensive anti-bribery and anti-corruption training. The training covers the various forms of which corruption can take, red-flags, and roles of individuals in GENE's anti-bribery and anti-corruption efforts. New employees will be trained within their first year of employment. Additional training to existing staff will be provided when necessary.



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

Each of GENE's operating unit is responsible

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

In 2020, GENE had no legal violations or government sanctions as a result of acts of corruption. No report on acts of bribery committed by the Group was received from individuals claiming to be business partners of the Group or from their employees.

Geneng Plantations' Anti-Bribery and Corruption System

Top Level Commitment

- Group-wide ABCS Policy
- Applicable to all stakeholders

Communication & Training

- ABCS information available online
- ABCS training for employees

Whistleblowing Policy

- Whistleblowing procedures & guidelines
- Investigation by Whistleblower Hotline Committee

Record Keeping

- Records of adequate measures taken to address corruption risks
- Documentation prescribed by ABCS Compliance Officer

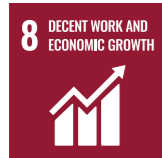
Monitoring & Review

- Annual internal audit
- Material findings presented to the Board

Risk Assessment

- Review risk exposures and implement remedial actions
- Comprehensive assessment once every 3 years

Responsible Employer



Relevant SDG targets:

1.2 By 2030, reduce at least by half the proportion of men and women and children of all ages living in poverty in all its dimensions according to national definitions

8.7 Take immediate and effective measures to eradicate forced labour, and modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Our Commitment/Contributions

- 1 Reduce the proportion of people living in poverty by providing job opportunities to men and women
- 2 Implement Group policy to prevent child labour and forced labour
- 3 Provide a range of benefits to our employees
- 4 Provide access to basic amenities
- 5 Maintain safe and healthy working environment

Our Workforce

GENP's success is warranted upon its workforce and others employed in its value chain. 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.

Our total workforce for 2020 is 23,907.

Malaysia	7,500	Indonesia	16,407
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The entire workforce in the Group is on a full-time basis; management and non-executive personnel 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, with key operatives based at our Group's headquarters and regional offices.

Total Percentage by Gender, Age Group & Work Category						
Gender	Age Group	Gender, %	Gender by Age Group, %	Work Category, %		
				Management	Non-Executive	Workers
Male	<30	77	24	0.8	0.7	22.7
	30-50		47	2.1	1.8	43.0
	>50		6	0.5	0.2	5.2
Female	<30	23	5	0.2	0.4	4.7
	30-50		16	0.5	0.7	14.4
	>50		2	0.1	0.1	1.9
Total Percentage, %		100	100	4.2	3.9	91.9

	Age Group	Age Group, %	Work Category, %		
			Management	Non-Executive	Workers
	<30	29.5	1.0	1.1	27.4
	30-50	62.6	2.7	2.5	57.4
	>50	7.9	0.5	0.3	7.1
Total Percentage, %		100	4.2	3.9	91.9

Diversity & Inclusion

With regard in respect to diversity and inclusivity, the Group is committed to ensure that equal opportunities are given to all employees irrespective of their gender, racial, religious or socioeconomic background. We consistently nurture the development of our human capital by fostering an inclusive culture and promoting cultural diversity as well as having active employee engagements.

The 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 interests of our female workforce.

2020 Workforce Data	Male	Female
Management	816	192
Non-Executive	650	291
Workers	16,947	5,011

Talent Development

GENP is committed towards workforce diversity and the 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, as well as increasing the number of women participation in this industry. The Company attracts talents through career fairs, career talks, advertisements, website and internships. Our employees are hired, annually appraised and promoted on the basis of qualifications, competencies and work performance.

2020	Group	Hiring and Turnover Rate, %						
		Gender		Age			Region	
		Male	Female	<30	30-50	>50	Malaysia	Indonesia
Hiring	5.8	4.8	1.0	2.7	2.9	0.2	3.9	1.9
Turnover	7.1	5.5	1.6	1.6	4.9	0.6	5.1	2.0

Remuneration & Benefits

The plantation industry is often perceived negatively by younger talents, mainly 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 environment.

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 is not limited to only RSP0 certified areas.

Ratio of Worker Wage by Gender Compared to Local Minimum Wage			
Country	Minimum Monthly Wage	Male	Female
Malaysia	RM 1,100	3.0	2.0
Indonesia	IDR 2,515,262 - 4,276,349	3.7	1.9

Notes: Ratio is calculated based on the average highest salary paid to workers for the year 2020 and divided by the local minimum wage.

The higher ratio of wages for male workers compared to female workers is because most male workers are harvesters and are paid according to a piece rate system.

Ratio data for Indonesia is calculated based on average highest salary paid to workers for the year 2020 divided by the average minimum wages for each province we operate in.



Benefits

GENP strives to be a preferred employer and we want to see our employees achieve great success beyond the workplace. We provide a wide range of benefit packages to meet employee expectations.

Benefits for Full-Time Employees at Genting Plantations Berhad

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

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

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

Workforce Safety & Health

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

Occupational Safety & Health ("OSH") Policy

Underpinned by our OSH Policy, we strive to comply with all applicable OSH legislation, appropriate codes of practice and other relevant requirements. The Company also strives to consistently provide information, training, work instruction and supervision on OSH to all employees. The OSH Policy, reviewed by our President & Chief Operating Officer once every 5 years, is displayed at strategic locations within our premises and offices.

Genting Plantation OSH Policy

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

We shall endeavor to:

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

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

This policy shall be communicated and understood by all employees.



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 (MS1722) & Factories and Machinery Act, 1967
- Indonesian Labour Law No 13 of 2003

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

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

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

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

Healthcare Facilities

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

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

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

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 the health of employees and other persons at the workplace.

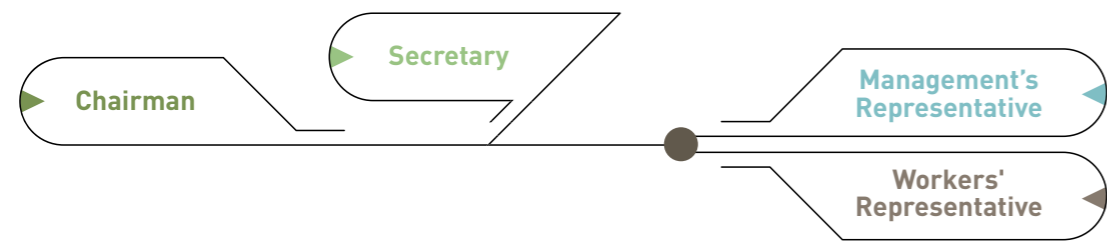
persons at the workplace

Safety Health Officer (“SHO”)

The Group appoints competent SHOs in both Malaysia and Indonesia. The duties of SHO are as follows:

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

Safety & Health Committee (“SHC”)



In line with the OSHA 1994 (Act 514) the Group has established SHC at each operating unit. SHC meets at least once in every three months to ensure that our workforce’s concerns and suggestions on safety and health matters are heard. The committee consists of elected representatives from management and workforce. This ensures that the safety and health at the Company will continuously improve and worked upon. Each operating unit’s SHC is trained annually by the Safety and Health Officer on OSH-related matters and updates, as guided by the OSH Act 1994. The responsibilities of SHC are as follow:

- 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 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 promotion

Systematic Occupational Health Enhancement Programme – Do It Yourself 2020 (“SOHELP DIY 2020”)

SOHELP DIY is a programme designed to help the plantation industry to comply with relevant regulations pertaining to occupational health particularly in the field of chemical management, ergonomic issues and hearing protection. The programme which started in January 2019 was initiated by DOSH Malaysia.

With the support and commitment of GENP’s management and, GENP West Malaysia operating units, Genting Ayer Item Oil Mill, GPRC, ACGT and GAT had participated in the programme under Category 2 (workplaces owned by conglomerates).

We are delighted to announce that Genting Sri Gading Estate won the SOHELP DIY 2019/2020, and was invited by DOSH to attend the National SOHELP Convention 2020.

During the event, winners of each category in SOHELP DIY were given the opportunity to present their experience and knowledge on the implementation of SOHELP DIY. The Deputy Minister of Ministry of Human Resources – YB Tuan Haji Awang Bin Hashim presented the certificate to all winners at the session.



Mr. Karthikgeyan Nadarajah, Senior Assistant Manager of Genting Sri Gading Estate at the National SOHELP Convention 2020



Group photo with all SOHELP DIY winners (Category 1-5), DOSH Directors and the Deputy Minister of Ministry of Human Resources Malaysia

OSH Training & Health Promotion

Our training, designed to enhance the safety and health of employees, is conducted to all levels of our workforce including our contractors and suppliers operating within our sites. The 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. In order to ensure successful training in our Malaysian operations, interpreters to translate into native languages are provided to our non-Malaysian workers.

OSH training includes, but not limited to, the socialising of OSH legal requirements, safe

chemical handling training, safe working at height training, PPE training, HIRARC training, Accident Reporting, Investigation workshop, understanding functions of Safety and Health Committee, Basic Occupational First Aid (“BOFA”) & Cardiopulmonary Resuscitation (“CPR”) competency training, tractor driving competency training, firefighting training and Industrial Code of Practice (ICOP). New joiners at our operating units undergo an induction programme covering safety alerts and types of accidents and injuries that are common to the palm oil industry. Training records are kept at each operating unit and are verified through internal audits

as well as external audits as part of RSP0, ISCC, MSP0, ISPO annual audit, and/or legal compliance.

In light of the ongoing COVID-19 pandemic, the Company had instructed all operating units to adhere to COVID-19 Standard Operating Procedures and Guidelines issued by the respective regulators in areas where we operate while conducting training to prevent the spread of the virus. The following were some of the OSH trainings conducted by our SHO prior to the implementation of the Movement Control Order (“MCO”) and during Conditional Movement Control Order (“CMCO”).



Accident Investigation and Reporting Procedure Training at Genting Tanah Merah Estate



OSH Awareness for Harvester, Sprayers and Drivers at Genting Tebing Estate



OSHA-Class Regulation Training at Genting Tanah Merah Estate

OSH Metrics

We have dedicated personnel in Malaysia and Indonesia to enhance focus on operational safety and health. Through our mechanisation programme, a reduction in accident cases have been observed. These include FFB collection and handling, where the risk of cuts and thorn pricks is high, manual spraying, where chemical handling mishaps may occur, and manual FFB loading which can cause back injuries. While our accident and severity rates have remained stable at levels which are below industry average, there were 3 unfortunate fatal accidents, two of which occurred in our Indonesian estates during the reporting year.

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	2020
Number of Fatalities	Malaysia	nil	nil	nil	nil	nil	1
	Indonesia	2	1	nil	3	3	2
Fatality Accident Rate	Malaysia & Indonesia	0.04	0.02	0.00	0.05	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 is formally investigated. Control measures and procedures are implemented to avoid any recurrence. The Group also ensures that the necessary arrangements for the departed is handled with compassion and respect.

High Consequence Work-Related Injury

High consequence work-related injury is an injury that results in a 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.

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

	Country	2018	2019	2020
Number of High Consequence Work-Related Injury	Malaysia	1*	nil	nil
	Indonesia	nil	nil	nil
High Consequence Work-Related Injury Rate	Malaysia & Indonesia	0.02	nil	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 is an injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness, or significant injury diagnosed by a physician or other licensed healthcare professional, even if it does not result in death.

Recovery time refers to the time needed for a worker to recover fully to pre-injury health status. Fatalities are excluded 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	2020
Number of Recordable Work-Related Injury	Malaysia	403	122	106	69	89	56
	Indonesia	421	226	207	280	232	601
Recovery Time (Number of Days on Medical Leave)	Malaysia	646	433	428	469	357	627
	Indonesia	499	470	556	709	850	1403
Recordable Work-Related Injury Rate	Malaysia	7.55	2.52	2.07	1.17	1.48	2.99
	Indonesia	7.85	4.66	4.05	4.73	3.86	14.68
Recordable Work-Related Injury Rate	Malaysia & Indonesia	15.40	7.20	6.13	5.95	5.34	11.01

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

Types of Work-Related Injury

In 2020, the majority of incidents reported involved harvesting, FFB evacuation and field upkeep activities. The main causes of injury include, but are 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.

Work-Related Ill Health

The Company strictly complies with the regulatory requirements to conduct health surveillance for employees who have been identified as having work conditions which may potentially pose work-related ill health risks.

Our workers identified with risks for ill health are periodically assessed by our registered Visiting Medical Officers, and annually by Occupational Health Doctors. All costs of medical assessments are borne by the Company. The medical surveillance reports are maintained and kept by persons in charge at respective operating units whilst respecting the privacy and confidentiality of our workers.

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 has in employment workers who suffer from Noise-Induced Hearing Loss as a result of the work in their previous employment.

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

Community Relations & Development



Relevant SDG targets:

1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of poverty, inheritance, natural resources, appropriate new technology and financial services, including microfinance

2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment

Our Commitment/Contributions

- 1 Respecting the rights of indigenous and local communities by ensuring that we undertake the necessary impact assessments and implement FPIC procedures where required
- 2 Assisting local smallholders whenever possible

The countries in which we operate present varying challenges and opportunities. In some of our remote operations, it invariably necessitates engagement with local communities that 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 rural locations.

Creating Shared Values

As part of our contribution to local development, Genting Plantations prioritises job offers, contract works, and infrastructural projects for local communities whenever possible. Conducting agro-economic activities in these remote areas create 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 economic

amenities in all our operating units including those located at remote locations. The local communities, as our stakeholders are often consulted to manage the social, environmental and economic expectations of both parties.

Basic Infrastructure

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

Education

The Group emphasises on education and provides the children of our workforce and those in nearby local communities access to basic education. We consciously provide support and facilitate educational opportunities as well as operational funding and scholarships wherever we can, and actively provide

crèches and schools for 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 that 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 along with others from nearby communities. We also support six Continuous Learning Centres ("CLCs") in Sabah for teenagers aged 13 to 17 years old of which annual enrolment is about 150 students. Additionally, the Group directly supports 6 schools, and their teachers, which provide kindergarten, primary and secondary education for the local villages, at our Indonesian operations at PT Dwie Warna Karya, PT Kapuas Maju Jaya and PT Susantri Permai.

Humana Schools in Sabah

No	Name	Caters to workforce's children at	Year Established	No of Students	No of Teachers
1	Genting Tanjung - Humana	Genting Tanjung Estate	1997	125	4
		Genting Layang Estate			
		Genting Tanjung Oil Mill			
2	Genting Tenegang - Humana	Genting Tenegang Estate	1999	96	2
3	Genting Bahagia - Humana	Genting Bahagia Estate	2000	nil	nil
4	Genting Mewah - Humana	Genting Mewah Estate	2002	120	2
		Genting Mewah Oil Mill			
		Genting Lokan Estate			
5	Genting Sekong - Humana	Genting Sekong Estate	2006	74	2
		Genting Trushidup Oil Mill			
6	Genting Suan Lamba - Humana	Genting Suan Lamba Estate	2006	82	3
7	Genting Indah - Humana	Genting Indah Estate	2007	52	2
		Genting Indah Oil Mill			
8	Genting Permai - Humana	Genting Permai Estate	2014	63	2
		Genting Kencana Estate			
9	Genting Sabapalm - Humana	Genting Sabapalm Estate	2016	110	3
		Genting Sabapalm Oil Mill			
10	Genting Landworthy - Humana	Genting Landworthy Estate	2018	58	2

CLCs in Sabah

	Name	Caters to workforce's children at	Year Established	No of Students	No of Teachers
1	Genting Tanjung CLC	Genting Tanjung Estate	2013	35	1
		Genting Layang Estate			
		Genting Tanjung Oil Mill			
2	Genting Tenegang CLC	Genting Tenegang Estate	2015	23	1
3	Genting Bahagia CLC	Genting Bahagia Estate	2015	nil	nil
4	Genting Mewah CLC	Genting Mewah Estate	2013	31	1
		Genting Mewah Oil Mill			
		Genting Lokan Estate			
5	Genting Sekong CLC	Genting Sekong Estate	2013	23	1
		Genting Trushidup Oil Mill			
6	Genting Suan Lamba CLC	Genting Suan Lamba Estate	2013	13	1

National-Type Primary Schools in Peninsular Malaysia

	Name	Caters to workforce's children at	Year Established	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	18	7
3	SJK(T) Ladang Tanah Merah	Genting Tanah Merah Estate	1959	69	10
4	SJK(T) Ladang Bukit Sembilan	Genting Bukit Sembilan Estate	1946	22	6

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

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

In GENP, we support the UN Declaration on the Rights of Indigenous Peoples and the Tribal People Convention (No 169). In respect of the indigenous peoples' and local communities' legal and customary land rights, the Group adopts the 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 RSP0 Members, dated 20 November 2015.

As part of the on-going FPIC process we recognise that the engagement with the relevant stakeholders and all necessary assessments must be conducted prior to any new land acquisition or land development to ensure beneficial outcomes for all parties involved. In compliance with the RSP0's New Planting Procedure ("NPP"), the Company engages independent experts to conduct the following assessments:

- Social and Environmental Impact Assessment ("SEIA")
- High Conservation Value ("HCV") Assessment
- High Carbon Stock ("HCS") Assessment

- Land Use Change ("LUC") Analysis
- Soil & Topography Survey
- Green House Gas ("GHG") Emission Assessment

These assessments are then peer-reviewed by third-party assessors, as required by RSP0. Upon successful review, the Company then prepares the planning and management plans for review by RSP0 prior to posting for public comments by relevant stakeholders. In cases where new developments will affect indigenous people's lands, FPIC procedures will be implemented. New planting development can commence only upon resolution of any issues raised during this process and satisfactory compliance with the relevant local and national laws and regulations. We have in place SOPs to address the following FPIC related matters:

- Engagement with Representative Organisations
- Identifying Prior Rights to Land
- Ensuring Consent is Informed
- Ensuring Consent is Freely Given
- Ensuring Consent is Prior
- Ensuring there is Consent
- Ensuring Agreements are Upheld
- Resolving Conflicts and Providing Remedy



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

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



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

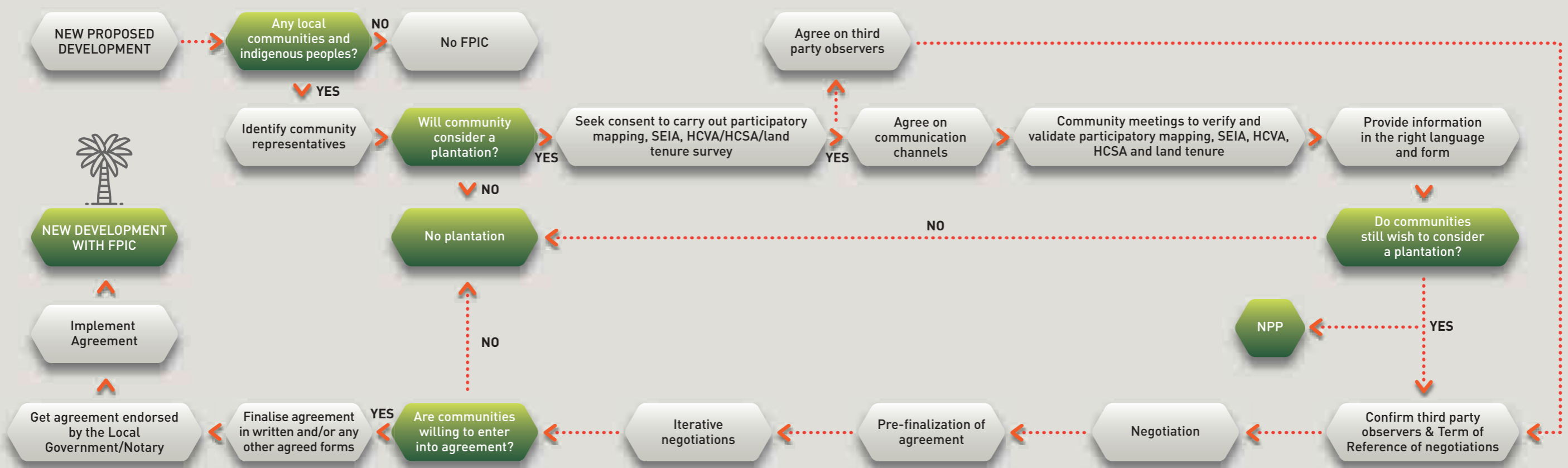


PRIOR
Prior to any part of any project or plan proceeding, all necessary information is provided and shared, according to processes defined by the peoples affected



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

FPIC FLOW CHART



Socialisation on HCS Assessment in PT Citra Sawit Cemerlang ("PT CSC")



Desa Bellungai

Desa Lumut

Recognition to PT Sepanjang Inti Surya Mulia by 'Pemerintah Provinsi Kalimantan Barat' for its efforts in maintaining road infrastructure surrounding the operations



Socialisation on HCS Assessment in PT Surya Agro Palma ("PT SAP")



Desa Riam Dadap

Desa Cinta Manis

Desa Sekukun

Desa Petai Patah

Desa Demit

Desa Sebadak Raya

Desa Randau Jungkal

Desa Pangkalan Suka

FPIC Socialisation

Land use and land ownership are inherently complex matters in the countries we operate in, especially when there are overlapping land rights in land concessions. Shaped by a nation's development policies and projects, these can sometimes lead to unintentional impacts on local communities. In GENP, we endeavour to be respectful of local communities whenever such disputes arise and are committed to building long-term relationships as part of our goal to achieving

harmonious relations with all our stakeholders. GENP respects the land and tenure rights of local communities and indigenous people. We diligently strive to ensure that we develop land on which we have legal rights, and in which the Company is recognised as the rightful entity to manage the land by the Government. If there are land disputes, GENP seeks to resolve them in an open and consensual manner. We also commit

to ensure that legal compliance and best practices on FPIC are implemented, in accordance with the full scope of FPIC Consent Guide for RSPO Member. Our standard practice involves socialising with individual landowners and local community leaders. We continually strive to improve and strengthen our land claims resolution system through an inclusive, multi-stakeholder approach, and by working closely with local civil society.

Smallholder & Plasma Engagement Programme

Being a major player in the oil palm industry, the Group believes it has a role to play in enriching the lives of one of our direct stakeholder, the smallholders. In Indonesia, Genting Plantations has a total of 20,296 ha of land planted for Plasma schemes. The Group supports these smallholders' initial financing for development, land preparation and planting of oil palms. The Group also provides assistance

in acquiring fertilisers and pesticides. In addition, training, technical assistance and good agricultural practice know-how are provided. The Group also conducts and manages certification programmes for all associated Plasma schemes. The Group engages with smallholders supplying to our oil mills as well as those surrounding our operations to participate in engagements and consultation

programmes. These programmes are not limited to just trading or neighbourly relations but also cover the aspects of knowledge sharing, socialisation of the Group's policies, and conflict and common issue resolution. These engagements also serve as a platform for the Company to promote sustainable practices and when anticipated, guidance for certifications of their estate through either RSPO, ISCC, MSPO or ISPO.

Environmental Approach



Relevant SDG targets:

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution

15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

Our Commitment/Contributions

- 1 Development of climate action plan and strategies
- 2 Adaptation and management of climate-related risks
- 3 Sustainable management of GHG, waste water and energy
- 4 Establishment and protection of conservation area (e.g. Keruak Wildlife Corridor)
- 5 Protection of areas with HCS and HCV
- 6 Protection of endangered species listed under the IUCN Red List and the relevant national and state laws on protected species
- 7 No deforestation and no new development on peat of any depth
- 8 Publish guidelines on fire prevention and detection to guide our suppliers on taking precautionary measures to prevent the occurrence of forest fires as well as proper management in the event of an incident

Environment & Natural Resource Management

Environmental management has been a key focus for the Group for many decades as we strive to balance productivity and long-term sustainability. Over the years, we have implemented several pioneering initiatives aimed at forest conservation, protection of biodiversity and minimising harmful impacts on the environment.

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

GENP Climate Action Plan

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 occurrence of fires, floods, changing weather patterns and even biological stresses to our oil palms.

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

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

Key Mitigation & Adaptation Strategy



Conservation of Flora & Fauna

- No deforestation
- No development of peat of any depth
- Conservation of HCV
- Conservation of HCS
- Wildlife conflict management
- Creation of wildlife sanctuaries & corridors



Water Management

- Monitor & analyse water consumption
- Improve water use efficiency
- Flood management
- Manage Effluent & discharges



Other Resource Management

- Sustainable use of chemicals
- Strive to use safe alternative chemicals substance or biological solutions in operations
- Develop ways to use waste & byproducts



GHG Emission Management

- Monitor & analyse GHG emissions
- Manage indirect GHG emissions
- Implement GHG savings technology



Responsible Sourcing

- Engage and manage suppliers on environmental impacts
- Ensure shared responsibility
- Source raw materials with minimal environmental impacts



Energy Management

- Manage & monitor energy consumption
- Improve energy use efficiency
- Identify alternative energy source
- Invest in renewable energy & alternative source of energy



Productivity

- Develop better tools & machines for operations
- Develop better agronomic practices



Conservation of Flora and Fauna

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

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

- No new development on HCV areas
- No new development of HCS areas
- No new development on peat of any depth
- Zero burning in any activities
- Establishment of wildlife sanctuaries and corridors
- Patrolling at our boundaries with forests to ensure no illegal poaching and hunting
- Improving sustainable practices beyond certification, standards, and local legal requirement

No Deforestation

As a member of RSPO, we take a strong stance against deforestation. We take necessary steps to ensure no deforestation occur within our operations or in our supply chain and we are working closely with all our FFB suppliers to make sure that no FFB processed at our mills has contributed to deforestation.

To strengthen our resolve on no deforestation, the Group conducts assessments prior to land clearing to ensure new developments are protective of the invaluable flora and fauna. Any new planting development conducted within the Group is according to RSPO's New Planting Procedure and the HCS Approach and its Toolkit. The new planting approach ensures that areas with HCV and HCS such as primary forest and peatlands are identified and conserved.

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

To date, the Group has identified approximately 19,933 hectares of land as HCV. Areas designated as HCV are conserved in its natural state and continue to be an important part of the ecosystem services.

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

Peat Management

Peatlands are vital stores of carbon and have significant functional roles in the ecosystem. We are committed to preserve this ecosystem and restrain from 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* schemes smallholders.

The Group adopts the RSPO 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 planting on peat in both Malaysia and Indonesia are intensively managed in line with the RSPO BMPs especially with regard to water and micro-nutrients.

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 that our flora and fauna conservation efforts are not hampered.

In this aspect, the Group has implemented the following:

- Integrated Pest Management ("IPM") as 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 applies to all our suppliers including our *Plasma* schemes smallholders.

Ecological Impact Management

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

New Planting Procedure ("NPP")

The NPP was introduced with the aim to provide a framework for responsible development of new lands for oil palm. The RSPO New Planting Procedure consists of a series of assessments and verification activities and stakeholder engagement to be conducted by growers and certification body ("CB") before new oil palm development to help guide responsible planting. The NPP applies to any development of new plantings, regardless of land size. The purpose is to ensure new oil palm planting will not negatively impact primary forest, HCV, HCS, fragile and marginal soils or local people's lands. GENP subscribes and supports this stance.

Growers are required to conduct comprehensive and participatory assessments for inclusion in the NPP report. The main assessments of NPP are as follows:

- Social and Environmental Impact Assessments ("SEIA")
- HCV and HCS Assessment
- Land Use Change ("LUC") Analysis
- Soil suitability and topographic surveys
- Greenhouse Gas ("GHG") Assessments

The community engagement and FPIC process should continue during all steps of the NPP process. A successful implementation of NPP ensures that all the RSPO Principles and Criteria ("P&C") indicators are being implemented and therefore in compliance when new development starts. The NPP report is posted on the RSPO website for public consultation for a duration of 30 days. Planting and any associated development can only be conducted once NPP is completed and RSPO approval is granted.

GENP conducts all the required assessments in accordance with RSPO New Planting Procedures. The announcements of the Company's completed and on-going NPP are available at RSPO website: <https://www.rspo.org/certification/new-planting-procedure/public-consultations>.

Integrating HCV and the HCS Approach

The Group's pledge as a member of RSPO to establish NDPE practices commits us to the use of HCV and HCS approach as primary tools to identify areas suitable for planting and development. In line with the RSPO Principles and Criteria ("P&C") as well as Malaysian and Indonesian laws, HCV and HCS Assessments were conducted prior to commencing any land clearing or new plantation development by the Company. The reports of these assessments are accessible on the High Conservation Value Resource Network ("HCVRN") and High Carbon Stock Approach ("HCSA") website respectively.

The Group conducts HCS assessment for all of its future development for palm oil since 2016. HCS Assessment is a methodology that distinguishes forest areas for protection from degraded lands with low carbon and biodiversity values that may be developed. The methodology respects local community rights through its integration with enhanced FPIC procedures and respecting community land use and livelihoods. It requires participatory community-land use planning and management, applies conservation planning tools to the identified HCS forest areas and combines with mapped community land use, HCV, peatland and riparian areas to delineate areas for conservation, restoration, community land use, and/or areas potentially available for plantation development.

GENP has not only constituted on the recommendations of HCV and HCS assessments but expanded the scope to include larger conservation areas than that stipulated in the assessments. Subsequently, the Group has identified more than 29,000 hectares to be set aside and managed as conservation areas. This effort is in line with the Group's commitment to ensure its continual improvement in environmental performance by maintaining the ecological integrity of the landscape in which GENP operates as well as to provide necessary habitat for endangered species that are found in or adjacent to GENP palm oil concession.

Our Role in Promoting Biodiversity Conservation

We operate in one of the world's most biodiverse regions. As an environmentally conscientious group, we strive towards contributing to the protection and preservation of wildlife and rare species in and around the areas where we operate. Our conservation efforts have a long history of support for biodiversity projects - notably being the first plantation company to participate in the Kinabatangan Corridor of Life project in Sabah back in 1999. The project, initiated by the World Wildlife Fund ("WWF"), involved 84 hectares of riparian reserves along the Tenegang Besar River, a major tributary of the Kinabatangan River, being dedicated to rehabilitation and restoration.

With over 23,000 native tree species planted, the area now thrives as wildlife corridors along the Tenegang Besar River.

Keruak Wildlife Corridor



On 27 August 2018, GENP and the Sabah Wildlife Department have signed an official 25-year pioneering Memorandum of Agreement ("MoA") to allocate 110.74 acres that link the Lower Kinabatangan Wildlife Sanctuary and Keruak Virgin Jungle Reserve. The MoA supported the establishment of Keruak Wildlife Corridor and helps to connect the 450-acre riverine forest corridor.

The Borneo Pygmy Elephant ("BPE"), the smallest elephant in the world and the biggest mammals in Borneo, is an endemic flagship species near our operations in Kinabatangan, Sabah. The BPE has limited distribution and is only found on the island of Borneo in Southeast Asia. The population is further limited to the northeast of Borneo. BPE live in several locations in Sabah with the largest populations found in the central forest of Sabah and the Kinabatangan flood plain. There is an estimated 2,040 pygmy elephants left in the wild with over 95% of them found in Malaysia. The Borneo Pygmy Elephant is listed as Endangered in the IUCN Red List of Threatened Species.

For more information on the IUCN Red List of Threatened Species, please refer to Appendix (page 41).

However, the human-wildlife conflicts in our plantations mainly involve the interaction of humans and elephants, with elephants posing the biggest risk. Following recent drastic land-use changes in Kinabatangan, the elephants



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

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

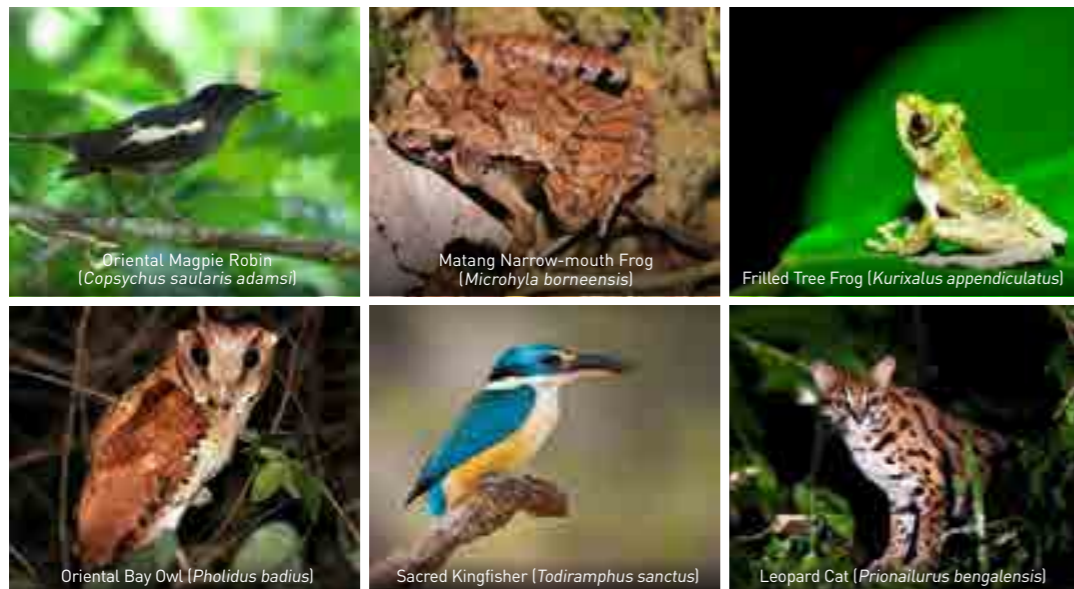


Wildlife Monitoring at GEP Conservation Area

GENP’s mission to preserve and conserve land in perpetuity is accomplished through innovative conservation efforts and partnerships with various parties.

One such effort is GENP’s collaboration with Sabah Wildlife Department and the non-government organisation, HUTAN. In 2019, HUTAN has initiated a long-term wildlife monitoring effort in the Keruak Wildlife Corridor to better understand the biodiversity value of reforested corridors in a mixed forest-agricultural landscape and to document the dynamics of wildlife recolonisation of the area.

The exercise which entails wildlife data analysis is currently carried out by HUTAN’s field researcher. Preliminary results of the study have indicated that the species richness and abundance are still higher in the natural forest area as compared to the Corridor itself or the surrounding active oil palm plantation. Nevertheless, it is encouraging to note that recolonisation activities by some mammals, reptiles and birds have been observed within the Corridor; of which pictures of some species are featured in this report.



conducts training programmes for the nursery operators to ensure that the teams work in a highly professional manner.

Results from the first year of the reforestation efforts have been very encouraging, with very high survival and growth rates of seedlings. A total of 31,815 seedlings of 29 native tree species were successfully planted, covering 16 acres of the Corridor. The team continues to carry out maintenance of these planted seedlings until they mature enough to survive independently.

It is indeed noteworthy that GENP’s collaboration with HUTAN has continued to flourish with many conservation and reforestation success arising from the continued dedication, hard work, research and studies undertaken to date. The commitment and expertise introduced by HUTAN and its partners has not only enabled our Group to operationalise our environmental responsibilities but has also helped us to manage and further nurture our conservation areas.



Reforestation Project at GEP Conservation Area

The key activity of GENP’s partnership with HUTAN involves the reforestation of the abandoned oil palm planted areas that has become part of the Keruak Wildlife Corridor. To ensure a gradual transformation of the area to natural forest, HUTAN has initiated the planting of native tree seedlings known to be the most favoured foods for orangutan and other wildlife in between the repurposed oil palm planting blocks.

Under this initiative, HUTAN sources these seedlings from a network of community tree nurseries in Sukau called “Kapok”, while planting is done by trained reforestation team. The procurement of seedlings from Kapok, using funds from donors, provides an alternative source of income for village families around the area. In addition, HUTAN also



Borneo Orangutan Survival Foundation (“BOSF”)

As a result of our Company’s dedication to enhancing quality of life and contributing to the conservation of orangutan, PT Genting Plantations Nusantara in Indonesia was accorded a recognition from BOSF for our dedication to the Foundation.

We are operating in a competitive business environment. With greater awareness of the role of palm oil industry in managing the environmental ecosystem, companies are expected to contribute towards a brighter future for the planet.

At GENP, we aim to have a positive impact while we grow our business. By doing so, we enable healthier and happier lives, we help to develop thriving and resilient ecosystem and finally, we steward the planet’s flora and fauna for future generation.



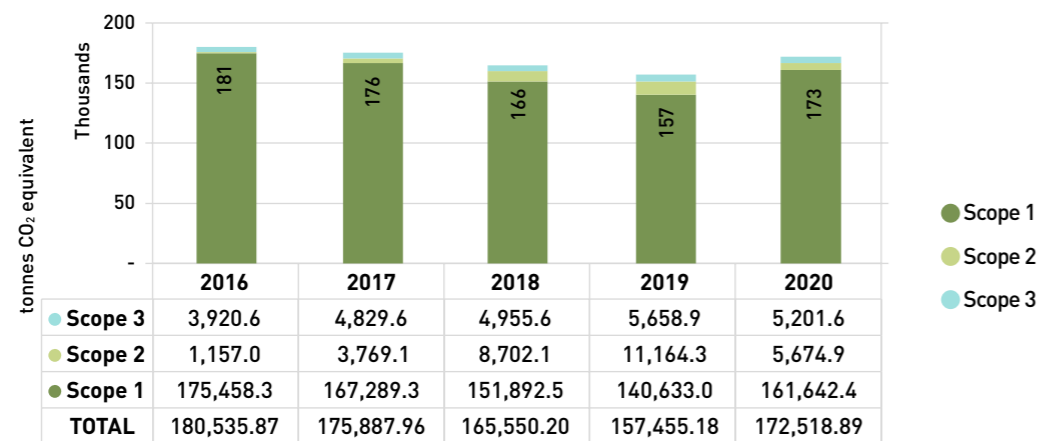
GHG Emissions

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

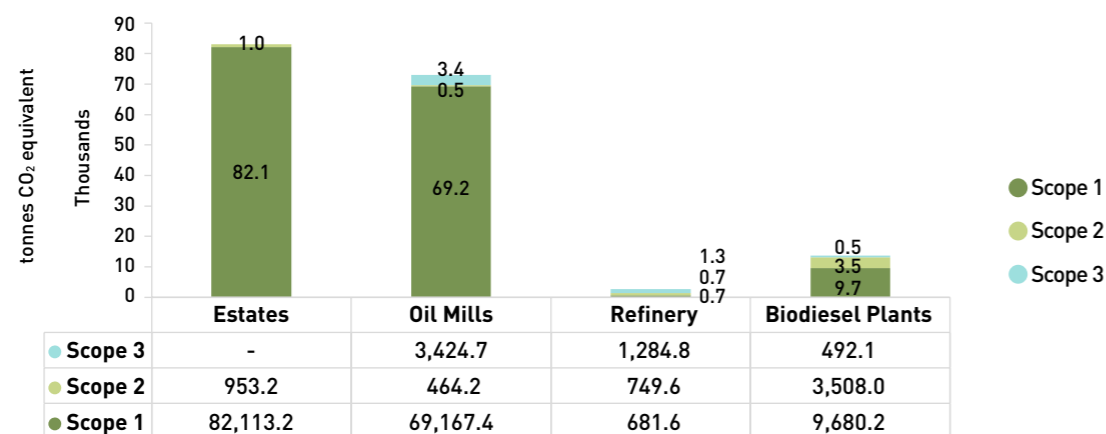
The Group has started to take steps to account for the CO₂ emissions within the Group, the supply chain, including the suppliers, from procurement of raw materials to the product logistics. This accounting exercise aims to help us to balance the efforts in controlling GHG emissions and our business activities.

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.

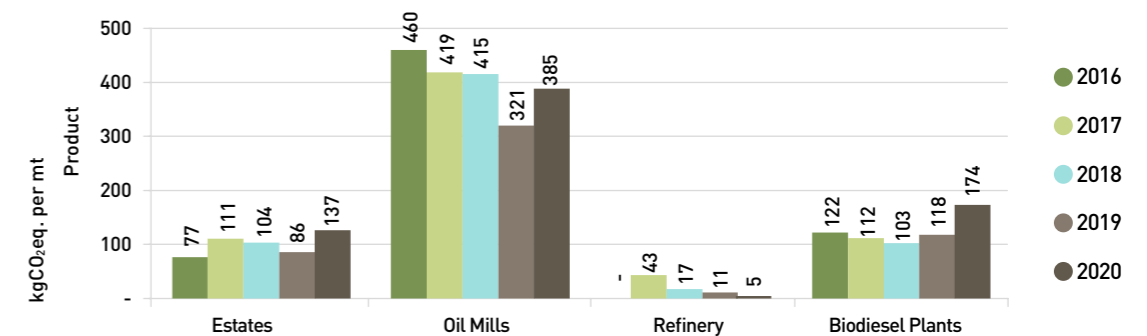
GENP's Total GHG Emissions



2020 GHG Emissions by Operating Units



2020 GHG Intensity by Operating Units



In working towards our GHG emission reductions and optimisation targets, the Company plans 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:

- Seek alternatives or cleaner energy sources at all levels of operations
- Identify and monitor significant pollutants and implement plans to reduce or minimise those pollutants
- Implement waste management plans that include reduction, recycling, and reusing as well as disposal based on toxicity and hazardous characteristics
- Monitor effluents and discharges which include:
 - 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 proposed new plantings and major potential sources of emissions that may result directly from development activities 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 regardless of depth and all existing 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 i.e. establishment of Genting Jambangan Oil Mill – a zero discharge palm oil mill

Moving forward

Despite challenges, we have made meaningful progress in the implementation of green technology to reduce carbon emissions throughout our operations. GENP is continuously exploring methane avoidance mechanisms and renewable energy initiatives to further reduce GHG emissions. In addition, we are planning to begin reporting on GHG emissions data for our Indonesian operations in the near future.

Looking ahead

reporting on GHG emissions data for our Indonesian operations in the near future, and renewable energy initiatives to further reduce GHG emissions. In addition, we are planning to begin reporting on GHG emissions data for our Indonesian operations in the near future.

Fire Management

The Group firmly abides by its strict Zero Burning Policy and remains dedicated in implementing systems and efforts to avoid fire incidences within our landbank. Along with fire monitoring towers and fire watch patrols, GENP also uses drones and satellites, among others to monitor fires and hotspots at all its landbanks. We also have enhanced our fire fighting capabilities through constant fire fighting training, increasing inventory of fire fighting equipment and adding more wells and water reserves, especially at the fire prone locations.

Fire and Hotspots Monitoring within Genting Plantations' Concession Areas		
	2019	2020
Total hotspots identified	1,256	296
Number of hotspots identified through RSPO Firewatch	108	70
Number of hotspots identified through Genting Plantations Fire Monitoring System	1,148	214
Total fire incidences and extinguished	320	176
Total fire incidence at community land within our concession	121	106
Total area affected by fires (ha)	1,095.34	226.7
Total planted and other areas affected (including grasslands, bushes & forests)	820.78	71.13
Total local community area affected (ha)	274.56	156
Fire and Hotspots Monitoring outside Genting Plantations' Concession Areas		
	2019	2020
Total hotspots identified	9	12
Number of hotspots identified through RSPO Firewatch	3	5
Number of hotspots identified through Genting Plantations Fire Monitoring System	6	7
Total fire incidences and extinguished	25	11
Total area affected by fires (ha)	108.21	18.08
Total other areas affected (including grasslands, bushes & forest) (ha)	69.84	0.1
Total local community area affected (ha)	38.37	17.98

All hotspots identified in Malaysia are verified as fire cases occurring outside our operations. The fires occurring within our Indonesian concessions are mostly due to agricultural activities of local communities, most of whom are still very much reliant on the traditional practice of slash and burn. Fire incidences that happened within our operations are mainly due to fires occurring either naturally or from fires flashing over from outside our concessions, which are evident as most of our burnt areas are at the fringes of our landbank.

Towards progressive improvements in fire prevention, the Group conducts awareness campaigns to educate local communities on the dangers of traditional slash and burn practices and demonstrates measures to prevent the occurrence of forest fires as well as sustainable farm development without using fire.



Fire fighting simulation at PT SAP



Fire fighting simulation at KIU Oil Mill



Warning signage highlighting total fire ban and GENP's Zero Burning Policy



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

Energy Management

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

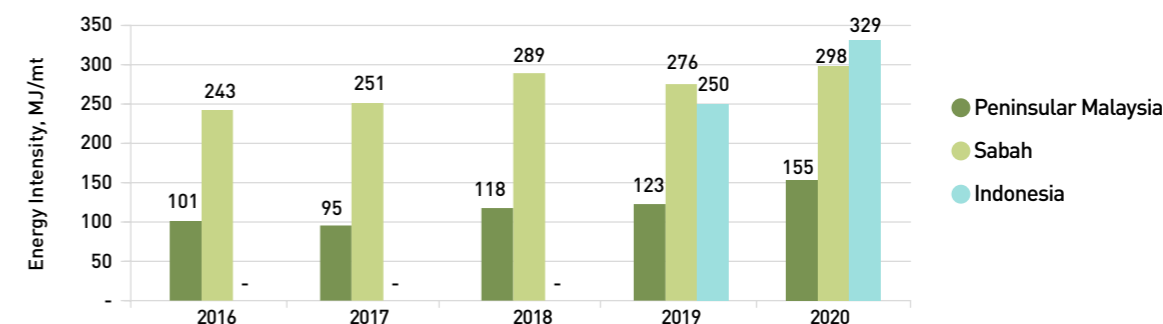
Renewable energy is produced at our oil mills and downstream facilities from the utilisation of oil palm biomass products like palm fibres, palm kernel shells and empty fruit bunches ("EFB") as the source of fuel. A minute amount of this biomass is also used for heating at our refinery and biodiesel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

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

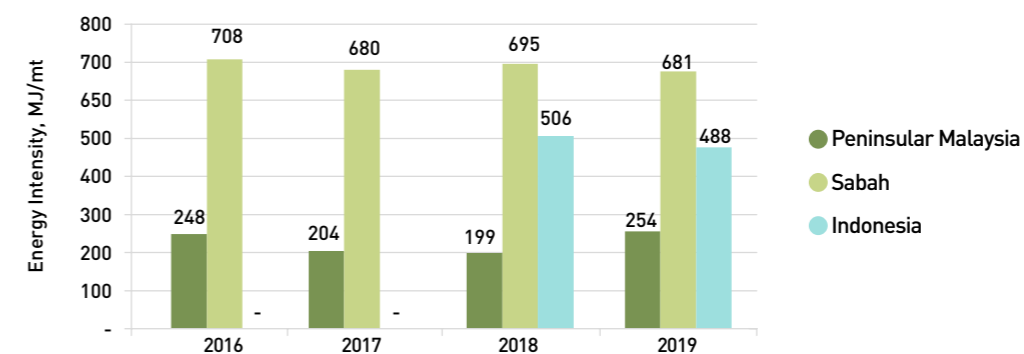
ENERGY DISCLOSURE	2016	2017	2018	2019	2020
Energy Usage at Our Estates, TeraJoules					
Non-Renewable Energy - Internal					
Peninsular Malaysia	19.94	21.67	21.48	24.46	26.06
Sabah	142.40	149.35	156.19^	166.37	166.06
Indonesia	n.a.d.	n.a.d.	n.a.d.	267.10	344.43
Non-Renewable Energy - Contractor					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

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.

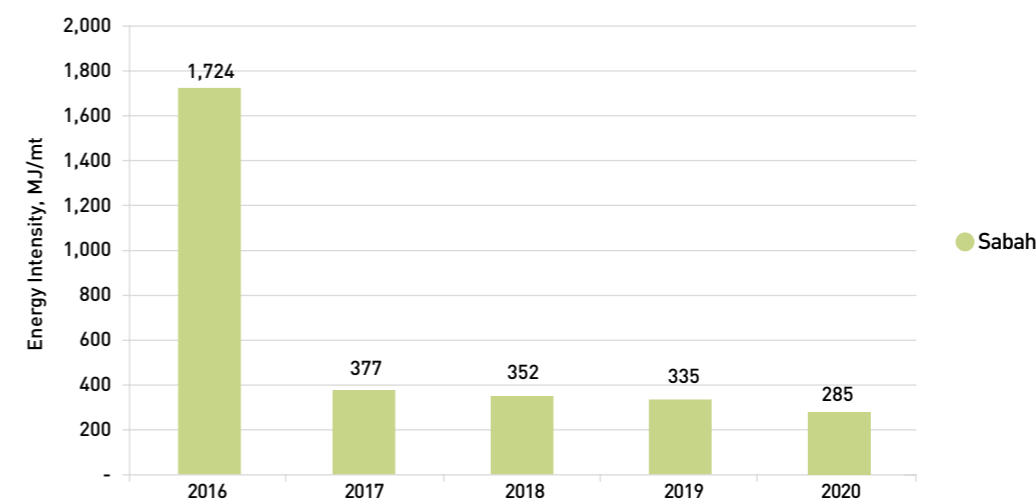
Energy Intensity - FFB Production



Energy Intensity - CPO Production



Downstream Manufacturing Energy Intensity



Water & Wastewater Management

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

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

Our primary sources of water for operations and sustenance of our workforce are from surface water like rain-fed ponds and water catchment areas, rivers and lakes. The remaining water demands wherever applicable are met by water supplied by utility providers. 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 freshwater for operations, use by local communities, conservation of the natural environment and ultimately the conservation of the water resource itself. Quality of water bodies and rivers running through our operations are monitored frequently to ensure no deleterious impacts towards the environment and the surrounding community. Local communities and stakeholders are constantly engaged and consulted to ensure our operations do not affect their right to access fresh and clean water. Our Company also has rainfall collection stations set up throughout our operations to monitor moisture availability and forecast weather patterns.

In estates facing water scarcity, the Company establishes water catchments and uses water gates, silt pits and furrows to ensure water is stored and available for irrigation when needed. We also encourage the planting of leguminous cover crops, stacking of oil palm fronds and application of EFB as mulch to enhance retention of soil moisture. In operating units where natural lakes, ponds, streams and rivers are available, the Group maintains riparian buffer zones to ensure

avoidance of contamination due to fertiliser, pesticide or effluent runoff as well as to avoid soil erosion. In flood-prone operations, drainage systems, with water gates, 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 rainwater 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.

Water-Stressed Areas

The WWF Water Risk Filter & WRI's Water Risk Atlas were used to determine the water-stressed areas at GENP's operating units. Based on our analysis, all GENP operating units are situated in low-risk water-stressed areas. Where our operating units have risks of either seasonal flooding or drought, mitigation steps are taken to address its impact towards our operations as well as safety of the workforce and surrounding communities.

Wastewater

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

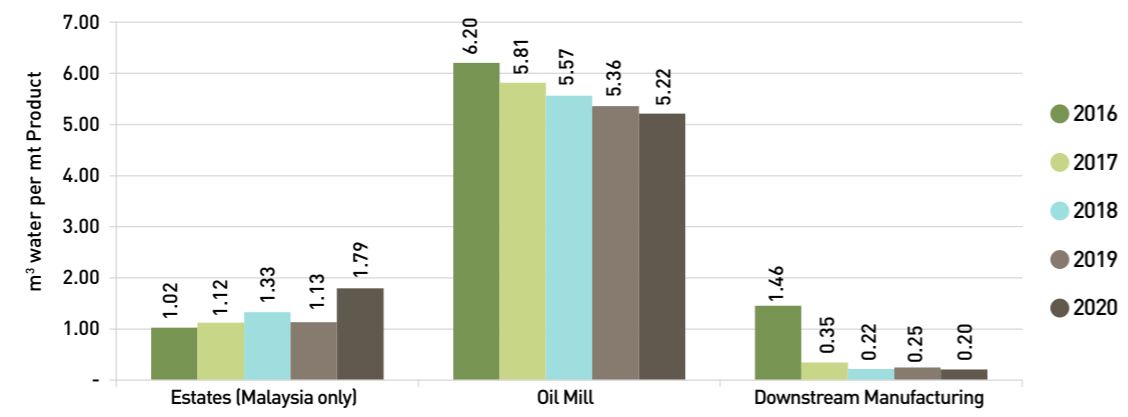
At GENP, we are mindful of the effluents we produce and institute strict controls to mitigate possible contamination of waterways. Most of our effluents originate from the mills, in the form of POME, and downstream operations. POME from our mills, which represents about 50% of the total water consumed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

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

WATER & EFFLUENTS DISCLOSURE		All Areas (MegaLitres)				Areas with water stress (MegaLitres)	
Water Withdrawal		2017 [^]	2018	2019	2020	2017, 2018, 2019 & 2020	
Water withdrawal by source	Surface Water (total)	5,911.58	7,945.17	7,396.41	7,091.81	nil	
	Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	1,685.74	1,860.13	2,181.10	2,643.56	nil
		Oil Mills	4,225.84	6,085.04	5,215.30	4,445.27	nil
		Downstream Manufacturing	nil	nil	nil	nil	nil
		Biotechnology Division	nil	nil	nil	2.98	nil
	Other Water (≥1,000 mg/L Total Dissolved Solids)	All Operating Units	nil	nil	nil	nil	nil
	Produced Water (total)	809.99	1,551.28	1,734.63	1,354.99	nil	
	Raw Palm Oil Mill Effluent (POME) (≥1,000 mg/L Total Dissolved Solids)	Oil Mills	797.6	1,536.89	1,696.05	1,315.55	nil
	Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)	Downstream Manufacturing	12.39	14.39	38.58	39.44	nil
	Third-Party Water (total)	432.66	395.54	636.87	642.12	nil	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	Estates	327.13	294.91	401.42	434.05	nil	
	Oil Mills	nil	nil	nil	nil	nil	
	Downstream Manufacturing	100.6	94.94	240.94	203.79	nil	
	Biotechnology Division	4.93	5.69	4.93	4.28	nil	
Other Water (≥1,000 mg/L Total Dissolved Solids)	All Operating Units	nil	nil	nil	nil	nil	
Total water withdrawal	Surface Water + Produced Water + Third-Party Water	7,154.23	9,891.99	9,767.92	9,088.92	nil	
Water Discharge		2017[^]	2018	2019	2020	Areas with water stress (MegaLitres)	
Water discharge by destination	Land Application + Compost	786.95	1,962.42	1,002.15	704.13	n/a	
	Surface Water	15353	15.65	34.69	427.54	nil	
	Third-Party Water	4.93	5.69	4.93	4.28	nil	
Total water discharge	Land Application + Compost + Surface Water + Third-Party Water	807.41	1,983.76	1,041.77	1,135.95	nil	
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)	807.41	1,983.76	1,041.77	1,135.95	nil	
	Other Water (≥1,000 mg/L Total Dissolved Solids)	nil	nil	nil	nil	nil	
Water discharge by level of treatment	No treatment	4.93	5.69	4.93	7.26	nil	
	Treated Palm Oil Mill Effluent (POME)	786.95	1,962.42	1,002.15	704.13	nil	
	Treated Downstream Manufacturing Effluent	15.53	15.65	34.69	424.56	nil	
Water Consumption		2017[^]	2018	2019	2020	Areas with water stress (MegaLitres)	
Water Consumption	Total water consumption	6,346.82	7,908.23	8,726.15	7,952.97	nil	
	Changes in Storage (Rainfall/evaporation at POME ponds and Downstream Manufacturing's water treatment plants)	-7.51	426.78	-697.79	-223.32	n/a	

Notes: Water usage at our estates in Indonesia and Property Division are excluded from this disclosure; n/a – not applicable; [^] Data for 2017 is excluding our Indonesian oil mills.

Water Intensity



BOD values at effluent ponds and discharge points of our oil mills are closely monitored and maintained according to local legal requirements.

Oil Mill & Refinery	BOD						COD					
	Legal Limit(mg/L)		Final Discharge Level (mg/L)				Final Discharge Level (mg/L)					
	BOD	COD	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
GAIOM	500	NA	122	119	112	64	34	1192	1370	1549	1373	686
GIOM	20	NA	11	10	14	15	15	279	203	204	281	179
GJOM	n/a	NA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
GMOM	20	NA	12	6	7	9	19	254	426	521	291	351
GSOM	500	NA	163	151	179	201	192	1523	1156	1801	1543	1562
GTHOM	20	NA	8	6	6	9	8	406	404	590	543	502
GTOM	20	NA	14	20	15	16	12	238	163	152	206	116
GOM	5000	NA	n.a.d.	n.a.d.	97	61	93	n.a.d.	n.a.d.	264	265	430
MOM	5000	NA	n.a.d.	n.a.d.	261	483	186	n.a.d.	n.a.d.	1170	2448	950
GHOM	5000	NA	n.a.d.	n.a.d.	981	928	223	n.a.d.	n.a.d.	2852	5671	866
KIUOM	5000	NA	n.a.d.	n.a.d.	146	116	137	n.a.d.	n.a.d.	376	545	540
GMMR	50	200	n/a	50	50	50	n/a.	n/a	200	200	200	134
GBSB	50	200	50	50	50	50	n/a.	200	200	200	200	200
SPC	50	200	50	50	50	50	n.a.d.	200	200	200	200	200

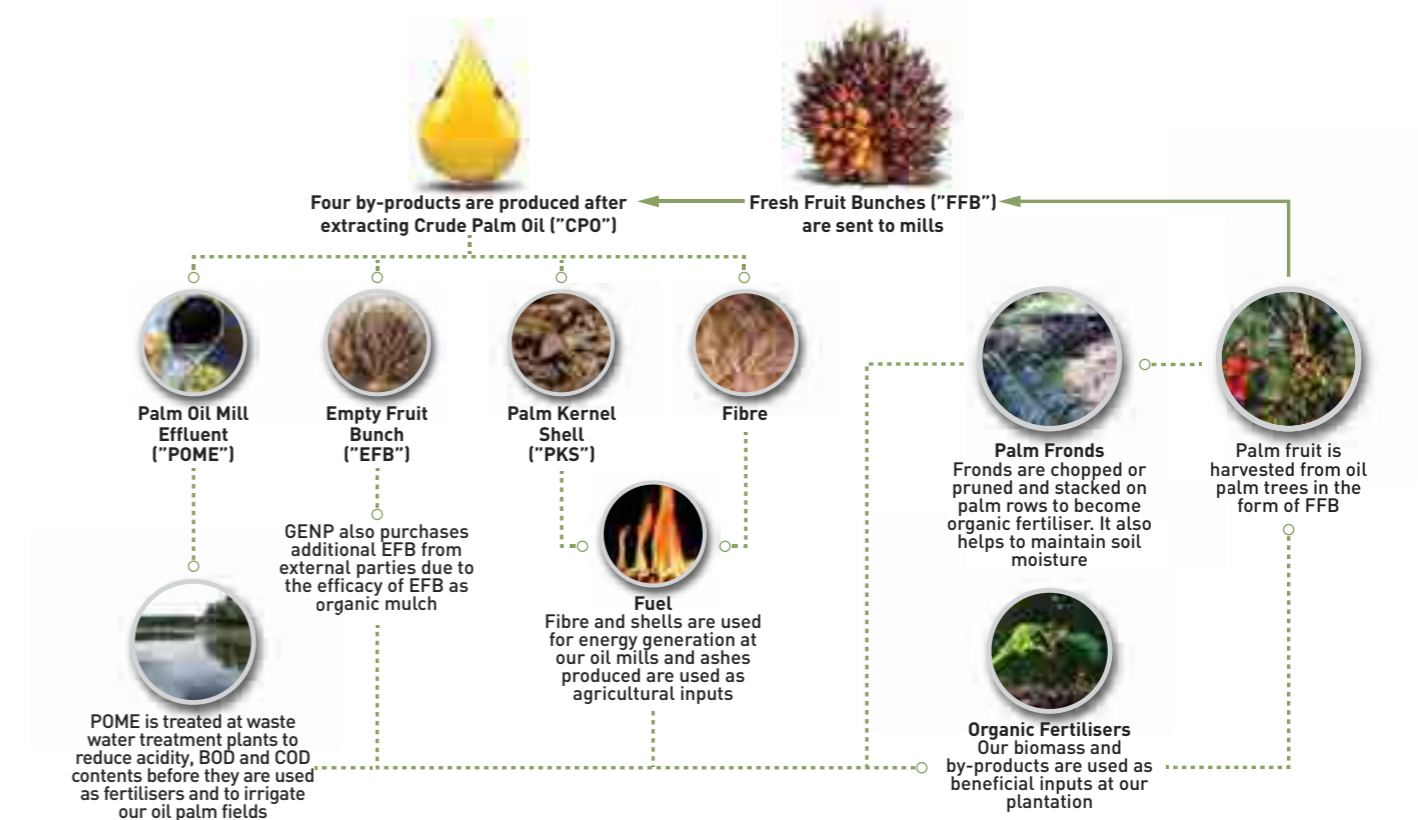
NA: not available; n/a: not applicable; n.a.d.: no available data

Waste & Hazardous Material Management

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

Biomass By-products, Production & Use

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



In 2020, GENP capitalised 0.99 million mt of biomass.

GENP's Biomass Use, 2018-2020 (mt)

	2018	2019	2020
Boiler Ash – Organic Fertiliser	344,856.79	339,784.81	327,781.02
Decanter Solid – Organic Fertiliser	149,844.99	78,619.18	102,607.97
EFB – Composting	4,754.35	-	-
EFB – Organic Mulch	217,738.88	200,613.96	61,821.15
PKS - Heating	2,850.90	8,410.12	9,261.82
PKS – Energy Generation	224,631.31	443,550.38	355,994.40
EFB - Heating	79,519.17	32,325.23	36,527.20
EFB – Energy Generation	82,362.47	82,443.09	78,155.98
Fibre – Energy Generation	9,276.53	30,574.34	20,125.92

Scheduled Wastes Management

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

At GENP, all SWs generated by our estates are collected and disposed of through methods approved and prescribed by the Department of Environment ("DOE"), in compliance with Environmental Quality (Scheduled Waste) Regulations 2005 (Amendment) 2007. To ensure that

SWs are handled and disposed of in the proper and safe manner, we engage the services of licensed contractors, registered with the DOE, for the transportation and disposal of SWs.



**Sustainability
Management
Procedure for
SWs in Malaysia
Operating Units**

Step	Outline	Responsibility
1	<ul style="list-style-type: none"> Identify type of SWs generated Notify DOE using 2nd schedule in eSWIS Engage DOE licensed contractor 	Operation Site Manager
2	<ul style="list-style-type: none"> Provide suitable containers and storage area Label all SWs containers 	Assistant Manager
3	<ul style="list-style-type: none"> Keep up to date SWs inventory at store Key in the inventory in eSWIS monthly 	Store Keeper
4	<ul style="list-style-type: none"> Disposal within 180 days or 20mt whichever comes first Submit Consignment note in eSWIS 	Operation Site Manager



In the reporting year, GENP has handled a total of 105.21 mt of SWs from all its divisions (excluding Property Division). These included SW 102, SW103, SW 110, SW 305, SW 306, SW 312, SW 403, SW 404, SW 408, SW 409 and SW 410.

Scheduled Wastes Disposed (mt)

Operating Unit*	2016	2017	2018	2019	2020 [^]
Estates	29.91	37.89	29.25	44.11	78.12
Oil Mills	34.61	28.82	16.44	12.02	23.15
Downstream Operations	n/a	0.42	1.10	10.18	3.28
Biotechnology Division	0.69	0.71	0.60	0.00	0.66

Notes: *GENP's Property Division is excluded from this disclosure. [^]Includes GENP's Indonesian data.

Appendix

Our Sustainability Data

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

Environmental and social data reported are obtained from operational activities that our Group directly manage and

affect. Most data covered in this report were compiled on the same basis as our 2018 and 2019 Sustainability Reports. 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 31 December 2020. 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.

Our Membership, Association & Alliance

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

Production

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

Our Estates

No	Our Estates	Certification				Titled Hectare	HCV Hectare	HCS Hectare	Latitude	Longitude	
		RSPO	ISCC EU	MSPD	ISPO						
1	Genting Bukit Sembilan Estate	YES	YES	YES	n/a	1,241	2.15	n/a	5.576389	100.686000	
2	Genting Selama Estate	YES	YES	YES		1,830	9.97	n/a	5.222167	100.651000	
3	Genting Tebong Estate	YES	YES	YES		3,010	45.29	n/a	2.455611	102.360917	
4	Genting Tanah Merah Estate	YES	YES	YES		2,233	46.60	n/a	2.285194	102.558444	
5	Genting Sri Gading Estate	YES	YES	YES		3,520	29.93	n/a	1.838278	103.018222	
6	Genting Sungei Rayat Estate	YES	YES	YES		2,376	0.18	n/a	1.904028	103.010694	
7	Genting Kulai Besar Estate	YES	YES	YES		2,513	35.06	n/a	1.615389	103.610944	
8	Genting Sabapalm Estate	YES	YES	YES		4,360	8.91	n/a	5.965083	117.374111	
9	Genting Indah Estate	2021	YES	YES		3,620	111.78	n/a	5.385711	116.938092	
10	Genting Permai Estate	2021	YES	YES		2,560	29.90	n/a	5.365694	116.894444	
11	Genting Kencana Estate	2021	n/a	YES		2,002	56.99	n/a	5.377972	116.882222	
12	Genting Mewah Estate	YES	YES	YES		3,296	45.54	n/a	5.503750	117.717222	
13	Genting Lokan Estate^	YES	YES	YES		2,314	219.51	n/a	5.512417	117.722139	
14	Genting Sekong Estate	YES	YES	YES		3,037	44.85	n/a	5.564056	117.979444	
15	Genting Suan Lamba Estate	YES	YES	YES		3,718	12.76	n/a	5.554583	118.192111	
16	Genting Jambongan Estate	YES	YES	YES		4,062	24.36	n/a	6.649806	117.450917	
17	Genting Tanjung Estate	YES	YES	YES		4,345	187.92	n/a	5.423028	118.273306	
18	Genting Bahagia Estate	YES	YES	YES		4,548	92.10	n/a	5.363333	118.230611	
19	Genting Tenegang Estate	YES	YES	YES		3,653	83.32	n/a	5.346111	118.225611	
20	Genting Landworthy Estate	YES	YES	YES		4,039	9.87	n/a	5.420400	118.306836	
21	Genting Layang Estate	YES	YES	YES		2,077	172.05	n/a	5.422750	118.234278	
22	PT Sepanjang Intisurya Mulia	YES	n/a	n/a		YES	14,555	1,233.13	1,233.13	-1.380167	110.514556
23	PT Sawit Mitra Abadi	YES				YES	9,374	1,243.33	1,340.72	-1.375250	110.415000
24	PT Surya Agro Palma	2021				2021	17,500	893.61	2,773.45	-0.305200	110.074903

25	PT Agro Abadi Cemerlang	2021	n/a	n/a	2021	8,771	301.51	301.51	-0.339042	110.211381
26	PT Citra Sawit Cemerlang	2021			2021	14,858	1,488.31	6,550.69	-1.258306	110.664500
27	PT Dwie Warna Karya	2022			2022	12,872	1,203.68	1,203.68	-0.861444	114.075278
28	PT Susantri Permai	2022			2022	15,176	1,696.51	1,696.51	-0.888806	113.943556
29	PT Kapuas Maju Jaya	2022			2022	18,510	2,428.37	2,428.37	-1.081950	114.140881
30	PT United Agro Indonesia	2022			2023	6,723	573.62	604.87	-2.591389	114.589056
31	PT GlobalIndo Agung Lestari	2022			2021	29,609	3,432.32	6,122.94	-2.591389	114.589056
32	PT Palma Agro Lestari Jaya	2023			2023	11,727	3,207.50	3,272.92	0.781028	111.479639
33	PT Kharisma Inti Usaha	2022			YES	19,212	961.94	966.85	-2.992850	114.901825

Notes: ^Genting Lokan Estate is certified together with Genting Mewah Estate

Our Oil Mills, Refinery & Biodiesel Plants

Operating Unit Name	Certification/Standards					Processing Capacity	Latitude	Longitude
	RSPO	ISCC EU	MSPO	ISPO	Others			
Genting Ayer Item Oil Mill	IP	YES	YES	n/a		40 mt/hour	1.856719	103.210153
Genting Indah Oil Mill	2021	YES	YES			30 mt/hour	5.375306	116.935556
Genting Trushidup Oil Mill	MB	YES	YES			60 mt/hour	5.563278	117.979556
Genting Mewah Oil Mill	MB	YES	YES			45 mt/hour	5.518028	117.708806
Genting Tanjung Oil Mill	MB	YES	YES			80 mt/hour	5.422639	118.273139
Genting Sabapalm Oil Mill	MB	YES	YES			20 mt/hour	5.965083	117.374111
Genting Jambongan Oil Mill	MB	YES	YES			20 mt/hour	6.652056	117.446250
Mulia Oil Mill	MB	n/a	n/a		YES	80 mt/hour	-1.383278	110.479333
GlobalIndo Oil Mill	2022				2021	90 mt/hour	-2.584580	114.595861
Golden Hill Oil Mill	2022				2022	80 mt/hour	-0.843472	114.080806
KIU Oil Mill	2022			YES	60 mt/hour	-3.002944	114.936861	
Cemerlang Oil Mill	2023			2023	60 mt/hour	0.338583	110.189361	
Genting MusimMas Refinery	SCCS	YES	YES	n/a	HALAL JAKIM, KLBD KOSHER, MESTI and GMP by Ministry of Health Malaysia, HACCP by SIRIM Malaysia	600,000 mt/year	5.020608	118.370039
Genting Biodiesel Sdn Bhd	SCCS	YES	YES	n/a	European Standards EN14214, Malaysian Standards MS2008:2014	300,000 mt/year	5.027042	118.341661
SPC Biodiesel Sdn Bhd	SCCS	YES	YES	n/a			5.029333	118.368111

External CPO Supplier List

No	Oil Mill Name	Parent Company	RSPO	ISCC	MSPO	ISPO	Latitude	Longitude	Traceability to Plantation ("TTP")
Direct CPO Suppliers									
1	Desa Kim Loong	Desa Kim Loong Palm Oil Sdn Bhd			○		5.129927	116.265564	76.00%
2	Telupid	Kim Loong Sabah Mills Sdn Bhd			○		5.467278	116.989556	62.80%
3	Prolific Yield	Cepatwawasan Group Berhad			○		5.717481	117.827607	83.50%
4	Tung Hup	Tung Hup Palm Oil Mill Sdn Bhd			○		5.282445	117.868012	100.00%
5	Sungai Ruku	Sungai Ruku Oil Palm Plantation Sdn Bhd			○		5.563667	117.900278	75.00%
6	Sandau*	Sawit Kinabalu Sdn Bhd			○		5.204328	118.134136	100.00%
7	Sebrang*	Sawit Kinabalu Sdn Bhd			○		4.989722	118.555103	100.00%
8	Tamaco 1*	Tamaco Oil Mill Sdn Bhd			○		5.245000	118.327556	100.00%
9	Tamaco 2*	Tamaco Oil Mill Sdn Bhd			○		5.154061	118.228474	100.00%
10	Timora	Timor Enterprise Sdn Bhd			○		5.304724	118.340076	100.00%
11	Veetar	Veetar Palm Oil Mill Sdn Bhd			○	○	5.336397	116.942543	84.90%
12	Bornion	KL-Kepong (Sabah) Sdn Berhad	○ MB		○	○	5.608639	117.788694	100.00%
13	Pinang	KL-Kepong (Sabah) Sdn Berhad	○ IP		○	○	4.450414	118.278194	100.00%
14	Berau	Hutan Hijau Mas	○ IP, MB		○	○	2.212140	117.167170	100.00%
15	Pontian FICO	Pontian United Plantations Berhad			○		5.423837	118.145415	99.50%
16	Umas	FGV Palm Industries Sdn Bhd			○		4.496906	117.650576	81.00%
17	Kalabakan	FGV Palm Industries Sdn Bhd			○		4.370035	117.512487	81.00%
18	Permai	Ladang Permai Sdn Bhd			○		5.187332	118.440289	91.50%
19	Batu Putih	Ladang Permai Sdn Bhd			○		5.580000	117.946000	81.70%
20	Global Enterprise	Global Enterprise Oil Mill Sdn Bhd			○		5.490111	117.988556	80.81%
21	Jeroco 1	Jeroco Plantations Sdn Bhd	○ IP		○	○	5.431112	118.417224	100.00%
22	Jeroco 2	Jeroco Plantations Sdn Bhd	○ MB		○	○	5.431112	118.417224	100.00%
23	Binuang (SOU 28)	Sime Darby Plantation Bhd	○ IP		○		4.704457	118.060186	100.00%
24	Merotai (SOU 30)	Sime Darby Plantation Bhd	○ MB		○		4.369347	117.832905	100.00%
25	Sandakan Bay (SOU 26)	Sime Darby Plantation Bhd	○ MB		○		5.641362	118.166868	100.00%
26	Giram (SOU 29)	Sime Darby Plantation Bhd	○ MB		○		4.586785	118.193914	100.00%
27	Sukau	Sukau Palm Oil Mill Sdn Bhd			○		5.568408	118.205663	80.00%
28	Waris Selesa	Waris Selesa Sdn Bhd			○		4.869653	118.090641	5.00%
29	Baturong	IOI Corporation Berhad	○ IP		○		4.755300	118.088600	100.00%
30	Segamaha	Boustead Rimba Nilai Sdn Bhd	○ MB		○		5.210414	117.809660	100.00%
31	Lam Soon*	Lam Soon Plantations Sdn Bhd	○ IP		○		5.254833	118.175167	100.00%
32	Mewah*	Kwantas Oil Sdn Bhd			○		5.254581	117.909014	60.00%
33	Pintasan*	Kwantas Oil Sdn Bhd			○		5.229215	117.716900	100.00%
34	Haranky*	Kwantas Oil Sdn Bhd			○		5.212991	118.064422	28.80%
35	Kwantas Oil Sdn Bhd (Refinery)	Kwantas Oil Sdn Bhd	○ MB		○		5.021528	118.356361	77.35%
Average TTP									87.11%

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

2020 CPO & PK Supply Chain

	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
Our Oil Mills					
Total CPO sold as RSPO certified (mt)	93,594	nil	25,463	68,131	nil
Total CPO sold under other certification scheme (mt)	127,742	n/a	n/a	127,742	n/a
Total CPO sold as conventional (mt)	291,246	n/a	n/a	n/a	n/a
Total PK sold as RSPO certified (mt)	32,253	9,710	nil	22,543	nil
Total PK sold under other certification scheme (mt)	474	n/a	n/a	474	n/a
Total PK sold as conventional (mt)	68,645	n/a	n/a	n/a	n/a
GMMR					
Total RSPO Certified CPO from own palm oil mills (mt)	9,296	nil	nil	9,296	nil
Total RSPO Certified CPO bought from third party palm oil mills (mt)	12,684	1,701	2,202	8,781	nil
Total CSPO certified under other certification scheme from own palm oil mills (mt)	120,449	n/a	n/a	120,449	n/a
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	3,395	n/a	n/a	3,395	n/a
Total conventional CPO from own palm oil mills (mt)	65,896	n/a	n/a	n/a	n/a
Total conventional CPO from third party palm oil mills (mt)	265,411	n/a	n/a	n/a	n/a

Our Workforce

	2016	2017	2018	2019	2020
Total Workforce	19,359	22,352	23,703	24,184	23,907
By Type					
Full-time	2,010	1,904	2,247	1,916	1,949
Fixed Term Contract Basis	17,349	20,448	21,456	22,268	21,958
By Category					
Management	932	952	1,048	981	1,008
Non-Executive Staff	1,078	952	1,199	935	941
Workers	17,349	20,448	21,456	22,268	21,958
By Gender					
Male	14,736	17,188	18,616	19,242	18,413
Female	4,623	5,164	5,087	4,942	5,494
By Age					
Below 30	7,783	8,977	9,580	8,442	7,063
30-50	10,860	12,392	13,288	14,410	14,955
Above 50	716	983	835	1,332	1,889

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.

$$\% \text{ Annual Hiring/Turnover Rate} = \frac{\text{Number of workforce hired or left}}{\text{Average annual number of workforce between 1st of January and 31st of December}} \times 100$$

	2016		2017		2018		2019		2020	
Average Number of Employees	20,372		20,856		23,028		23,944		24,046	
	Number	Rate, %	Number	Rate, %	Number	Rate, %	Number	Rate, %	Number	Rate, %
Total Hires	1,667	8.18	3,015	14.46	3,711	16.12	3,050	12.74	1,399	5.82
By Gender										
Male	1,483	7.28	2,240	10.74	2,972	12.91	2,512	10.49	1,154	4.80
Female	194	0.95	775	3.72	739	3.21	538	2.25	245	1.02
By Age										
Below 30	795	3.90	1,469	7.04	1,808	7.85	1,421	5.94	640	2.66
30-50	861	4.23	1,495	7.17	1,847	8.02	1,512	6.31	702	2.92
Above 50	21	0.10	51	0.24	56	0.24	117	0.49	57	0.24
By Region										
Malaysia	1,613	7.92	2,239	10.74	2,136	9.28	1,746	7.29	943	3.92
Indonesia	64	0.31	776	3.72	1,575	6.84	1,304	5.45	456	1.90
Total Turnover*	2,487	12.21	2,549	12.22	2,842	12.34	3,389	14.15	1,703	7.06
By Gender										
Male	1,922	9.43	2,020	9.69	2,285	9.92	2,747	11.47	1,326	5.51
Female	565	2.77	529	2.54	557	2.42	642	2.68	377	1.57
By Age										
Below 30	1,379	6.77	1,214	5.82	998	4.33	1,182	4.94	391	1.63
30-50	1,057	5.19	1,203	5.77	1,763	7.66	2,065	8.62	1,163	4.84
Above 50	51	0.25	132	0.63	81	0.35	142	0.59	149	0.62
By Region										
Malaysia	2,439	11.97	1,672	8.02	1,892	8.22	2,327	9.72	1,233	5.13
Indonesia	48	0.24	877	4.21	950	4.13	1,062	4.43	470	1.95

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

Group Average Inorganic Fertiliser Application (kg/ha/year)

Country	2015	2016	2017	2018	2019	2020
Fertiliser Application	910	577	745	713	686	608

IUCN Red List of Threatened Species

International Union for Conservation of Nature (IUCN) Red List of Threatened Species (of which can be or potentially be found in some of Genting Plantation's areas of operation)					
Malaysia			Indonesia		
Mammals	Critically Endangered	1	Mammals	Critically Endangered	1
	Endangered	2		Endangered	15
	Vulnerable	5		Vulnerable	13
	Near Threatened	1		Near Threatened	-
	Least Concern	9		Least Concern	-
	Data Deficient	2		Data Deficient	-
Birds	Critically Endangered	-	Birds	Critically Endangered	-
	Endangered	-		Endangered	-
	Vulnerable	1		Vulnerable	2
	Near Threatened	2		Near Threatened	-
	Least Concern	46		Least Concern	-
	Data Deficient	8		Data Deficient	-
Reptiles	Critically Endangered	-	Reptiles	Critically Endangered	-
	Endangered	-		Endangered	1
	Vulnerable	1		Vulnerable	1
	Near Threatened	-		Near Threatened	-
	Least Concern	4		Least Concern	-
	Data Deficient	3		Data Deficient	-
Plants	Critically Endangered	4	Plants	Critically Endangered	25
	Endangered	2		Endangered	35
	Vulnerable	1		Vulnerable	15
	Near Threatened	-		Near Threatened	-
	Least Concern	-		Least Concern	3
	Data Deficient	-		Data Deficient	-
	Not Assessed	110		Not Assessed	-

GHG Emission

tCO2eq	Scope 01					Scope 02					Scope 03				
	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Estates	75,286	74,039	65,164	57,492	82,113	300	665	766	1,033	953	-	-	-	-	-
Oil Mills	99,190	89,874	79,417	64,420	69,167	201	253	294	305	464	3,857	3,585	3,607	3,787	3,425
Refinery	n/a	1,535	2,105	109	682	n/a	1,755	3,445	6,093	750	n/a	1,151	1,248	1,667	1,285
Biodiesel Plants	982	1,841	5,207	18,612	9,680	656	1,097	4,197	3,733	3,508	64	93	100	205	492

Grievances

GENP established a Grievance Procedure to ensure that as a company, we are responsive to any grievances raised by external parties which may involve our third-party suppliers. It helps us to address a wide range of concerns, including those related to our most material issues, and covers our worldwide operations.

In 2020, GENP received grievances from various stakeholders and had responded accordingly; among which the key grievances are summarised in the table below:

Stakeholder	Date Received	Reported Company	Summary of Grievance	Status
Greenpeace	September 2020	PT Varita Majutama PT Permata Sawit Mandiri	Request to comment in advance of a [Greenpeace Southeast Asia] publication that profiles fires and areas burned from 2015 to 2019	Responded to stakeholder
Mighty Earth	May 2020	Samling Group	Request for clarification: Samling deforestation – To confirm if Samling Group is in GENP's supply chain	Responded to stakeholder
	May 2020	Gleanealy Plantations/ Samling Group	Request for clarification: To confirm if GENP has any contracts with Gleanealy/Samling	Responded to stakeholder
	July 2020	Aspirasi Kristal	Request for clarification: To confirm if any GENP's mill source FFB from Aspirasi Kristal concession in Sabah	Responded to stakeholder
	July 2020	Satria Eramaju Sdn Bhd	Request for clarification: To confirm if any GENP's mills source from any companies affiliated with Aspirasi Kristal	Responded to stakeholder
	September 2020	PT Citra Sawit Cemerlang	Request for clarification: To confirm deforestation of conservation area	Responded to stakeholder



GRI Content Index

GENERAL DISCLOSURE

GRI Standards	Disclosure	Page	Reference/Response
Organisational Profile			
102-1	Name of the organisation		Genting Plantations Berhad
102-2	Activities, brands, products, and services	5	About Genting Plantations Berhad
102-3	Location of headquarters	1	Contact Us
102-4	Location of operations	6, 38	Our Business and Locations Our Sustainability 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	5,17	About Genting Plantations Berhad Marketplace Responsible Business
102-7	Scale of the organization	5,17,19	About Genting Plantations Berhad Responsible Business Responsible Employer;
102-8	Information on employees and other workers	19	Responsible Employer
102-9	Supply chain	15	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 2020: Statement on Risk Management and Internal Control, page 58 Environmental Approach
102-12	External initiatives	4, 24, 28, 38	Sustainability Certifications Community Relations and Development Environment and Natural Resource Management Our Membership, Association & Alliances
102-13	Membership of associations	4, 38	Sustainability Certifications Our Membership, Association & Alliances
Strategy			
102-14	Statement from senior decision-maker	2	Message from President & Chief Operating Officer
102-15	Key impacts, risks, and opportunities	9,11, 12, 13, 15, 17, 19, 24, 28	Our Stakeholders Our Material Topics COVID-19 Respecting Human Rights Responsible Supply Chain Responsible Business Responsible Employer Community Relations and Development Environmental Approach
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	5	About Genting Plantations Berhad
102-17	Mechanisms for advice and concerns about ethics		Grievance and Whistle Blowing Policy; available at www.gentingplantations.com
Governance			
102-18	Governance structure	8	Our Governance Annual Report 2020: Corporate Governance Overview Statement, page 42
102-19	Delegating authority	8	Our Governance Annual Report 2020: Corporate Governance Overview Statement, page 42 Annual Report 2020: Statement on Risk Management and Internal Control, page 58

102-20	Executive-level responsibility for economic, environmental and social topics	8	Our 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 Governance
102-23	Chair of the highest governance body	8	The Chairman of the Board of Directors is independent and non-executive
102-24	Nominating and selecting the highest governance body		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-25	Conflicts of interest		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-26	Role of highest governance body in setting purpose, values and strategy		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-27	Collective knowledge of highest governance body		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-28	Evaluating the highest governance body's performance		Annual Report 2020: Corporate Governance Overview Statement, page 42 Annual Report 2020: Statement on Risk Management and Internal Control, page 58
102-29	Identifying and managing economic, environmental, and social impacts	8	Our Governance
102-30	Effectiveness of risk management process		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-31	Review of economic, environmental, and social topics	8	Our Governance Annual Report 2020: Corporate Governance Overview Statement, page 42 Annual Report 2020: Audit Committee Report, page 54 Annual Report 2020: Statement on Risk Management and Internal Control, page 58
102-32	Highest governance body's role in sustainability reporting	1	Reporting Approach Annual Report 2020: Audit Committee Report, page 54
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	41	Grievances
102-35	Remuneration policies		Annual Report 2020: Corporate Governance Overview Statement, page 42 Terms of Reference; available at www.gentingplantations.com
102-36	Process for determining remuneration		Annual Report 2020: Corporate Governance Overview Statement, page 42 Terms of Reference; available at www.gentingplantations.com
103-37	Stakeholders' involvement in remuneration		Annual Report 2020: Corporate Governance Overview Statement, page 42 Terms of Reference; available at www.gentingplantations.com
103-38	Annual total compensation ratio		Annual Report 2020: Corporate Governance Overview Statement, page 42
102-39	Percentage increase in annual total compensation ratio		Confidentiality Constraints
Stakeholder Engagement			
102-40	List of stakeholder groups	9	Our Stakeholders
102-41	Collective bargaining agreements	14	Addressing Our Salient Issues

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102-55	GRI content index	42	GRI Content Index
102-56	External assurance	1	To be applied in the future

MANAGEMENT APPROACH

GRI Standards	Disclosure	Page	Reference/Response
Management Approach Disclosures			
103-1	Explanation of the material topic and its Boundary	11	Our Material Topics
103-2	The management approach and its component	12, 13, 15, 17, 19, 24, 28	COVID-19 Respecting Human Rights Responsible Supply Chain Responsible Business Responsible Employer Community Relations and Development Environmental Approach
103-3	Evaluation of the management approach	12, 13, 15, 17, 19, 24, 28	COVID-19 Respecting Human Rights Responsible Supply Chain Responsible Business Responsible Employer Community Relations and Development Environmental Approach

ECONOMIC PERFORMANCE

GRI Standards	Disclosure	Page	Reference/Response
Economic Performance			
201-1	Direct economic value generated and distributed	7	Economic Performance
201-2	Financial implications and other risks and opportunities due to climate change	29	Ecological Impact 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 2020: Notes to The Financial Statements, page 84
201-4	Financial assistance received from government		Annual Report 2020: Notes to The Financial Statements, page 84
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 Responsible Employer Annual Report 2020
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	19, 24	Responsible Employer Community Relations and Development
203-2	Significant indirect economic impacts	19, 24	Responsible Employer Community Relations and Development
Procurement Practices			
204-1	Proportion of spending on local suppliers	15, 24	Responsible Sourcing We support local suppliers in both Malaysia & Indonesia whenever possible.
Anti-corruption			
205-1	Operations assessed for risks related to corruption	17	The entire Group's operations are assessed for risk related to corruption. No significant risks were identified. Responsible Business Annual Report 2020: Audit Committee Report, page 54 Annual Report 2020: Statement on Risk Management and Internal Control, page 58
205-2	Communication and training about anti-corruption policies and procedures	17	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			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		No legal actions for the reporting period

ENVIRONMENTAL TOPICS

GRI Standards	Disclosure	Page	Reference/Response
Materials			
301-1	Materials used by weight or volume	16, 34-37, 38,40	Responsible Supply Chain Environmental Approach Appendix
301-2	Recycled input materials used	16, 34-37	Responsible Supply Chain Environmental Approach
301-3	Reclaimed products and their packaging materials		Not applicable as products are not packaged
Energy			
302-1	Energy consumption within the organisation	34	Energy Management
302-2	Energy consumption outside the organisation	34	Energy Management
302-3	Energy intensity	34	Energy Management
302-4	Reduction of energy consumption	34	Energy Management
302-5	Reductions in energy requirements of products and services		Not applicable as products do not require energy
Water			
303-1	Interaction with water as a shared resource	35	Water and Wastewater Management
303-2	Management of water discharge-related impacts	35	Water and Wastewater Management
303-3	Water withdrawal	35	Water and Wastewater Management
303-4	Water discharge	35	Water and Wastewater Management
303-5	Water consumption	35	Water and Wastewater Management
Biodiversity			
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	30-33	Environmental Approach
304-2	Significant impacts of activities, products and services on biodiversity	30-33	Environmental Approach
304-3	Habitats protected or restored	30-33	Environmental Approach
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	41	IUCN Red List of Threatened Species
Emissions			
305-1	Direct (Scope 1) GHG emissions	32	GHG Emissions
305-2	Energy indirect (Scope 2) GHG emissions	32	GHG Emissions
305-3	Other indirect (Scope 3) GHG emissions	32	GHG Emissions
305-4	GHG emissions intensity	32	GHG Emissions
305-5	Reduction of GHG emissions	32	GHG 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 (NOx), sulphur oxides (SOx), and other significant air emissions		Information unavailable. Data only available at selected operating units. Development of uniform monitoring system across all relevant operations is to be implemented.
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	15	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	Disclosure	Page	Reference/Response
Employment			
401-1	New employee hires and employee turnover	20	Responsible Employer
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	20	Responsible Employer
401-3	Parental leave		All employees irrespective of gender, is entitled to parental leave
Occupational Safety & Health			
403-1	Occupational health and safety management system	21-23	Workforce Safety & Health
403-2	Hazard identification, risk assessment, and incident investigation	21-23	Workforce Safety & Health
403-3	Occupational health services	21-23	Workforce Safety & Health
403-4	Worker participation, consultation, and communication on occupational health and safety	21-23	Workforce Safety & Health
403-5	Worker training on occupational health and safety	21-23	Workforce Safety & Health
403-6	Promotion of worker health	21-23	Workforce Safety & Health
403-7	Prevention and mitigation of occupational health and safety	21-23	Workforce Safety & Health
403-8	Workers covered by an occupational health and safety management system	21-23	Workforce Safety & Health
403-9	Work-related injuries	21-23	Workforce Safety & Health
403-10	Work-related ill health	21-23	Workforce Safety & Health

Training and Education			
404-2	Programs for upgrading employee skills and transition assistance programs	20	Talent Development
404-3	Percentage of employees receiving regular performance and career development reviews		All our employees (100%) are subjected to annual performance appraisal Workplace
Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	8, 19	Our Governance Responsible Employer
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	14	Addressing Our Salient Issues
Forced or Compulsory Labour			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	14	Addressing Our Salient Issues
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' policies and procedures.
Rights of Indigenous Peoples			
411	Management Approach	14, 25-17	Addressing Our Salient Issues Community Relations and Development
411-1	Incidents of violations involving rights of indigenous peoples	14, 25-17	No incident for the reporting period Addressing Our Salient Issues Community Relations and Development
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	24-27	Community Relations and Development
413-2	Operations with significant actual and potential negative impacts on local communities	24-17	Community Relations and Development None of our operations have significant negative impacts on the local communities where we operate.

Glossary

Abbreviation	Reference
BD	Biodiesel
CO₂	Carbon dioxide
CPO	Crude palm oil
CSPO	Certified Sustainable Palm Oil
EES	Economic, Environment, Social Aspects
EFB	Empty fruit bunch
eSWIS	Environment Scheduled Waste Information System
FFB	Fresh fruit bunch
GENP	Genting Plantations Berhad
GHG	Greenhouse gas
GMMR	Genting MusimMas Refinery
GRI	Global Reporting Initiative
Ha	Hectares
HCS	High Carbon Stock
HCV	High Conservation Value
IDR	Indonesian Rupiah
IP	RSP0 Supply Chain Module – Identity Preserved
ISCC	International Sustainability and Carbon Certification
ISCC EU	Certification of biofuels for EU market
ISPO	Indonesian Sustainable Palm Oil
m³	Cubic metres
MB	RSP0 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
NA	Not Available
n/a	Not applicable
n.a.d.	No available data
OUs	Operating units
P&C	RSP0's Principles & Criteria
PK	Palm kernel
PM	Planting material
RWRI	Recordable Work-Related Injury
RM	Ringgit Malaysia (Malaysian Currency)
RP	Refined products
RSP0	Roundtable on Sustainable Palm Oil
RSP0 SCCS	RSP0 Supply Chain Certification Standard
tCO₂eq.	Tonnes of carbon dioxide equivalent
TJ	TeraJoules







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

Please send your feedback to:

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