



GENTING
PLANTATIONS

SUSTAINABILITY REPORT 2022




GENTING
PLANTATIONS



Introduction

Environment

Social

Governance

Information

01 INTRODUCTION

- 2 About This Report
- 3 Message from President & Chief Operating Officer
- 5 2022 Sustainability Highlights
- 7 About Genting Plantations Berhad
- 8 How Genting Plantations Creates Value
- 13 Our Presence
- 14 Our Sustainability Agenda
- 15 Our Governance
- 17 Our Contribution Towards The United Nation's Sustainable Development Goals
- 19 Engaging With Our Stakeholders
- 20 Our Approach to Materiality

02 ENVIRONMENT

- 22 Our Environmental Responsibility

03 SOCIAL

- 30 Our Corporate Citizenship

04 GOVERNANCE

- 42 Corporate Stewardship

05 INFORMATION

- 48 Our Sustainability Data
- 74 GRI Content Index
- 82 Grievance & Feedback



For more information, please visit our website <https://www.gentingplantations.com>



ABOUT THIS REPORT

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



- This report has been prepared in accordance with Global Reporting Initiative ("GRI") Standards: Core Option and Bursa Malaysia's Main Market Listing Requirements on sustainability reporting.
- This report has been endorsed by Genting Plantations Berhad's Board of Directors via a resolution dated 22 February 2023.
- This report is not externally assured; third party assurance will be sought in the future.

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

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

This report focuses on the activities in FY2022 (1 January 2022 to 31 December 2022) and where applicable, historical data from the preceding years have been included for comparison.

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.

Notes:

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

Environment

Social

Governance

Information



MESSAGE FROM PRESIDENT & CHIEF OPERATING OFFICER

DEAR
STAKEHOLDERS



I AM PLEASED TO PRESENT OUR 2022 SUSTAINABILITY REPORT, WHEREIN WE CONTINUE TO OUTLINE OUR PROGRESS AND INITIATIVES UNDERTAKEN TO OPERATE SUSTAINABLY.



As the world continues to grapple with the effects of climate change, transitioning beyond the COVID-19 pandemic, and persistent social inequality, it is more important than ever for companies like ours to be proactive and adopt a responsible approach in managing our operational impacts on the environment, society and economy. We are also aware of the increasing demand and expectations from our stakeholders for transparency and accountability on our sustainability agenda.

Guided by our Four-Pillared Sustainability Agenda of 'Environment, Community, Workplace and Marketplace', we are resolute to make strides in setting and achieving measurable goals alongside the Group's ESG framework. In recognition of our unrelenting commitment, I am proud to mention that GENP was honoured with an ASEAN Asset Class award at the 2021 ASEAN Corporate Governance Scorecard Award held in December 2022.

We remain focused on shaping our business operations to support long-term growth alongside our ongoing efforts to keep abreast with sustainable practices. The Group aligns its sustainability efforts with the United Nations Sustainable Development Goals, and our current key areas are centred on Climate Action, Responsible Consumption and Production, as well as Decent Work and Economic Growth.



MESSAGE FROM PRESIDENT & CHIEF OPERATING OFFICER

In respect of our goal to achieve group-wide carbon neutrality across all operations by 2030, the Group has identified various projects to be undertaken along with the respective timelines, to keep in check the progress towards this objective. Recent efforts include installing belt press sludge dewatering systems at all our Sabah oil mills, which allow for production of CPO with lower GHG emission. We are also progressively adopting the TCFD recommendations, as well as embarking on developing biogas and solar power projects at our operations, where possible, in working towards our carbon neutral goals.

On sustainability certification, it is noteworthy to mention that another one of the Group's oil mills, namely Genting Indah Oil Mill and its supply bases, was RSPO-certified during the year. With this, our Malaysian plantation operations are now fully certified under RSPO. We continue to be committed in promoting responsible sourcing and traceability, ensuring that our palm products are 100% traceable to plantation. To this end, we work closely with our suppliers to encourage and support them on this traceability certification journey.



Baha Sanctuary at Genting Tanjung Estate, Sabah

We continue to emphasise our stance on 'No Forced Labour and No Child Labour' in our entire supply chain, and have taken steps to improve our recruitment process to ensure zero recruitment fees and eliminate the use of forced or bonded labour, trafficking, slavery, or child labour in our workforce. We engage with our stakeholders to achieve this, including careful selection of recruitment agents, educating our approved recruitment agents on ILO Standards, and interviewing each worker prior to recruitment.

In this report, we provide an overview of our performance in key sustainability areas, such as carbon emissions, water management, and labour standards. We detail our efforts to mitigate risks and capitalise on sustainability trends in our industry, and share our plans for the future as we work towards our sustainability targets.

The world's challenges are complex, and best practices continue to evolve. Regardless, we remain confident that the encouraging support from our stakeholders will spur us to continuously improve and realise the Group's end-goal to create a more sustainable future for all. On this note, I would like to thank all our stakeholders, as well as our workforce, for making it possible for the Group to achieve the numerous measurable ESG targets thus far. Indeed, we look forward to progressively accomplishing more with each stakeholder's unceasing support.

Thank you.

TAN WEE KOK

22 February 2023

**COMMITTED IN PROMOTING RESPONSIBLE
SOURCING AND TRACEABILITY, ENSURING
THAT OUR PALM PRODUCTS ARE 100%
TRACEABLE TO PLANTATION**

2022 SUSTAINABILITY HIGHLIGHTS

This section summarises our 2022 commitment and achievements. Herein, we also set out our targets in managing our sustainability risk and opportunities.

Introduction

Environment

Social

Governance

Information

PEOPLE & COMMUNITY

Commitment	Target	2022 Progress
No Exploitation	<ul style="list-style-type: none"> Ensuring workers, local communities and smallholders are not exploited in the production of palm oil Ensure commitment to No Exploitation adopted in entire supply chain by 2025 	<ul style="list-style-type: none"> Provide decent living wages Living quarters upgraded in 2022 Ensure food and water security in workers' housing Conducts FPIC on any new development Frequent smallholder engagement Successfully assisted smallholders supplying to Genting Jambangan Oil Mill in obtaining RSPO certification Regular workers committee meeting; 90% of issues resolved Established "Careline" grievance channel Secured commitment from FFB suppliers on "No Forced Labour" Compliant
Diversity & Inclusion	<ul style="list-style-type: none"> No discrimination and equal opportunities Increase numbers of women in management and Board 	<ul style="list-style-type: none"> 21% women in management 20% women in Board Improvement in workforce appraisal methodology
Community Investments	<ul style="list-style-type: none"> Ensuring livelihood, food and water security Educating future generations 	<ul style="list-style-type: none"> Providing jobs to locals wherever possible Supports 32 schools in and close to our operations in Malaysia and Indonesia Scholarships – 14 undergraduates received Tan Sri (Dr.) Lim Goh Tong Endowment Fund
Safety & Health	<ul style="list-style-type: none"> Zero Fatality Reduce High Consequence Work-Related Injury ("HCWRI") Rate Reduce Recordable Work-Related Injury ("RWRI") Rate Eradicate Work-Related Ill Health 	<ul style="list-style-type: none"> Fatality Rate: 0.03 per one million man-hours worked HCWRI Rate: 0.03 per one million man-hours worked RWRI Rate: 9.07 per one million man-hours worked Improving risk management and controls to further reduce incidences affecting workforce safety & health

ENVIRONMENTAL COMMITMENT

Commitment	Target	2022 Progress
No Deforestation & No Peat	<ul style="list-style-type: none"> Ensuring development of land are not detrimental to areas with High Conservation Value ("HCV"), High Carbon Stock ("HCS") or peat of any depth 	<ul style="list-style-type: none"> Monitoring of about 30,000 ha of conservation areas inclusive of HCV & HCS areas via satellite remote sensing and drone Conduct HCV and HCS review on new land to be developed No HCV, HCS or peat area was cleared in 2022
Climate Change	<ul style="list-style-type: none"> To achieve Group Carbon Neutrality by 2030 Energy use intensity optimisation Inorganic fertiliser optimisation 	<ul style="list-style-type: none"> GHG emissions 214,926 tCO₂e Energy Intensity: 300 MJ/mt produce Supplementing inorganic fertiliser with biomass Research and development progress of biofertiliser is encouraging
Water Stewardship	<ul style="list-style-type: none"> Ensure water safety security and its risk management To reduce water-use intensity by 2050 To reduce Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") values by 2050 	<ul style="list-style-type: none"> Water risk analysis being conducted Water-use intensity is being measured and optimised
Integrated Pest Management	<ul style="list-style-type: none"> No prophylactic use of pesticides Comply with RSPO P&C 2018 requirement on the use of WHO Class 1A and 1B including paraquat Total ban on usage of chemicals listed under the Stockholm Convention and Rotterdam Convention 	<ul style="list-style-type: none"> The Group bans procurement and application of chemicals listed under Stockholm and Rotterdam Conventions The Group's Malaysia operations has totally phased out use of paraquat Research and development of biocontrol agents is underway
Zero Burning	<ul style="list-style-type: none"> Committed to Zero Burning Committed to fight fires Reduce RWRI Eradicate Work-Related Ill Health 	<ul style="list-style-type: none"> The Group strictly abides by its Zero Burning Policy No open burning cases in 2022 The Group has invested significantly in establishing fire hotspot monitoring and firefighting awareness and training programmes Conducts training for local communities yearly Conducted socialisation programmes with local communities and smallholders Secured commitment to GENP's Zero Burning Policy from FFB suppliers supplying to GENP mills

2022 SUSTAINABILITY HIGHLIGHTS



Introduction

Environment

Social

Governance

Information

GOVERNANCE

Commitment	Target	2022 Progress
Board Leadership and Effectiveness	<ul style="list-style-type: none"> Ensuring sustainable long-term growth 	<ul style="list-style-type: none"> Established ESG-related KPI for Senior Management No bribery and corruption cases

SUSTAINABILITY CERTIFICATIONS

Commitment	Target	2022 Progress
RSPO	<ul style="list-style-type: none"> 100% Certified 	<ul style="list-style-type: none"> 100% certified in Malaysia 88,202/243,159 ha, 36% Certified 2,902 ha <i>Plasma</i> Schemes 22/32 estates 8/13 oil mills 1/1 refinery 2/2 biodiesel plants
ISCC	<ul style="list-style-type: none"> 100% Certified 	<ul style="list-style-type: none"> 100% Certified (Malaysia)
MSPO	<ul style="list-style-type: none"> 100% Certified 	<ul style="list-style-type: none"> 100% Certified (Malaysia)
ISPO	<ul style="list-style-type: none"> 100% Certified 	<ul style="list-style-type: none"> 5/12 Perseroan Terbatas, 42% Certified (Indonesia) 3/6 oil mills

SUSTAINABLE SUPPLY CHAIN

Commitment	Target	2022 Progress
Traceability to Mill (CPO Suppliers)	<ul style="list-style-type: none"> 100% 	<ul style="list-style-type: none"> 100%
Traceability to Plantation (FFB Suppliers)	<ul style="list-style-type: none"> 100% by 2026 	<ul style="list-style-type: none"> 92%
Traceability to Plantation – External Mills	<ul style="list-style-type: none"> 100% by 2030 	<ul style="list-style-type: none"> 79%

EXTERNAL RATINGS



Overall score 78.9%, Ranked 18 out of 100 companies

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



“In 2022, Genting Plantations Berhad received a rating of BB (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.”

MSCI ESG Research provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA (leader) to CCC (laggard), according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.

ABOUT GENTING PLANTATIONS BERHAD



Introduction

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.



Environment

Social

Governance

Information

HOW GENTING PLANTATIONS CREATES VALUE

As a company with its principal business in oil palm plantation across Malaysia and Indonesia, Genting Plantations Berhad ("our Group") is continuously striving to become an innovative leader in the plantation industry. Our Group has continuously focused on leveraging our expertise, experience and assets to build long-term value creation for our Group and our stakeholders.

With a customer-oriented and market-driven approach to creating and sustaining value, our Group has made strides in innovation and business activities that have continuously supported Our Vision to become a leader in the plantation industry alongside the transformation through agriculture technology, and the unlocking of value through property development.

In line with our shifting view of value creation beyond merely financial profits, our Group is now on an integrated thinking journey, applying multi-capital approach to drive our long-term value creation.

GENTING PLANTATIONS' SIX CAPITALS OF VALUE CREATION



Financial

Funds available to Genting Plantations for the management and provision of assets obtained via financing such as equity, debt, grants or any money generated through Genting Plantations' business operations or investments



Human

Total workforce employed by Genting Plantations, along with their competencies, capabilities and expertise, aligned with how they support Genting Plantations' long-term strategic value creation



Manufactured

All plantation areas, refinery, biodiesel plants, properties, buildings and infrastructure owned and managed by Genting Plantations



Social and Relationship

The relationships held between Genting Plantations and institutions such as communities, stakeholders, governing bodies and other intersecting networks within the Group



Intellectual

All of Genting Plantations' knowledge-based intangible assets, including all developments made under biotechnology, Big Data, artificial intelligence ("AI") and agriculture technology ("AgTech")



Natural

All renewable and non-renewable natural resources used and managed by Genting Plantations including water, air, land, biodiversity and health of ecosystems

We have made significant strides in our sustainability initiatives with our Four-Pillared Sustainability Agenda as well as the UN Sustainable Development Goals covering Environmental, Social and Governance ("ESG") aspects. Our multi-capital approach to value creation is driven by our strategic priorities with commitment to our Sustainability Agenda, as well as covering the ESG aspects.

Through our effective management of all capitals across our Group, we are continuously striving to harness and maintain value for our partners, customers and other key stakeholders. Our value creation model illustrates how Genting Plantations is able to create value for our key stakeholders through the inputs of our key business activities, and how these translate into outputs and outcomes to generate sustainable and meaningful value to our Group and its stakeholders.

HOW GENTING PLANTATIONS CREATES VALUE

OUR VALUE CREATION MODEL

OUR CORE VALUES

HARDWORK

HONESTY

HARMONY

LOYALTY

COMPASSION

INPUTS



Financial Capital

A strong capital base, supported by our long-term investors, internally generated funds from operations and assets across our plantation and real estate businesses.

- Total assets employed of RM8.8 billion
- RM5.3 billion total equity
- Borrowings of RM2.4 billion



Manufactured Capital

Our planted areas in Malaysia and Indonesia, property development, oil mills and refineries are the key drivers of our manufactured capital.



Intellectual Capital

Our business is driven using transformative and innovative technology, applied across our Agriculture Technology ("AgTech") Division and internally developed oil palm seeds.



Natural Capital

As a business centred around the use of natural resources, we are consciously improving our efforts in preserving and conserving the environment in which we operate through responsible stewardship, efficient management of water, energy and waste.



Human Capital

- We are committed to enhance the capabilities and competencies of our workforce and leverage on their knowledge and expertise, while also developing a talent pool to meet our business goals and objectives, as our employees are key to the success of all our businesses and products.
- We strive to provide a safe and healthy working environment for our workforce.



Social and Relationship Capital

We focus on ensuring the well-being of local communities where we operate through meaningful relationships and communication.

CONTINUE NEXT PAGE

Introduction

Environment

Social

Governance

Information



Environment

Social

Governance

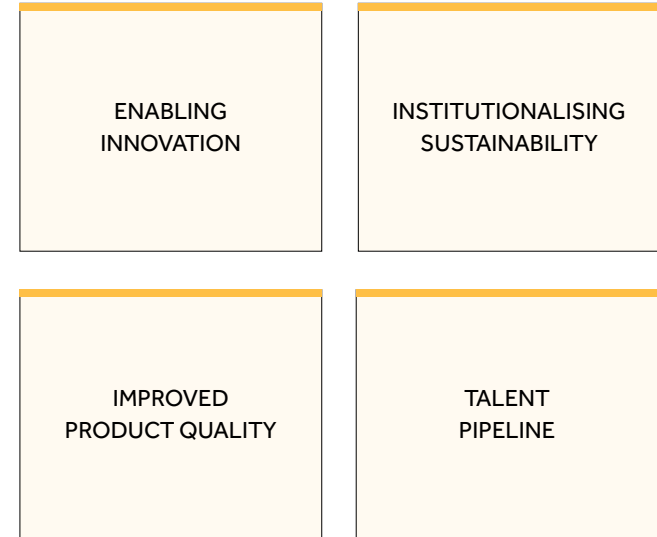
Information

VALUE CREATION APPROACH

Our Business Activities
cut across the following sectors



Driven by our
Key Strategic Drivers



With a commitment to
Our Sustainability Agenda



CONTINUE NEXT PAGE



OUTPUTS



Financial Capital

- RM483.3 million Net Profit
- RM3,189.8 million in Revenue
- FY 2022 dividend payment of RM305.1 million
- Return on average shareholders' equity of 9.1%
- Market capitalisation of RM5.74 billion



Manufactured Capital

- FFB Production of 1.99 million mt
- CPO production of 516,390 mt
- Group FFB yield of 16.7 mt
- RBD palm products of 217,081 mt
- High occupancy of lettable area in Johor Premium Outlets® and Genting Highlands Premium Outlets®



Intellectual Capital

- Timely and seamless financial transactions directly to workers' families via group e-wallet platform
- Yield Booster™ biofertiliser product improving plant growth
- Advanced molecular breeding techniques for its new generation of high yielding planting materials
- Seven oil mills and supply bases in Malaysia fully certified under the Malaysian Sustainable Palm Oil ("MSPO") certification
- Eight oil mills and twenty-two estates certified by Roundtable for Sustainable Palm Oil ("RSPO")
- All Malaysian oil mills and supply bases remain certified by International Sustainability and Carbon Certification ("ISCC") EU and ISCC Plus Standards



Natural Capital

- Planting of tree species as food source for orangutans across 362 hectares of GENP's landbank
- 12% of Group's total landbank set aside for conservation
- Genting Jambongan Oil Mill, Malaysia's first zero-discharge oil mill



Human Capital

- 24% of workforce are Women, which includes a 20% Board of Directors representation
- RM10.5 million invested in employees' training, development and staff welfare



Social and Relationship Capital

- RM5.4 million in community investments
- 21,176 hectares for Plasma Schemes
- 44 internships offered
- 14 Scholars of Tan Sri (Dr.) Lim Goh Tong Endowment Fund
- 32 supported schools in Malaysia and Indonesia

CONTINUE NEXT PAGE



Introduction

.....
Environment

.....
Social

.....
Governance

.....
Information

OUTCOMES



SHAREHOLDERS & INVESTORS

Provided sustainable total shareholder returns, whilst maintaining a strong market position in the countries where we operate, delivering positive, risk-adjusted returns to our investors.



SUPPLIERS & CONTRACTORS

Management of strong relationships with relevant parties with transparency, traceability and accountability for mutually beneficial partnerships.



GOVERNMENT, TRADE ASSOCIATIONS & INDUSTRY BODIES

Maintained strong engagement with relevant government and regulatory bodies, by providing regular updates through statutory reporting and responding to queries.

In full compliance with all applicable laws and regulations in order to maintain our required operating licences.



LOCAL COMMUNITIES

Playing our role to enrich communities where we operate (eg, generating job opportunities) and the wider community as a whole (eg, providing access to education through schools and scholarship programmes).



WORKFORCE

We continue to engage with our people to create high performing work culture, open lines of communication, suitable employee welfare and continuous learning, in building a successful workforce.



OUR PRESENCE

Plantation Division ●●

Our Plantation Division's operations encompass both plantation and FFB processing activities. Our oil palm estates span across Malaysia, and Kalimantan in Indonesia, with a total landbank of 243,400 hectares (including *Plasma* schemes). Our Group operates 13 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah, and six in Indonesia.

Downstream Manufacturing Division ●

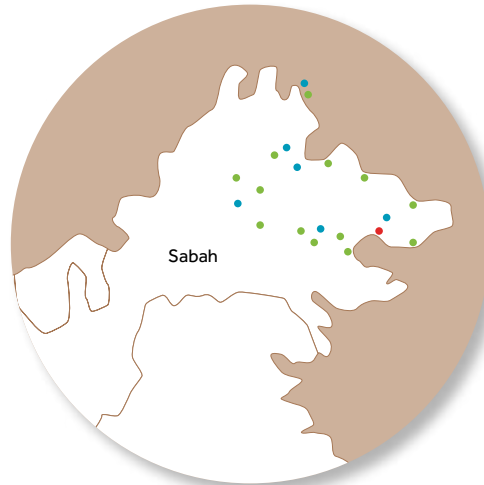
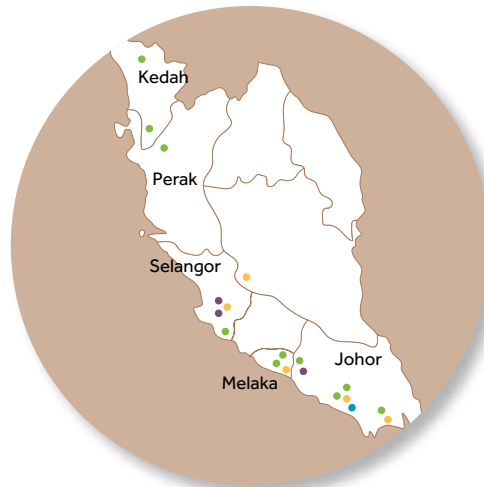
Our Group's Downstream Manufacturing Division's operating facilities, collectively known as Genting Integrated Biorefinery Complex, are located at Palm Oil Industrial Cluster ("POIC") Lahad Datu, Sabah, which comprise two biodiesel plants and a refinery.

Property Division ●

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

Agriculture Technology ("AgTech") Division ●

With the adoption of big data, artificial intelligence and precision agriculture, our AgTech Division is envisaged to provide total solutions and services to the Group's core agri-business in optimising yield, improving operating efficiency, enabling traceability and enhancing sustainability.



PENINSULAR MALAYSIA

Plantation

- Genting Bukit Sembilan Estate
- Genting Selama Estate
- Genting Tebong Estate
- Genting Tanah Merah Estate
- Genting Sri Gading Estate
- Genting Sungei Rayat Estate
- Genting Kulai Besar Estate

Property

- Genting Indahpura
- Genting Pura Kencana
- Genting Cheng Perdana
- Johor Premium Outlets®
- Genting Highlands Premium Outlets®
- Segambut Land

Oil Mill

- Genting Ayer Item Oil Mill

AgTech

- ACGT Laboratories
- The Gasoline Tree™ Experimental Research Station
- GAT Seed Production Unit

SABAH

Plantation

- Genting Sabapalm Estate
- Genting Indah Estate
- Genting Permai Estate
- Genting Kencana Estate
- Genting Mewah Estate
- Genting Lokan Estate
- Genting Sekong Estate
- Genting Suan Lamba Estate
- Genting Jambongan Estate
- Genting Tanjung Estate
- Genting Bahagia Estate
- Genting Tenegang Estate

- Genting Landworthy Estate
- Genting Layang Estate

Oil Mill

- Genting Sabapalm Oil Mill
- Genting Mewah Oil Mill
- Genting Trushidup Oil Mill
- Genting Indah Oil Mill
- Genting Tanjung Oil Mill
- Genting Jambongan Oil Mill

Downstream Manufacturing

- Genting Integrated Biorefinery Complex

INDONESIA

Plantation

- Mulia Estates
- Abadi Estates
- Surya Estates
- Cemerlang Estates
- GAL Estates
- UAI Estates
- AAC Estates
- PALJ Estates
- KIU Estates
- DWK Estates
- SP Estates
- KMJ Estates

Oil Mill

- Mulia Oil Mill
- Golden Hill Oil Mill
- Globalindo Oil Mill
- KIU Oil Mill
- Cemerlang Oil Mill
- Gemilang Oil Mill

Property

- Sentul City Land

OUR SUSTAINABILITY AGENDA

The Four-Pillared Sustainability Agenda ("Agenda") serves as the overarching framework for the Group's sustainability management.

To ensure its success and meaningful progress along our sustainability journey, it is integral that our Agenda is embedded across functions and every member of the organisation, extending to our business partners and the regions in which we operate.

In all our endeavours, the Group seeks to strike a balance among all four pillars to foster mutually beneficial and long-term shared values for our stakeholders, while managing risks in a comprehensive 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

Marketplace

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

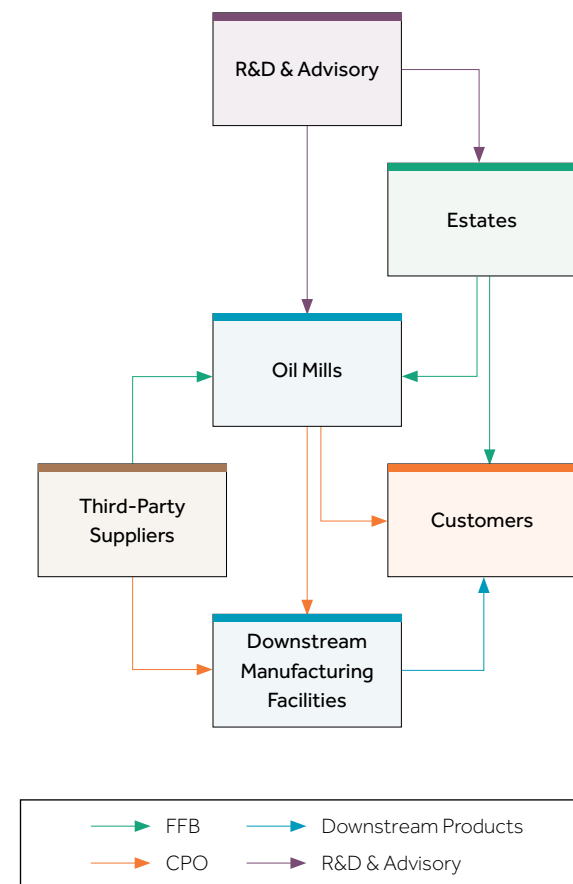
Community

- 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

- 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 commensuration to their academic and work achievements
- To provide continuous development through training and further academic learning

VERTICALLY INTEGRATED PALM OIL PRODUCER





OUR GOVERNANCE

LEADING THE WAY FOR VALUE CREATION AND PRESERVATION THROUGH GOOD GOVERNANCE

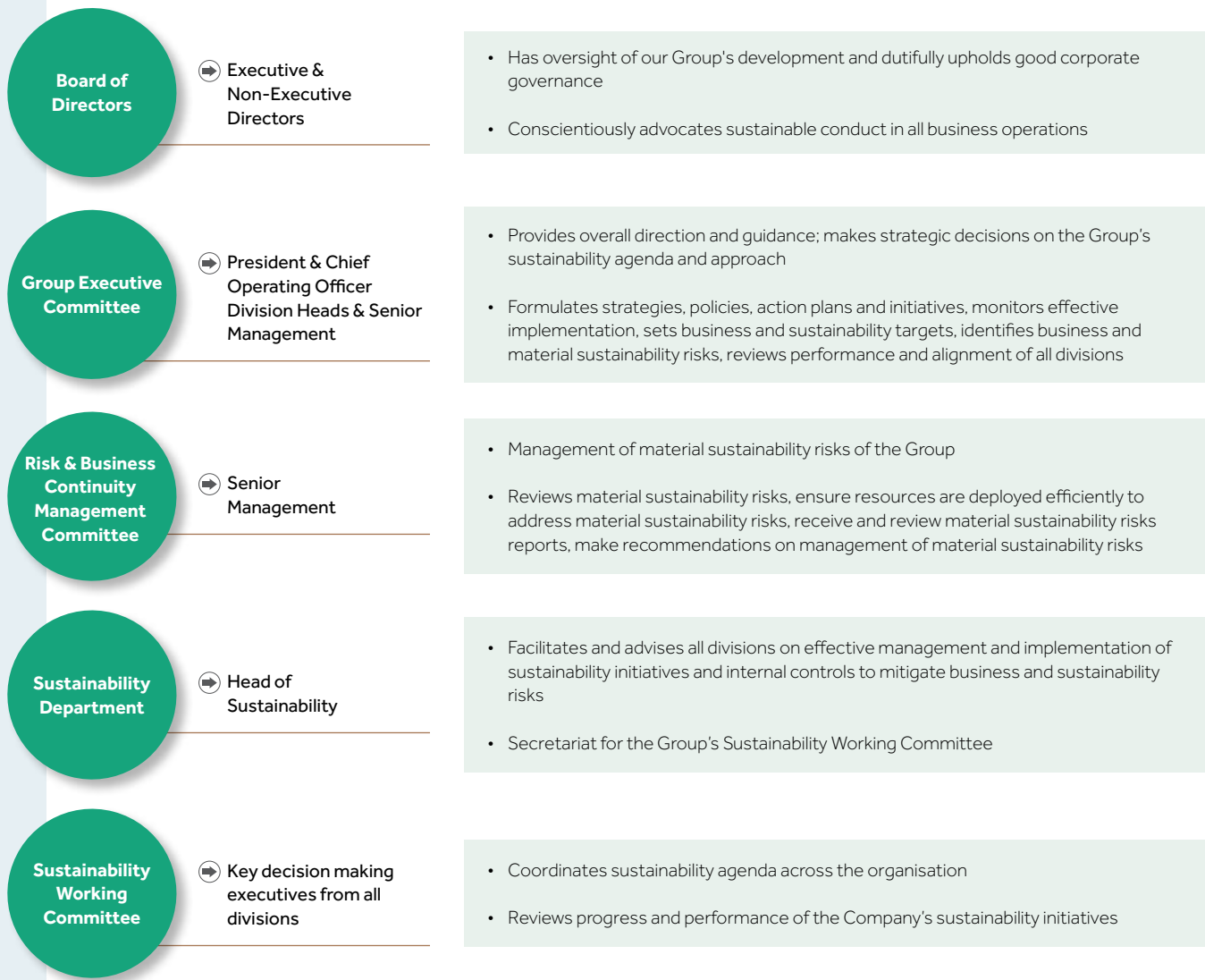
We are committed to maintaining strong corporate governance principles and have established measures and mechanisms to uphold these standards throughout our operations. This includes implementing frameworks and policies that prioritise good governance in all decision-making processes, thereby promoting accountability and transparency.

Our Board of Directors ("Board") is composed of individuals with the necessary expertise, experience, foresight, and discernment to efficiently fulfil their fiduciary responsibilities in the best interest of all stakeholders.

Guided by our Core Values of Hardwork, Honesty, Harmony, Loyalty, and Compassion, we recognise that by adhering to appropriate corporate governance standards and best practices as outlined in the Company's Board Charter, Code of Conduct, and Ethics, we can create true and long-lasting sustainable value.

The sustainability governance structure of our Company is imperative to its achievement and ensures that the Company is responsive to the demands of the business, while cognisant of the broader social and environmental risks associated with its operations. The following outlines the roles and responsibilities for managing and addressing our material risks and opportunities, which facilitates the assimilation of our sustainability agenda within our business operations.

The Board and Senior Management take an active role in overseeing the progress of our sustainability agenda and continually deliberating the Company's risks as well as opportunities. Their efforts and performance across these aspects are annually appraised.



Environment

Social

Governance

Information

PERFORMANCE MEASUREMENT

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

LEADERSHIP

	Gen. Dato' Seri DiRaja Tan Sri (Dr.) Mohd Zahidi bin Hj Zainuddin (R) Chairman/Independent Non-Executive Director
	Tan Sri Lim Kok Thay Deputy Chairman and Executive Director/ Non-Independent Executive Director
	Dato' Sri Tan Kong Han Chief Executive and Executive Director/ Non-Independent Executive Director
	Dato' Indera Lim Keong Hui Deputy Chief Executive and Executive Director/ Non-Independent Executive Director
	Mr Quah Chek Tin Independent Non-Executive Director
	Mr Ching Yew Chye Independent Non-Executive Director
	Mr Yong Chee Kong Independent Non-Executive Director
	Tan Sri Dato' Sri Zaleha binti Zahari Independent Non-Executive Director
	Dato' Moktar Bin Mohd Noor Independent Non-Executive Director
	Ms Loh Lay Choon Independent Non-Executive Director

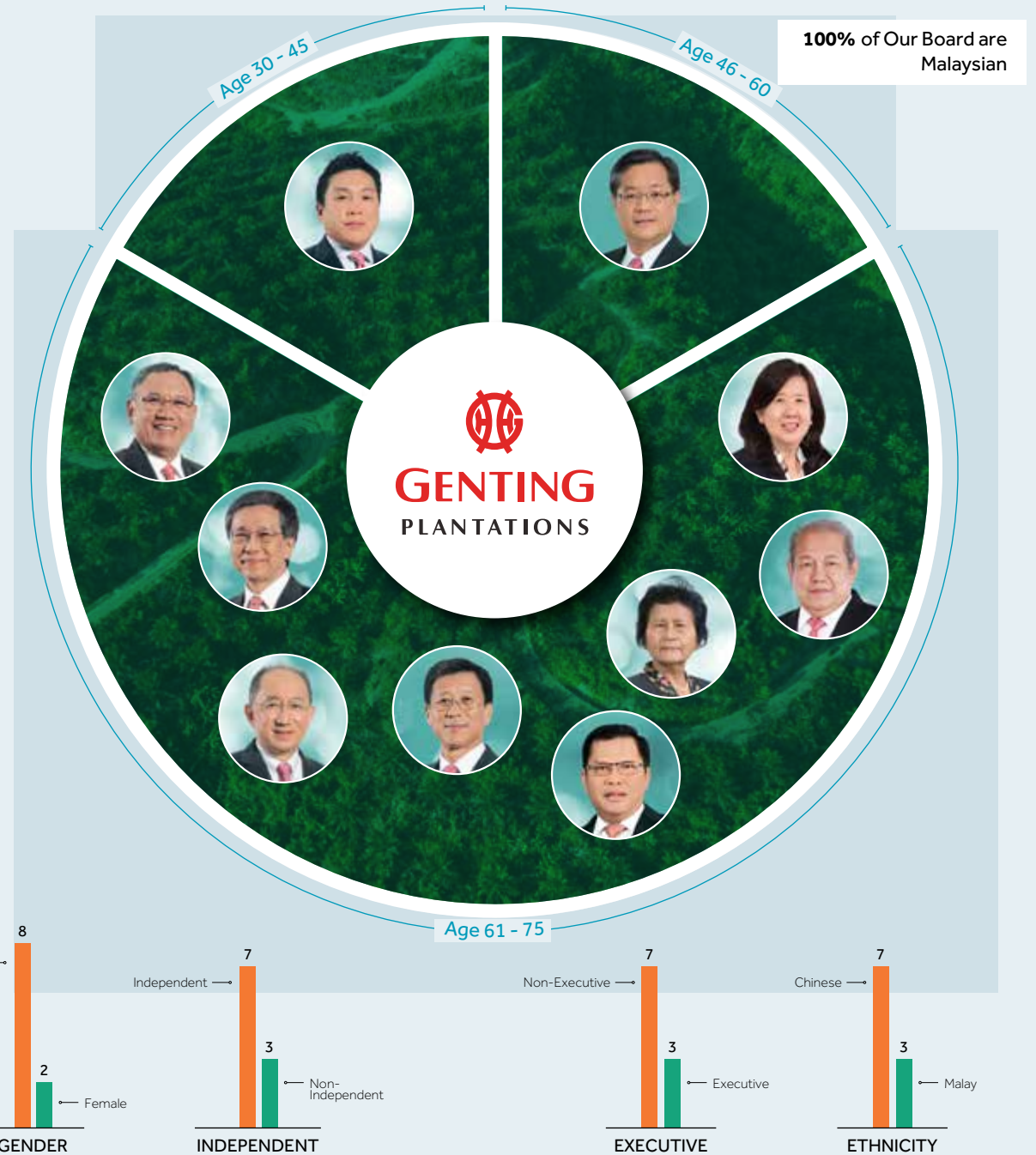
Introduction

Environment

Social

Governance

Information





Introduction

Environment

Social

Governance

Information

OUR CONTRIBUTION TOWARDS THE UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS

The United Nations' ("UN") Sustainable Development Goals ("SDG") constitute a comprehensive and integrated framework for addressing the most pressing challenges facing humanity, necessitating immediate actions globally. As a business operating within the palm oil industry, we strive to align ourselves with the targets set forth by the UN SDG.

We begin this process by incorporating our material sustainability matters into relevant SDG indicators and identifying methods through which we can contribute to achieving the 169 objectives that are applicable to our business operations.

While all 17 goals are relevant to GENP, and we believe we have a role to play in each of these aspirations, we have chosen to focus our efforts on the global goals where we can make the most strategic and meaningful contributions. Through an assessment of the goals and their underlying targets, we have identified six goals for which we can make a significant contribution: No poverty (Goal 1), Good health and well-being (Goal 3), Decent work and economic growth (Goal 8), Responsible consumption and production (Goal 12), Climate action (Goal 13), and Life on land (Goal 15).

Due to their relevance and centrality to our business, we believe these goals align best with our strengths and areas of impact, whilst still allowing us to contribute in varying degrees to the remaining goals through our operations.





Introduction

Environment

Social

Governance

Information



No Poverty

Malaysia and Indonesia have made commendable progress towards enhancing the welfare and standard of living of their citizens, thereby breaking the vicious cycle of poverty for many. However, despite these achievements, the number of individuals still living in impoverished conditions remains significant, presenting a persistent challenge that necessitates the formulation of innovative poverty alleviation strategies.

The palm oil industry has emerged as a pivotal driver of economic growth for countries like Malaysia and Indonesia, enabling the liberation of millions from the shackles of poverty. As a responsible corporate citizen, GENP is committed to playing an active role in reducing the number of people afflicted by poverty by providing job opportunities featuring a suite of benefits and promoting the integration of smallholders into our supply chain. We also channel investments into an array of community-oriented programs, some of which are designed to cater to the basic needs of the most vulnerable members of society.

Furthermore, at GENP, we firmly believe in respecting the rights of local and indigenous communities. To this end, we ensure that our suppliers undertake comprehensive impact evaluations and adhere to Free, Prior, Informed Consent ("FPIC") protocols where applicable.



Good Health and Well-Being

In the last couple of years, COVID-19 surfaced as a catalyst for social and health concerns, exerting a profound impact on the global economy and the well-being of individuals worldwide. In light of these developments, GENP responded with resolute actions aimed at safeguarding the health and welfare of our employees, adopting precautionary measures in line with guidelines issued by local authorities in the areas we operate.

Additionally, we extended support to our staff by providing them with personal protective equipment, along with financial aid to the local communities we serve. Our efforts also encompassed initiatives to raise awareness among our employees about the imperative of adhering to safety protocols amidst the pandemic. As the world transitioned towards endemicity in 2022, we continued to stringently abide by the highest standards of health and safety to safeguard the welfare of our workers. We further entrench our commitment to good health and wellbeing through a wide range of benefits available to our workforce.



Decent Work and Economic Growth

The palm oil sector presents a range of employment opportunities, particularly in rural areas, thus serving as a crucial driver of economic growth. In addition to the cultivation and harvesting of palm oil, the industry generates employment opportunities in other areas, encompassing palm oil processing, research and development, trading, and logistics, among others. To ensure that the impact of our operations and supply chain on workers is positive, GENP remains steadfast in its commitment to providing fair and decent work opportunities, while also respecting human and labour rights and maintaining a secure working environment.



Responsible Consumption and Production

Ensuring responsible consumption and production practices is critical to preserve natural resources, optimise resource utilisation, and mitigate potential environmental and human health impacts. Alongside our broader commitments in consumption reduction and conservation projects, we have taken proactive steps to discontinue the use of paraquat herbicide and embraced a holistic approach that leverages natural solutions and biological controls to manage pests. We remain committed to applying these practices across our supply chain and are actively guiding our suppliers to improve their processes and align with our sustainability goals in these domains.



Climate Action

Despite the commonly held belief that palm oil development remains the leading cause of tropical forest destruction, the industry has taken responsibility for its past actions and is taking action to prevent further deforestation. GENP recognises the critical importance of environmental stewardship and is committed to a Zero Burning Policy. We prioritise long-term strategies aimed at preventing fires by providing support to nearby communities and villages to maintain fire-free conditions.

In addition to our efforts to prevent deforestation, we partner with conservation organizations to implement habitat restoration and monitor wildlife. Since 2021, we have been guided by our enhanced and updated Climate Risk Impact and Mitigation Plan to better address the impacts of climate change.



Life on Land

Forests play a pivotal role in sustaining critical ecosystem services, harbouring a vast array of biodiversity, and supporting the livelihoods of indigenous communities. As a responsible corporate entity, we recognise our fundamental role in safeguarding forest areas and have been steadfastly pursuing this goal for several years.

At GENP, we undertake a multifaceted approach to protect and conserve our conservation areas, both directly and indirectly, encompassing the High Carbon Stock ("HCS") and High Conservation Value ("HCV") areas across our operations. Additionally, at a landscape level, we collaborate with local communities and NGOs to enhance and safeguard forests through various initiatives.

Furthermore, we are actively involved in conserving orangutan populations through our contribution to the Borneo Orangutan Survival Foundation ("BOSF") and by partnering with Bringing Back Our Rare Animals ("BORA") to support reforestation projects. At GENP, we remain steadfast in our commitment to preserve and safeguard the forests and ecosystems in which we operate.



ENGAGING WITH OUR STAKEHOLDERS

GENP places a high priority on establishing meaningful engagements with stakeholders to cultivate mutual respect, obtain valuable insights, and propel progress towards vital sustainability objectives. Our interactions with both internal and external stakeholders provide critical information that drives continuous improvement.

We acknowledge the crucial role of stakeholder engagement in developing enduring solutions to the challenges faced by our industry, and thus, we participate in individual and collective initiatives with key stakeholders and industry peers to effect transformative and systemic change. Our active involvement in multistakeholder initiatives and partnerships, such as conservation programs, reinforces our unwavering dedication to sustainable development.



STAKEHOLDER	ENGAGEMENT CHANNELS	KEY MATERIAL ISSUES	GENP'S EFFORTS
A Workforce	1, 2, 3	<ul style="list-style-type: none"> Environmental Matters Human Rights & Labour Standards 	<ul style="list-style-type: none"> Pg. 22-29 Pg. 30-41
B Shareholders & Investors	1, 2, 3	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Governance, Ethics & Integrity 	<ul style="list-style-type: none"> Pg. 30-41 Pg. 22-29 Pg. 42-47
C Local Communities	1, 2, 3	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Supply Chain Management 	<ul style="list-style-type: none"> Pg. 30-41 Pg. 22-29 Pg. 42-45
D Industry Groups	1, 2, 3, 4	<ul style="list-style-type: none"> Environmental Matters Fire Commitment and Management Governance, Ethics & Integrity 	<ul style="list-style-type: none"> Pg. 22-29 Pg. 25 Pg. 42-47
E Government, Trade Associations & Industry Bodies	1, 2, 3, 4	<ul style="list-style-type: none"> Human Rights & Labour Standards Environmental Matters Governance, Ethics & Integrity 	<ul style="list-style-type: none"> Pg. 30-41 Pg. 22-29 Pg. 42-47
F Non-Governmental Organisations (NGOs)	1, 2, 3, 4	<ul style="list-style-type: none"> Governance, Ethics & Integrity Environmental Matters Human Rights & Labour Standards 	<ul style="list-style-type: none"> Pg. 42-45 Pg. 22-29 Pg. 30-41
G Customers	1, 2, 3, 4	<ul style="list-style-type: none"> Supply Chain Management Governance, Ethics & Integrity Fire Commitment and Management 	<ul style="list-style-type: none"> Pg. 42-45 Pg. 42-45 Pg. 25
H Suppliers & Contractors	1, 2, 3	<ul style="list-style-type: none"> Supply Chain Management Governance, Ethics & Integrity Health & Safety 	<ul style="list-style-type: none"> Pg. 42-45 Pg. 42-47 Pg. 36-41

MEANS OF ENGAGEMENT

TYPE	MEDIUM OF ENGAGEMENT	FREQUENCY
1 Formal Meeting	Meetings, Annual/Extraordinary General Meeting, Dialogues, Townhall Sessions, Audit, Inspections, Annual Appraisals	Periodical, scheduled
2 Informal Communication	Telephone, Messaging Services, Physical visits, Emails	As and when necessary
3 Direct Communication	Notices, Memorandum, Campaigns, Emails, Letters, Assessments, Survey (Sustainability/Employee), Forms, One to One Interviews or Meetings	As and when necessary
4 Public Disclosure	Annual Report, Sustainability Report, Website, Media/Press release, Financial and Quarterly Reports	Periodical, as and when necessary

OUR APPROACH TO MATERIALITY

As a responsible corporate citizen, we are cognisant of the significant externalities of our industry on society and the environment, and the integral connection between increasing our positive contributions to these areas and enhancing our economic value. The Group prioritises material issues that are of greatest significance and relevance to our business, stakeholders, and with broader social and environmental impact.

Our material issues are regularly reviewed and updated to ensure they remain relevant and aligned with evolving stakeholder expectations, our business strategy, and market trends, as well as the relevant United Nations Sustainable Development Goals. Our business strategy is guided by our Core Values, Vision, Code of Conduct and Ethics, and our Four-Pillared Sustainability Agenda, alongside the ESG framework.

This identification and prioritisation exercise involves evaluation against internal and external reviews, published reports, peer reviews, ratings from agencies, and the Global Reporting Initiative standard. We obtain feedback on prioritised material issues through engagements with our eight key stakeholder groups, as well as through relevant concerns raised through our grievance channels. Key material topics identified are categorised as priority or relevant, and the associated risk levels are evaluated based on the overall risk to the Group and our stakeholders.

Introduction

Environment

Social

Governance

Information



OUR MATERIAL TOPICS

These following topics have been identified as relevant to the Group's environmental, social, and governance domains in both its Malaysian and Indonesian operations. In 2022, we have undertaken efforts to enhance clarity and improve relevance by reclassifying certain material topics.

MATERIAL TOPIC	PRIORITY	MATERIAL SUBTOPIC	UNSDG	GRI	GRI STANDARD MATERIAL TOPICS	TARGET & RISK MANAGEMENT	IMPACTS & BOUNDARIES TO STAKEHOLDERS
PRIORITY MATERIAL TOPICS							
No Deforestation, Conservation & Biodiversity	High	<ul style="list-style-type: none"> Climate Risk and Action Plan No Deforestation Conservation Fire commitment and Management 	12, 13, 15, 17	201, 301, 304	Economic Performance 2016 Materials 2016 Biodiversity 2016	<ul style="list-style-type: none"> Identify climate risk Formulate avoidance/adaptation strategy Conduct a balanced business which does not compromise or discount the environment in the process. 	A B C D E F G H
Upholding Human Rights & Labour Standards	High	<ul style="list-style-type: none"> Human Rights Labour Rights Employment Community Giving 	1, 3, 8, 10	202, 401, 402, 404, 405, 406, 407, 408, 409, 410, 411, 413	Market Presence 2016 Employment 2016 Labour/Management Relations 2016 Training and Education 2016 Diversity and Equal Opportunity 2016 Non-discrimination 2016 Freedom of Association and Collective Bargaining 2016 Child Labour 2016 Forced or Compulsory Labour 2016 Security Practices 2016 Rights of Indigenous Peoples 2016 Local Communities 2016	<ul style="list-style-type: none"> Upholding and promoting internationally recognised human rights, as outlined by the United Nations Guiding Principles on Business and Human Rights, as well as in alignment with ILO Standards. This commitment extends to all stakeholders, including our employees, customers, partners, suppliers, individuals, and human rights defenders, and aims to benefit society as a whole Committed to no forced labour in all its form by 2025 Committed to no child labour in all its form by 2025 Ensure decent living wages for workers Ensure employees are not discriminated Ensure inclusive environment Ensure access to training and development Engage and provide meaningful contributions to the community and society at large 	A B C D E F G H
Emissions Management	High	<ul style="list-style-type: none"> GHG Emissions 	12, 13, 15	305	Emissions 2016	<ul style="list-style-type: none"> Committed to Carbon Neutrality by 2030 	A D E F G H
Energy Management	Low	<ul style="list-style-type: none"> Energy Management 	12, 13, 15	302	Energy 2016	<ul style="list-style-type: none"> Committed to Carbon Neutrality by 2030 	A D E F G H
Effluents & Waste Management	Low	<ul style="list-style-type: none"> Waste and By-product Management 	12, 13, 15	306	Waste 2020	<ul style="list-style-type: none"> Committed to BOD and COD level reduction by 2050 	A B C D E F G H
Water	Low	<ul style="list-style-type: none"> Water Risk and Management Water Footprint 	6, 12, 13, 14, 15	303	Water and Effluents 2018	<ul style="list-style-type: none"> Committed to Water Use Intensity reduction by 2050 	A B C D E F G H
Health and Safety	High	<ul style="list-style-type: none"> Occupational Safety and Health Management Employee Health 	1, 3, 8, 10	403	Occupational Health and Safety 2018	<ul style="list-style-type: none"> Improve workplace safety and health Zero fatality Ensure workforce are adequately trained Operating with COVID-19 	A D E F G H
Responsible Supply Chain/ Sourcing	Medium	<ul style="list-style-type: none"> Traceability & Transparency Supplier Responsibilities 	12, 13, 14, 15	204, 308, 414	Procurement Practices 2016 Supplier Environmental Assessment 2016 Supplier Social Assessment 2016	<ul style="list-style-type: none"> Advocate and maintain sustainable principles in our entire value chain Review supply chain compliance against ESG 	A D E F G H
Governance, Ethics & Integrity	Medium	<ul style="list-style-type: none"> Anti-Bribery and Corruption Governance Policies 	8, 10, 12	204	Procurement Practices 2016	<ul style="list-style-type: none"> Ensure zero corruption procurement practice, illegal financing and payment 	A E F H

- A Workforce
- B Shareholders & Investors
- C Local Communities
- D Industry Groups
- E Government, Trade Associations & Industry Bodies
- F Non-Governmental Organisations (NGOs)
- G Customers
- H Suppliers & Contractors

Introduction

Environment

Social

Governance

Information



OUR ENVIRONMENTAL RESPONSIBILITY

No Deforestation,
Conservation & Biodiversity



For many decades, the Group has placed a paramount emphasis on environmental stewardship, consistently striving to ensure that our operations are conducted in a manner that is both efficient and sustainable in the long-term. We have undertaken numerous pioneering initiatives aimed at conserving forests, preserving biodiversity, and mitigating detrimental effects on the environment. Our endeavours in this field align especially with the objectives of UN SDG 13, placing emphasis on the urgent action required to combat climate change and its impacts, as well as UN SDG 15, which seeks to safeguard, rejuvenate, and sustainably utilise terrestrial ecosystems, manage forests responsibly, combat desertification, reverse land degradation and halt biodiversity loss.



Genting Oil Mill, Sabah – RSPO-certified in 2022

MANAGING CLIMATE RISKS

The looming threat of climate change has become an increasingly pressing concern for global businesses, and we at GENP are no exception. As a plantation company, we are acutely aware of the direct impacts that climate change can have on our operations, including increased incidences of fires, floods, and biological stresses on our oil palms.

To mitigate and adapt to these risks, we continue to honour our published Environmental Policy and have since developed a comprehensive climate action plan, which is overseen by our Board of Directors and Senior Management. This plan seeks to limit the environmental impact of our entire operations and supply chain, and to review our resource consumption with a view to sustainability. In the event that

certain risks are deemed to be unavoidable, we have put measures in place to manage these risks through various adaptation strategies.

We believe that our efforts in this area will not only help to mitigate the effects of climate change, but also position us to better manage the risks associated with this global challenge.

OUR EFFORTS TOWARDS CONSERVATION



Introduction

Environment

Social

Governance

Information

The Group's unwavering commitment to environmental stewardship is exemplified through our long-standing efforts to conserve and protect the biodiversity within our operational areas. We have implemented a number of pioneering initiatives aimed at preserving the natural habitats of critically endangered species, protecting the integrity of High Conservation Value ("HCV") and High Carbon Stock ("HCS") areas, and minimising our negative externalities on the environment.

Our conservation efforts align with the objectives of the United Nations SDG 15, which aims to protect, restore, and promote the sustainable use of terrestrial ecosystems, forests, and biodiversity. In line with this goal, the Group has adopted several principles for our plantation operations, including a prohibition on new development in HCV and HCS areas, a ban on development on peat of any depth, and a commitment to zero burning in all activities.

Additionally, we have established wildlife sanctuaries and corridors, and have implemented sustainable practices that go beyond certification and legal requirements. Through these efforts, we strive to make a meaningful and lasting impact on the preservation of biodiversity and the mitigation of climate change.

ECOLOGICAL IMPACT MANAGEMENT

GENP firmly 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, having embedded key aspects of this agenda across our operational practices since 2015.

NO DEFORESTATION

GENP is committed to protecting the environment and preserving natural habitats. We have implemented strict policies and procedures to ensure that our operations and supply chain do not contribute to deforestation. This includes conducting assessments prior to land clearing to ensure that new developments are protective of valuable flora and fauna, as well as working closely with all our Fresh Fruit Bunches suppliers to ensure that no Fresh Fruit Bunches processed at our mills has contributed to deforestation.

We adhere to the Roundtable on Sustainable Palm Oil ("RSPO")'s New Planting Procedure and the HCS Approach, and do not conduct development on HCV, HCS, or peatlands. We engage only licensed HCV and HCS assessors accredited by the HCV Resource Network's Assessor Licensing Scheme for these assessments. This also applies to our third-party suppliers of *plasma* schemes smallholders.

The Group has identified approximately 30,064 hectares of land as HCV, which are protected and conserved in their natural state. 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. Illegal activities such as hunting, poaching, encroachment, and burning are strictly prohibited on these sites, and management and wildlife monitoring plans are implemented for rare and endangered species.

We collaborate with local NGOs and state wildlife agencies for staff training and potential translocation of endangered species, in order to reduce human-wildlife conflicts.

NO PEAT

The Group is committed to protecting peatlands by prohibiting any new development on them, regardless of depth. This commitment is in line with RSPO standards and is expected to be upheld by all parties in our supply chain, including smallholders in Plasma schemes.

We recognise the significant value of peatlands as carbon storage and their pivotal role in combating climate change, with improper management of peatlands leading to severe ecological consequences. Therefore, we are committed to preserving this ecosystem and have identified 7,724 hectares of peatland within our group, of which 7,597 hectares were developed for oil palm cultivation before 2009, representing 3% of our total landbank.

We have not increased our oil palm cultivation on peatlands since 2009 and, as feasible, we plan to decrease the area of planted peatlands and rehabilitate these areas to enhance their ability to sequester carbon dioxide. To ensure the proper management of peatlands, we implement best management practices and control water table levels to prevent peatland fires, degradation, and subsidence. We adhere to RSPO Best Management Practices in these efforts.

NEW PLANTING PROCEDURE AND RESPONSIBLE LAND USE PLANNING

GENP is committed to following the RSPO New Planting Procedure ("NPP") for any new oil palm development. The NPP includes comprehensive and participatory technical assessments and verification activities conducted by growers and certification bodies to ensure new plantings do not negatively impact primary forests, HCV areas, fragile and marginal soils, or local people's land. The main assessments of the NPP include soil suitability and topographic surveys, social and environmental impact assessments, HCV and HCS assessments, stakeholder engagement, land use change analyses, and greenhouse gas assessments. The NPP report is posted on the RSPO's website for public consultation for 30 days with planting and associated development only proceeding with RSPO approval once the NPP is completed.

INTEGRATING THE HIGH CONSERVATION VALUE AND HIGH CARBON STOCK APPROACH

GENP is fully committed to implementing the sustainability principles outlined by the RSPO's Principles and Criteria ("P&C"). We stringently comply with Indonesian laws, and prior to any plantation development, Environmental Impact Assessments ("EIA") and HCV assessments are conducted by the company. We not only follow the recommendations of these assessments but have expanded the scope to include much larger conservation areas. To date, we have set aside over 30,064 hectares as conservation areas, in line with our policy to maintain and manage the ecological integrity of the landscapes where we operate.

We are committed to breaking the link between deforestation and land-use development in our operations and supply chains. We have implemented HCS assessments since 2016, identifying areas for protection and distinguishing them from degraded lands with low carbon and biodiversity values that may be developed. Our methodology respects local community rights through enhanced Free Prior and Informed Consent procedures and by respecting community land use as well as livelihoods. It further 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.

OUR CONSERVATION AND RESTORATION PROJECTS

RESTORATION PROJECT IN TENEGANG GROUP OF ESTATES

Since 2021, the Group has partnered with Borneo Rhino Alliance Berhad ("BORA") to initiate habitat restoration and enrichment with orangutan food plants at Genting Layang Estate, Genting Tenegang Estate and Genting Tanjung Estate.

The first planting was conducted in 2021 as an experimental restoration to gauge the number of seedlings that can potentially be planted daily, to identify logistical or technical issues that might arise as well as to determine the intensity of planting per hectare. Since the inception of this collaborative effort, about 60 of *Ficus racemosa* seedlings (also known as tangkol, nunuk ragang and red river) were planted on the west side of Tenegang Besar river, within Genting Layang Estate and the northern boundary of Genting Tenegang Estate. Two of the initial 60 tangkol seedlings, which were planted in 2021, were observed to be decomposing quickly as a result of floodwaters. 19 of the 58 survivors suffered severe harm from the macaque monkeys, but were recovering. Another 25 mixed-species of fig trees have been planted within the riparian zones of Genting Layang Estates on stumps, in tree crevices, and old oil palms.

REFORESTATION PROJECT IN GENTING WILDLIFE CORRIDOR

GENP is committed to monitoring and protecting the buffer zones within our plantation through a partnership with HUTAN's reforestation team. The team is working on a long-term mission to rehabilitate crucial wildlife habitat in the Lower Kinabatangan, with the goal of recreating a functional forest ecosystem along the Kinabatangan River.

One specific project is the Keruak Wildlife Corridor, a 110-acre area near the village of Sukau that was allocated by GENP. The team planted native tree seedlings in between abandoned palm trees to ensure a gradual return of the area to natural forest. The reforestation efforts have been successful, with high survival and growth rates of the 45,975 seedlings of 29 different tree species planted across 16 acres.

Maintenance of the seedlings is conducted regularly, using only manual weeding and grass cutting methods without the use of fertilizers, pesticides, or chemicals. Training programs for local nursery operators are also conducted to empower the community and provide alternative income sources.

In addition to addressing the impacts of our operations on biodiversity and ecosystems, GENP is also committed to assessing ways to have a positive impact on both local communities and the environment.



Introduction

Environment


Social

Governance

Information

WILDLIFE MONITORING

We also have strict policies in place to prevent illegal or inappropriate hunting of all species, including those listed as endangered or threatened on the IUCN Red List, across our concession areas. We are committed to protecting and preserving the biodiversity of the region for future generations.

 For more information on the IUCN Red List Threatened Species, please refer to pages 50 and 51.

BORNEO PYGMY ELEPHANT

GENP is committed to protecting the Borneo Pygmy Elephant, a species that is found in limited numbers on the island of Borneo and is listed as Endangered on the IUCN red list. We recognize that human-wildlife conflicts, particularly those involving elephants, are a concern in the Sabah region where our operations are located. To address this, we have formed a strategic partnership with Seratu Aatai, HUTAN, and SWD to mitigate elephant-human conflicts in the Keruak Wildlife Corridor. Through the sponsorship of a satellite collar for a young male elephant named Vina in 2020, the team continues to track the elephant's movements and gain a better understanding of the reasons for their movements through the forest and plantation areas. This information will assist in efforts to peacefully mitigate these conflicts.

OUR APPROACH TO FIRE

The organisation adheres steadfastly to its stringent Zero Burning Policy and remains resolute in implementing systems and initiatives to eliminate the occurrence of fires within its landholdings. In addition to utilising fire monitoring towers and fire watch patrols, the organisation employs advanced technology such as drones and satellites to monitor for fires and hotspots at all of its landholdings.

To augment its firefighting capabilities in Indonesian operations, the organisation engages in ongoing firefighting training, maintains a robust inventory of firefighting equipment, and has implemented additional wells and water reserves, particularly in regions prone to fires. The organisation ensures that its firefighting and fire suppression equipment as well as systems are regularly audited and tested, and that maintenance of related machinery is meticulously scheduled. Additionally, the organisation's fire response teams undergo continuous theoretical and practical training, both internally and in conjunction with Manggala Agni. On-the-ground personnel are tasked with conducting extensive fire patrols and watches, with increased frequency when the organisation's Fire Danger Rating system indicates medium to high risk levels.

In order to cultivate cooperation and mutual understanding with regards to its approach to fire management, the organisation engages with local communities to embed its Zero Burning Policy, and provides information on fire prevention measures, the dangers of slash and burn practices, the importance of preventing forest fires, and sustainable farm development without the use of fire. The organization also conducts Desa Peduli Api sessions with all relevant stakeholders surrounding its operations, and strategically places signs and other communications on zero burning for the benefit of its employees and local communities.


FIRE INCIDENCES

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

In 2022, we had zero fires reported in the vicinity of our operations in Malaysia, but 87 fires had been reported near our operations in Indonesia.

Despite our best efforts, fires may occasionally occur in our concessions, particularly during the dry season. Most of these incidences in our operations resulted from fires which originated outside our concession areas, and were brought in either by wind or due to the topography of the land. These fires are primarily caused by agricultural activities of small-scale farmers and local communities who still engage in slash-and-burn. Every fire occurrence is thoroughly documented, which include images, the location and size of the affected area, action taken, cause and duration of the fire.

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

 For more information on hotspots and fire incidences, please refer to page 52.



Introduction

Environment

Social

Governance

Information



Emissions Management



MANAGING OUR CARBON FOOTPRINT

The oil palm industry is currently facing intense scrutiny due to its alleged contribution to global warming through land-use change ("LUC"). In light of demands for the monitoring and reduction of carbon dioxide ("CO₂") emissions, particularly those resulting from LUC, a shift in the business model for palm oil is imperative.

In response to this challenge, GENP has implemented efforts to account for CO₂ emissions within the Group and its supply chain against a 2016 baseline, including those of its suppliers, from the procurement of raw materials to product logistics. This accounting exercise aims to balance the goals of controlling Green House Gas ("GHG") emissions and maintaining business activities.

As a company, GENP aspires to achieve Carbon Neutrality for the entire Group by 2030. This objective will be attained through the implementation of GHG reduction projects within our operations and investments in carbon offset projects. The Group believes that by taking this step, it will be able to contribute to the global effort to mitigate global warming and its potential impacts.

To begin our journey towards Carbon Neutrality, the Company intends to establish baselines for all its operating units and subsequently improve resource utilisation and reduce emissions wherever feasible. The following initiatives are currently being undertaken to achieve this goal:

- Improvement of oil mill systems and practices, including the implementation of GHG reducing/saving systems such as belt-press in all our Malaysia-based oil mills, set-up of methane gas capture plant, and zero discharge system.
- The exploration and adoption of alternative or cleaner energy sources at all levels of operations.
- Identification and monitoring of significant pollutants and the implementation of plans to reduce or minimise them.
- The implementation of a waste management plan that includes reduction, recycling, and reusing as well as disposal based on toxicity and hazard characteristics.

- Monitoring of effluents and discharges, including monitoring of Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") and compliance with national regulations.
- Improvement of estate systems and practices, including estimating the carbon stock of all proposed new plantings and major potential sources of emissions that may result directly from development, intensifying fire prevention and control measures, responsible management of existing plantings on peat, improved fertiliser and pesticide application methods, and the judicious use of pesticides through the selection of products and application methods that are specific to the target pest, weed or disease.

It is worth noting that GENP's Genting Jambongan Oil Mill which was commissioned in 2014 is the nation's first zero discharge palm oil mill.

GHG emissions in GENP's Malaysian operations are measured using toolkits that are aligned with the calculation methodology guided by the European Union's Renewable Energy Directive. These data points are verified externally during the Group's annual International Sustainability and Carbon Certification re-certification audits. Additionally, GHG emissions by RSPO certified oil mills and derivatives are further measured using RSPO's PalmGHG toolkit. The Group also plans to include GHG emissions data from its Indonesian operations in the near future.

For more information on the GHG emission by operating units, please refer to page 53.

Energy Management



OUR ENERGY MANAGEMENT

The Group employs a multifaceted approach to meeting its energy needs, drawing from both sustainable and traditional sources. Renewable energy is harnessed through the utilisation of oil palm biomass products such as palm fibres, palm kernel shells, and empty fruit bunches as fuel sources at our oil mills and downstream facilities. A small portion of this biomass is also utilised for heating purposes at our refinery, the energy generated from which is not recorded.

On the other hand, non-renewable energy sources such as gasoline, diesel, and natural gas are utilised for transportation, power generation, and heating, as well as procured from utility providers. Our contractors, primarily transporters, also consume energy in the form of diesel. Energy usage is particularly high at our remote operating units, particularly in Sabah and Indonesia, as these units rely on diesel generators to supply electricity for operations, workers' quarters, and facilities.

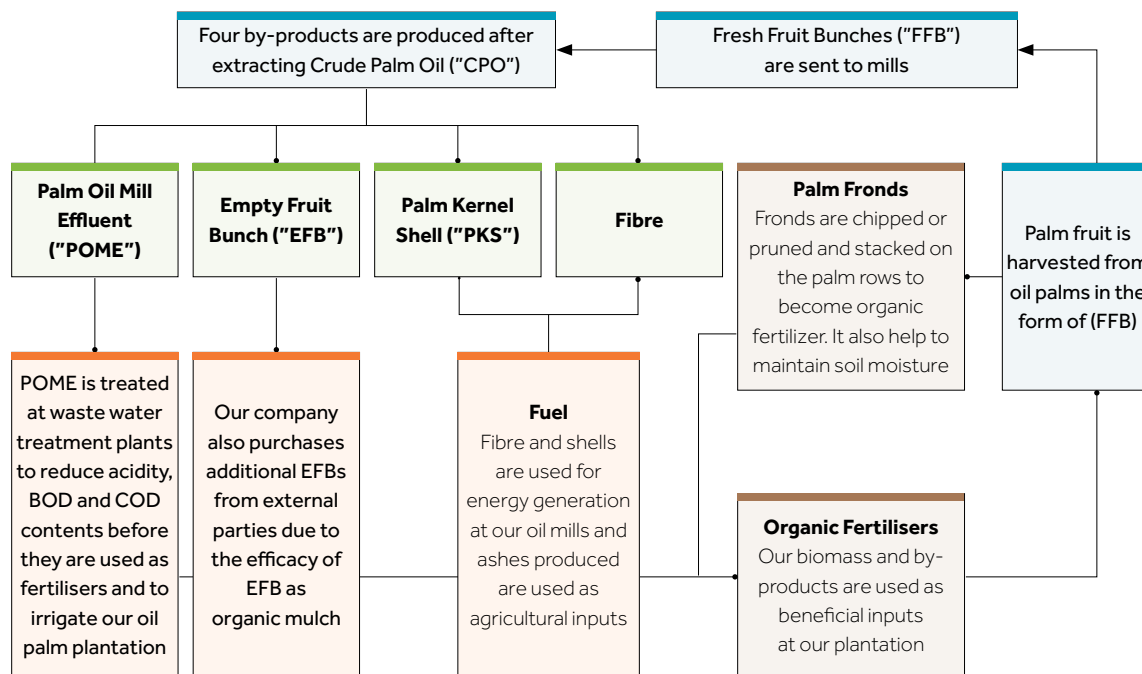
For more information, please refer to Energy Intensity on page 53.



Effluents and Waste Management



WASTE AND HAZARDOUS MATERIAL MANAGEMENT



The prudent management of waste is imperative for both environmental conservation and human well-being. At our operations, all forms of waste including domestic, agricultural, biomass, and industrial by-products, are subject to safe disposal methods in compliance with relevant regulations.

WASTEWATER

The processing of Fresh Fruit Bunches ("FFB") results in the generation of Palm Oil Mill Effluent ("POME"), a highly contaminated water source that poses a risk to the environment if not properly managed. At our Group, we are acutely aware of the potential negative impacts of POME and have implemented rigorous protocols to mitigate the potential for contamination of waterways and groundwater.

A significant portion of our effluents are generated from our mills, primarily in the form of POME, which represents approximately 50% of the total water consumed by these facilities. We have implemented a number of strategies for managing POME, including treatment and utilisation for land application and composting, as well as repurposing it as a fertiliser. By using POME as a soil amendment, we are able to provide moisture, nutrients, and organic matter that enhance the soil, while reducing our reliance on inorganic fertilisers.

Additionally, we treat effluents generated from our downstream operations to meet local regulatory requirements prior to discharge, with the goal of minimising any risk of groundwater pollution or disturbance to aquatic life. Furthermore, we are committed to reducing the levels of BOD and COD in our effluents to an acceptable level as part of our goal to improve water quality by 2050.

For more information on BOD and COD level, please refer to page 54.

BIOMASS BY-PRODUCTS, PRODUCTION AND USE

The utilisation of biomass by-products is a fundamental principle of waste management, as it allows for both recycling and recovery of energy, ultimately reducing the overall volume of waste produced. In the context of oil palm cultivation and milling, the ability to recycle waste biomass presents a valuable opportunity for resource utilization and aligns with our economic and sustainability objectives. In 2022, GENP recycled 1.21 million mt of biomass.

For additional information on use of biomass by GENP, please refer to page 54.

SCHEDULED WASTES MANAGEMENT

The secure and effective management of Scheduled Wastes ("SWs") is of paramount importance in order to ensure compliance with regulations and to safeguard the health of both human populations and the natural environment. At GENP, we take great care to ensure that all SWs produced by our derivatives are collected and disposed of in accordance with the guidelines and regulations set forth by the Malaysia Department of Environment ("DOE"), which include the Malaysia Environmental Quality (Scheduled Waste) Regulations 2005 (Amendment) 2007 and the Indonesian "Peraturan Pemerintah PP Nomor 22 Tahun 2021." We engage the services of licensed contractors, registered with the DOE, to ensure that SWs are transported and disposed of in a proper and safe manner.

Please refer to Scheduled Waste Disposed on page 55.



Water Management

OUR WATER FOOTPRINT

The Group has set a goal to improve its water use intensity by 2050, recognising that water is a critical, common, and limited global resource. To this end, the Company has implemented a comprehensive set of measures to preserve water quality and safety, augment water efficiency, and optimise its water management system. These measures are designed to mitigate the potential negative effects of its operations on waterways.

Taking into account the existing land conditions, topography, and climate fluctuations, GENP endeavours to devise the most appropriate water management strategy and reduce water-related hazards. The ongoing escalation of global temperatures continues to result in climatic changes, creating water-related hazards for the Company, its stakeholders, and its supply chain, through increasingly recurrent natural disasters such as floods, droughts, storms, and wildfires. As a result, the company has undertaken an in-depth examination of water hazards to its business, the communities in which it operates, the environment surrounding its operations, and its supply chain.

The Company's operations primarily rely on surface water sources such as rain-fed ponds, rivers, and lakes. Wherever applicable, the remaining water demands are met by water supplied by utility companies. Ensuring the availability of fresh and clean water for the surrounding environment and communities is imperative towards retaining the Company's license to operate.

Additionally, since 2019 our Company has established rainfall collection stations throughout our operations to monitor moisture levels and forecast weather patterns. Despite the presence of a few operations that are prone to prolonged dry months, large-scale droughts have not yet been observed as a result of our current practices. To mitigate water scarcity, the Group has implemented various strategies such as the construction of water catchments, use of water gates, silt pits, and furrows to store water for irrigation, planting of leguminous cover crops, stacking of oil palm fronds, and application of EFB as mulch to enhance soil moisture retention.





➔ Globalindo Oil Mill, Central Kalimantan

In operations where natural lakes, ponds, streams, and rivers are present, we maintain riparian buffer zones to prevent contamination from fertilizers, pesticides, or effluent runoff and to avoid soil erosion. In flood-prone operations, we have constructed drainage systems with water gates and pumps, as well as bunds to manage the associated risks. In areas without access to treated potable water, the Group builds and maintains water treatment plants to provide our workers with clean and safe drinking water.

A notable example of our water management efforts can be observed at our oil mills, where all operations utilise rainwater and the design of the oil mill complex, including the roofing structure, is optimised to collect and channel rainwater to reservoirs. Furthermore, our oil mills optimise and minimise water usage by incorporating water-saving technologies and innovations such as automatic pumps, steam management systems, dry pneumatic separation systems for palm kernel recovery, and zero dilution systems for optimal oil separation in the pressing station.

Based on the projections of the deviation from historical baselines to 2030, it is anticipated that a select few operations located in Peninsular Malaysia will experience a significant increase in water stress. This projection is contingent upon the anticipated migration and urbanisation of these areas. Nevertheless, the Group maintains that this projection of water stress is unfounded, as the provision of potable water in these regions is primarily supplied through piped utility companies. As such, the potential competition for access to clean water between our operations and human consumption is not anticipated to be a significant concern.

WATER-USE INTENSITY

The Group has set a goal of significantly reducing its water-use intensity across all operations by 2050. To achieve this objective, we are currently implementing measures to enhance the accuracy and precision of our water utilisation measurement systems and baselines. As the scope and parameters of water usage in our operations, particularly in our derivatives, continue to evolve, we anticipate that a more accurate assessment of our water-use intensity will be available in the coming years. However, it is worth noting that our oil mills and downstream operations have already made significant strides in optimising and reducing their water-use intensity.

📄 For additional information on water use intensity and water effluent, please refer to pages 55 to 57.



OUR CORPORATE CITIZENSHIP



Upholding Human Rights & Labour Standards



Social

GENP'S COMMITMENT TO UPHOLDING HUMAN RIGHTS

The fundamental principle of human rights is the belief that every individual is entitled to be treated with dignity and respect. These inalienable rights are bestowed upon all individuals, regardless of their gender, socioeconomic status, or religious beliefs.

As a responsible corporate citizen, we believe it is our duty to ensure that all individuals are treated fairly and without bias. As a reliable guardian of our stakeholders, we recognise that we have the responsibility to lead with our values and uphold human rights in compliance with local and national laws, as well as international standards.

We strive to regularly evaluate our progress and incorporate the lessons we learn into every aspect of our operations. The Group expects all employees to respect human rights and for this culture to extend beyond our organisation, to include our partners, providers, suppliers, and customers. To achieve this, the Group's dedicated Sustainability Department team is trained in human rights and how it interacts with our operations, guiding the implementation of human rights policies throughout the organisation.

In our commitment to human rights, we identify our key areas of focus, addressing relevant issues and implementing solutions for control as well as management. To mitigate

potential liabilities and continually identify opportunities for improvement with regard to human rights, the Group implements a targeted approach towards labour rights and community rights, while actively soliciting input from various stakeholders, including human rights advocates and other subject matter experts.

To ensure that our expectations for adherence to human rights standards are clearly conveyed to our stakeholders, particularly those within our supply chain, we engage in a progressive dialogue to gauge their level of preparedness and progress in fulfilling human rights requirements. As needed, we extend assistance to these stakeholders in implementing best practices pertaining to human rights.



ALIGNMENT TO HUMAN RIGHTS STANDARDS AND BEST PRACTICES

The Group endeavours to adhere to internationally recognised standards and best practices, while also being cognisant of the constitutional rights and laws in the regions where it operates. We are committed to compliance with state, national, and regional legislation, regulations, and policies that are applicable to its operations.

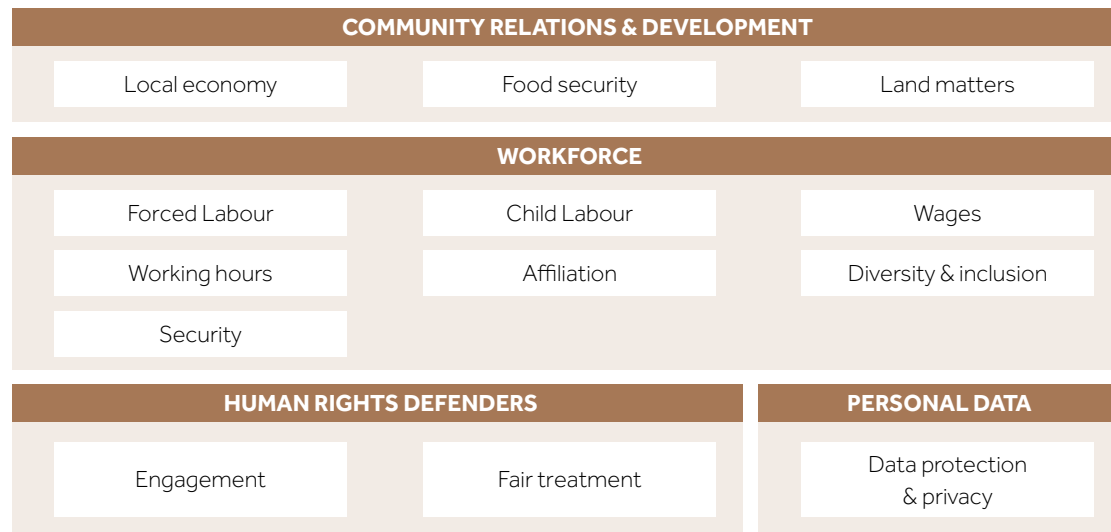
The Group's management is responsible for overseeing the implementation of this commitment to human rights. Regular evaluations of the Group's performance in this area are conducted through reviews of current practices, engagement with human rights defenders, and the results of social impact assessments at all of our operations. The management team reviews any findings and implements corrective action plans as necessary. The Board of Directors is kept informed of the Group's compliance with this commitment and provides oversight.

To ensure that our commitment to human rights is upheld throughout our supply chain, the Group periodically reviews and engages with suppliers to assess their compliance with acceptable human rights practices. If high-risk suppliers are identified, the Group will work with these suppliers to address any issues and explore corrective action plans to support their transition towards better practices. In cases of persistent non-compliance, the Group may terminate its relationship with those suppliers.

OUR SALIENT ISSUES

The Group has identified key issues that are particularly relevant to our operations through engagement with relevant stakeholders, as well as through the identification of potential human rights risks faced by the palm oil industry and the broader global community.

Inadequate management of these key issues can inevitably result in a systemic injustice to our stakeholders and negative impacts on the Group. The Group is committed to remaining vigilant in its efforts to ensure that our operations, including our supply chain, take human rights into consideration.



COMMUNITY RIGHTS, RELATIONS, AND COMMUNITY DEVELOPMENT

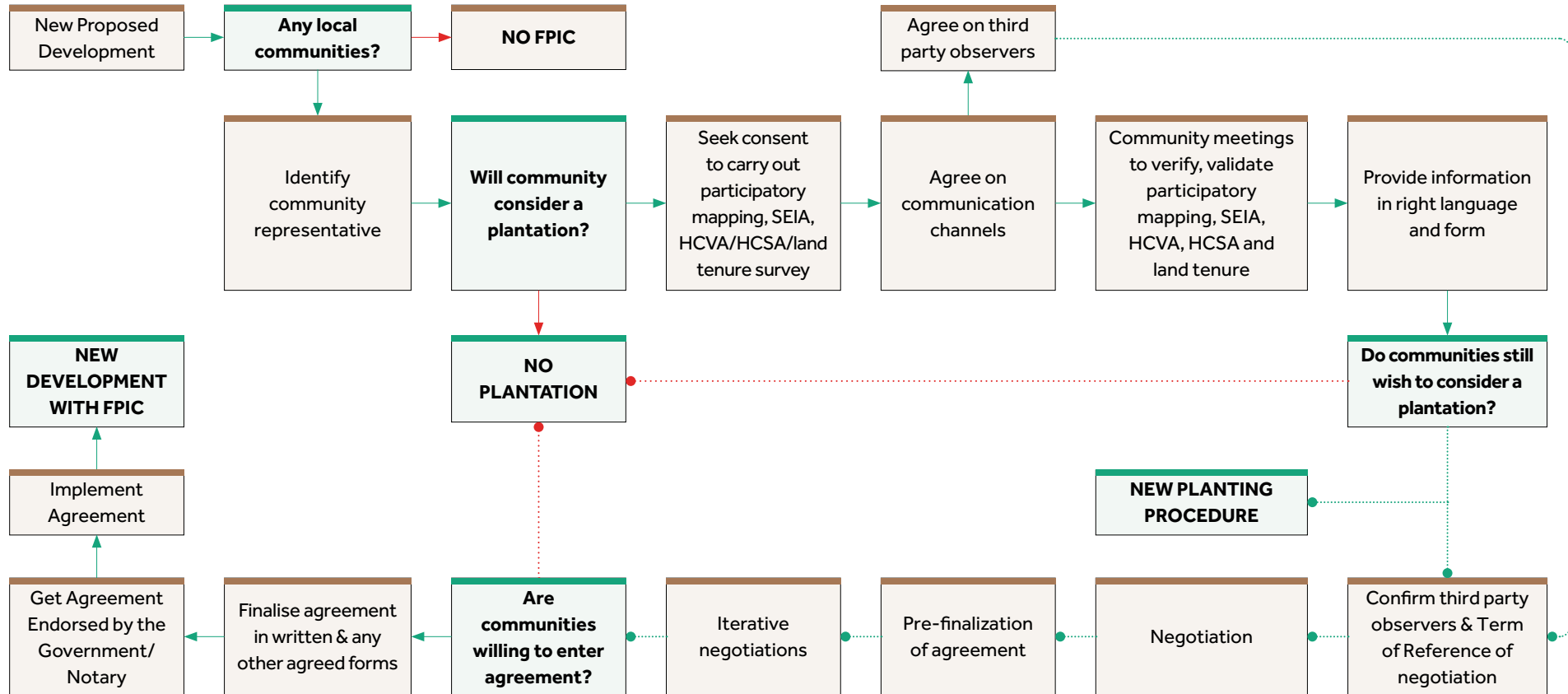
GENP is committed to creating shared values with the communities in which we operate. We believe that this approach is beneficial for both the Company and communities in the vicinity of our operations.

GENP'S COMMITMENTS

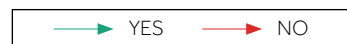
- UN Declaration on Human Rights
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles & Rights at Work
- 8 Fundamental ILO Conventions
- respect all workers' rights
- pay minimum wage according to local legal requirements
- ILO Conventions: Indigenous & Tribal Peoples (No. 169)
- UN Declaration on the Rights of Indigenous Peoples
- respect legal and customary land rights
- to FPIC approach
- RSPO's Principle & Criteria

RESPECTING THE RIGHTS OF INDIGENOUS AND LOCAL COMMUNITIES

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



The Free, Prior and Informed Consent Process in Action



Introduction

Environment

Social

Governance

Information



FREE, PRIOR AND INFORMED CONSENT

As a responsible business interacting directly with the natural world and its resources, the Group recognises the importance of sustainability in all aspects of our operations. One of the key areas of focus for us is the protection and promotion of human rights, particularly in relation to our palm oil plantation activities. We are committed to upholding internationally recognised standards and best practices in relation to human rights, and to observing all relevant state, national, regional laws, and policies in the locations where we operate. This includes our commitment to the United Nations Declaration on the Rights of Indigenous Peoples and the Tribal People Convention (No. 169), and to obtaining Free, Prior and Informed Consent ("FPIC") from indigenous and local communities for any new developments on their land.

We understand that our operations can have an impact on the rights and livelihoods of local communities, and we are committed to working closely with them to ensure that our activities are conducted in a manner that is respectful of their rights whilst promoting shared values that are mutually beneficial. This includes engaging with stakeholders and conducting independent assessments, such as Social and Environmental Impact Assessments, High Conservation Value assessments, and Greenhouse Gas emission assessments, prior to any new land acquisitions or developments.



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

The Group's land acquisition or development endeavours are only initiated and contingent upon obtaining the explicit and informed consent of local communities. Any issues that arise during this process are resolved in a comprehensive manner, with due consideration given to the compliance with relevant local and national laws and regulations. The Group has implemented procedures to ensure the FPIC process is conducted with due diligence and efficiency.

Our method for conducting FPIC involves the establishment of communication channels with individual landowners, local communities, and designated representatives of the local community. In instances of land disputes, the Group endeavours to find mutually agreeable solutions through open dialogue. Our adherence to legal ownership and best practices is in alignment with the RSPO's FPIC Consent Guide for RSPO Members.

Overall, our goal is to operate in a responsible and sustainable manner that benefits both our business and the communities in which we operate. We will continue to review and improve our practices to ensure that we meet this goal, and we are committed to transparency and open communication with all stakeholders.

Connecting Communities

We build and maintain essential infrastructure such as roads and bridges in areas lacking this connectivity.

Education

Provision of basic education to the children of our workforce and local communities. We enable educational opportunities through operational funding or scholarships, and actively provide crèches and schools for from pre-school up to secondary education. The Group also has the Tan Sri (Dr.) Lim Goh Tong Endowment Fund which is our undergraduate scholarship programme for deserving individuals.

For more information on schools located in our operations, please refer to page 73.

Enabling Local Economy

Stimulating the local economy in locations where we operate wherever possible, through prioritising job offerings to locals, procurement of supplies and services from local businesses.

Socialising Sustainability

The Company conducts socialisation exercises to promote sustainable practices especially for those with direct contact with the natural environment. This socialisation exercise includes the management of human-wildlife conflict, creating awareness on the importance of not hunting or poaching endangered wildlife animals and plants, the prevention of forest fires, and avoiding the use of fires in agriculture. Many local communities depend on farming to fulfil basic dietary needs and as a pivotal source of income. The Group engages local farmers on sustainable farming practices to improve their food security and reduce negative externalities on the environment.



Introduction

Environment

Social

Governance

Information

The Group recognises the importance of its workforce and the individuals employed along its value chain in driving its success. As such, the Group is committed to observing best practices in regards to labour rights, fostering a culture of mutual shared values, and ensuring that all employees are treated with dignity and respect. The Group aligns with the United Nations Sustainable Development Goals (UN SDGs) Goal 1 - No Poverty and Goal 8 – Decent Work and Economic Growth and is committed to eradicating poverty in all its dimensions by 2030 and eliminating forced labour, modern slavery, human trafficking, and child labour in all its forms by 2025.

In 2022, the workforce of the Group stood at 25,069. The Group employs a full-time workforce, with most senior management positions held by Malaysians, with key operatives based at the Group's headquarters and regional offices. For detailed information on our workforce data, please refer to the relevant section in Our Sustainability Data.

EMBEDDING DIVERSITY AND INCLUSION

The Group also recognises the importance of a diverse and inclusive workforce, as it promotes creativity, innovation, and better decision making. In this regard, we have implemented policies and programs aimed at attracting, developing, and retaining a diverse workforce. We are committed to ensuring equal opportunities for all employees, regardless of gender, age, race, religion, disability, socioeconomic background, or nationality.

We actively promote cultural diversity and foster an inclusive culture through employee engagement and development programs. Any form of discrimination or harassment is strictly prohibited within the Group, and we have established policies and committees, such as a Gender Committee in every operating unit, to support the rights and welfare of women. Additionally, our Group has a higher representation of women in management, as well as research and development positions, compared to the industry average and actively encourage the participation of women in all aspects of our operations. During the year, various training and awareness activities to support a gender diverse and inclusive working environment were also conducted, which included Protection from Sexual Harassment, covering programmes to raise awareness and setting up specifically trained investigation and support unit for any cases of sexual harassment.

TALENT ATTRACTION AND RETENTION

We prioritise the hiring of local individuals to promote shared values with communities within proximity of our operations, to stimulate the local economy, whilst also increasing female representation in the industry by allowing direct access to job security. Talent acquisition is carried out through various channels including career fairs, career talks, advertising, the corporate website, and internships. Our employees are selected, evaluated, and promoted based on their qualifications, skills, and performance. A detailed breakdown of the Group's hiring and turnover is available in Our Sustainability Data section.

RESPECTING AND UPHOLDING LABOUR RIGHTS

The Group's commitment to upholding the rights of its workforce is paramount to its operations. This includes ensuring fair and just treatment, providing safe and healthy working conditions, and respecting the rights of workers to a decent living wage. The Group's adherence to these principles is in alignment with the United Nations' Sustainable Development Goal 8 - Decent Work and Economic Growth, and is reflected in the Group's policies, procedures, and practices.

The Group conducts regular audits and assessments to ensure compliance with local and international laws and regulations, taking swift action to address any identified issues. Furthermore, the Group actively engages its workforce and other stakeholders to solicit feedback and continuously improve its approach to labour rights.

Our commitment to labour rights within our workforce encompasses the following aspects:

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

NO FORCED, HUMAN TRAFFICKING AND DEBT BONDAGE LABOUR












At GENP, we take a strong stance against any form of forced labour, exploitation, human trafficking, sexual harassment or abuse, contract substitution, debt bondage, and retention of identification documents within our operations or among our third-party suppliers. We provide secure lockers for all workers to store their personal documents and belongings.

We have established procedures for the recruitment of foreign workers to ensure proper control as well as oversight. The Company conducts direct recruitment, covering all recruitment fees. For recruitment agencies used, we conduct due diligence and support documentation processes to ensure no recruitment fees are charged. Employment agreements and contracts are provided in both English and the worker's mother tongue language, ensuring details are thoroughly explained and understood by all parties. In Malaysia, posters detailing worker's benefits and terms are displayed in the workplace and hostel areas.


ENSURING DECENT AND FAIR LIVING WAGE

GENP adheres to the principles of the RSPO Guidance for Implementing a Decent Living Wage ("DLW"), which aims to ensure that workers and their families are able to attain a respectable standard of living.

We ensure that all wages and employment conditions for our employees and workers either meet or exceed the legal minimum wage standards, and provide additional benefits such as healthcare, childcare, housing, electricity and water, educational assistance for children, and transportation.

Workers' Benefits and Terms	
 Minimum wage RM1,500	 3-year work contract period
 One rest day per week	 Transport incentive to go home after completing contract
 Medical treatment at estate clinic	 Working hours in accordance to Sabah Labour Ordinance (Sabah Cap. 67)
 Public Holiday 15 days	 PPE for work safety
 Annual leave 8 / 12 / 16 days	 Free housing
 Levy & work permit paid by employer	

Additionally, in Malaysia, we ensure that pay slips are provided in both English and the worker's native language, with clear indication of all necessary details, and that all operating mills and derivatives comply with overtime pay and reasonable working hours as mandated by law. Our comprehensive benefit packages are designed to meet the needs and expectations of our employees, and to ensure that they have sufficient resources to maintain a basic but respectable standard of living.

 For more information, please refer to page 72.

FAIR WORKING HOURS

The Group is dedicated to ensuring that all employees are given fair working hours and appropriate rest periods. Measures have been implemented at all operational units to prevent the imposition of excessive working hours. To date, no instances of excessive working hours have been observed in our operations. Overtime is only offered to the relevant workforce in accordance with local regulations and is compensated accordingly.

ADDRESSING WORKERS COMPLAINTS OR GRIEVANCES THROUGH THE GENP CARELINE

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

Communicate the complaint/grievance to workers at least once a year	Coordinate with management and follow up on all complaints/ grievances submitted
Assist illiterate parties in submitting their complaints/grievance	Coordinate with independent party or mediator regarding a complaint/grievance, where deemed necessary
Respect and ensure the anonymity of complainants	Resolve the complaint/grievance as soon as possible with a solution that benefits both parties while still considering the legal position or the laws and regulations
Record all complaints/grievances	Record wholly and accurately all phases of the complaint/grievance resolution process, including a record of parties involved

GENP is committed to protecting the rights of all workers, including local, foreign, contracted, and outsourced workers. To support this commitment, our established GENP careline is designed to be easily accessible for workers to raise any issues or grievances related to their needs and employment.

The Careline was activated in January 2022 and is prominently displayed in all operating units to ensure awareness amongst our workforce. We take all reports and complaints seriously, taking swift action to address any substantiated cases. This approach helps us to address a wide range of concerns and improve our responsibility as an employer while maintaining integrity in our business operations.

Since its inception, the Group has addressed all 17 feedbacks channelled through the Careline, taking appropriate actions accordingly.



Introduction

Environment

Social

Governance

Information



Health and Safety



At GENP, our people are our most valuable asset. The safety and health of our employees, contractors, suppliers, visitors, and surrounding community is our most important responsibility, and fundamental to our success. The Company is committed to ensuring the best practices are integrated into our daily operations and activities. We adhere by the Group's Occupational Safety and Health ("OSH") Policy to implement continuous improvement within our operations, in line with our goal for "Zero Harm" to our employees.

As part of our commitment, our OSH policy undergoes periodic reviews to ensure it is kept up-to-date and improvements are always taking place at our workplace. The OSH Policy is reviewed by our President & Chief Operating Officer once every 5 years and displayed at strategic locations within the premises and offices so that our employees are made aware of this policy to safeguard their safety and health at the workplace. Regular training and safety exercises are conducted at all our operations and workers are required to wear adequate personal protective equipment ("PPE") at all applicable periods. OSH Management and Performance are overseen by Senior Managers who report to the Board of Directors, whilst Safety and Health Committees enforce measures and protocols at our operating sites.

TRANSITIONING TO COVID-19 ENDEMICITY

On 1 April 2022, the Malaysian Government announced that the country has entered the "Transition to Endemic" phase of COVID-19. With the announcement, pandemic rules on masking and business operating hours were relaxed; and the country's international borders were reopened.

Within GENP, the current standard operating procedures ("SOPs") and precautionary measures to curb COVID-19 are still in place. Our COVID-19 Taskforce at the Head Office and operating units continue to enforce strict measures and procedures to maintain good hygiene and minimise physical interactions between employees. Hand sanitisers, face masks, RTK Antigen test kits are provided by GENP for our employees while quarantine procedures and online meetings still take place when necessary.

At present, the COVID-19 situation within the Company remains under control and employees remain vigilant to curb the infection. Despite our measures to limit exposure, 616 COVID-19 cases were reported Group-wide in 2022. No COVID-19 casualty was reported in 2022.

OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT SYSTEM

The Occupational Safety and Health Management System ("OSHMS") is in place at all GENP's operation sites in Malaysia and Indonesia. The system was developed to mandate the safety standards of our operations as well as to adhere to the legal requirements accorded by both countries we operate in:

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



The Group's OSHMS was developed based on the guidelines provided by the Department of Occupational Safety and Health ("DOSH"), Malaysia. The guideline is designed to assist companies to cultivate OSH culture within the organization to ensure a sound and continual improvement on their OSH. The OSHMS contains five elements of policy, organizing, planning and implementation, evaluation, and action for improvement. The relationship between the five elements is represented in the conceptual framework of OSHMS with its sub-element is shown in (Figure 1).

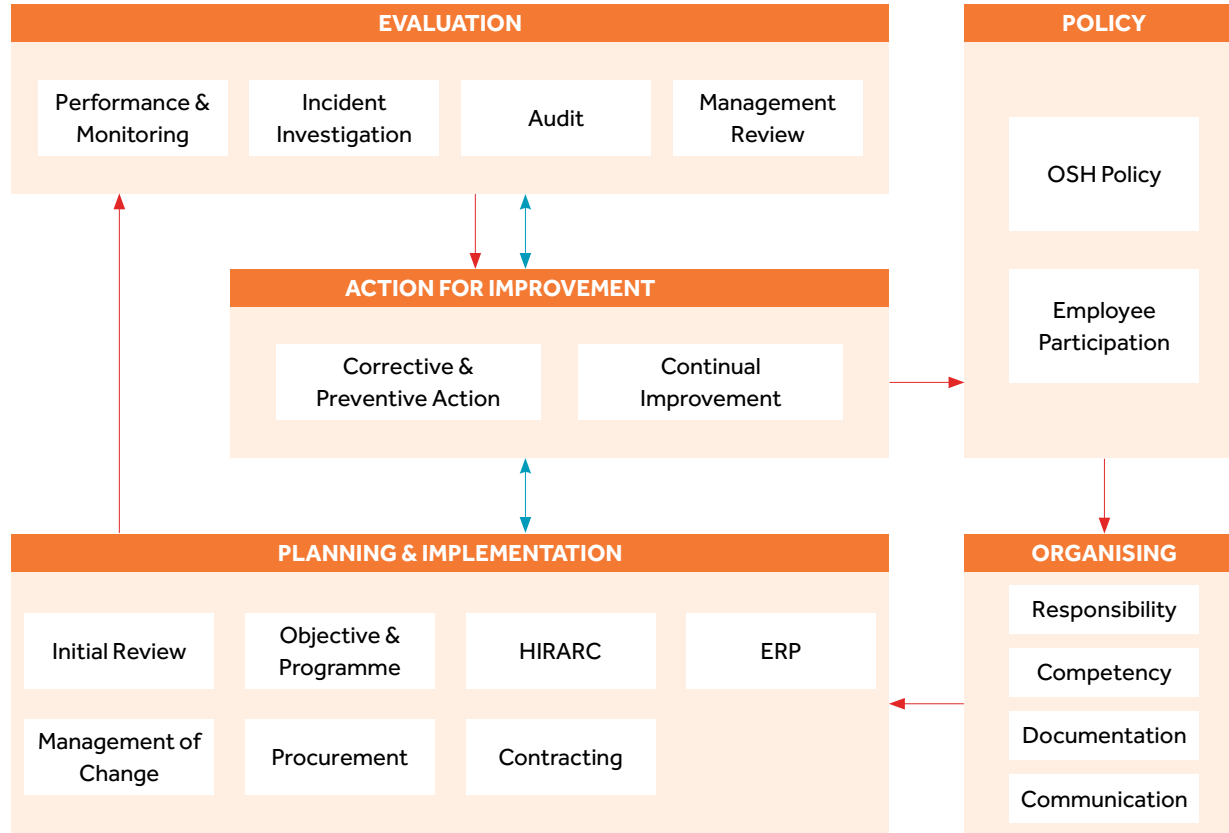


Figure 1: Implementation Framework

(Note: The red arrow represents the interaction between each main element of OSHMS, whereas the blue arrow represents the systemic interaction between the sub elements respectively.)

GENP's OSHMS is an overarching system that covers all scope of work level, activities and workplaces in the company including contractors as well as suppliers working within our premises while carrying out work-related activities. A Safety Health Officer is assigned to each operating unit to oversee the management of this system. The OSHMS is documented in the Genting Plantations OSH Manual that are made available at all GENP's operating units. The manual details critical work systems and practices such as:

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

The manual applies to all our employees and workers throughout their course of work with the company; all contractors and suppliers working on GENP's premises are all required to adhere to the OSH Manual. Whenever a unique work process is required at an operating unit, a customised SOP is outlined for the specific work process to supplement the OSH Manual.

DOSH ANNUAL OSH COMPLIANCE AUDIT

Last year, the annual OSH compliance audit was carried out at three of our estates by the DOSH from Johor and Melaka. The audits were carried out at Genting Tebong Estate, Genting Tanah Merah Estate and Genting Sri Gading Estate to check the compliance status under the requirement of Occupational Safety and Health Act 1994 and its Regulations. The audit process included the Chemical Health Risk Assessment, Noise Risk Assessment, Ergonomics Risk Assessment, Hazard Identification, Risk Assessment and Risk Control, PPE compliance, Medical Surveillance Program, Audiometric Testing, Safety and Health Committee Meeting, Accident Investigation and Reporting, etc.

Overall, DOSH officers were satisfied with the audit with zero non-conformance. The audit confirmed that GENP's estates have complied with the legal requirements and had shown good commitment towards improving OSH at the workplace.

CHEMICAL HEALTH RISK ASSESSMENT

GENP carried out Chemical Health Risk Assessment ("CHRA") for all estates and plantations in West Malaysia as the last assessment had expired in June 2022 – the exercise was last conducted in June 2017. A CHRA is carried out with the objective to enable all estates to develop an informed decision on the appropriate control measures, employee training, exposure monitoring and health surveillance activities needed to safeguard the health of GENP's employees who might be exposed to hazardous chemical at the workplace.

The CHRA reassessment was conducted at all estates Plantation WM as part of an exercise to fulfil a mandatory prerequisite to comply with the Occupational Safety and Health Act 1994, Use and Standard of Exposure to Chemical Hazardous to Health (USECHH) Regulations 2000. This reassessment project was conducted by a qualified assessor registered with DOSH Malaysia. The reassessment commenced from 10 March 2022 and concluded on 11 May 2022.

The CHRA Reports for all estates were completed in June 2022 and were received and acknowledged by all estate managers on 13 July 2022.



**Genting Tanah
Merah Estate's 2022
CHRA Report**

OSH TRAINING, INDUCTION AND AWARENESS

At GENP, our employees are our most prized asset. Our OSH training programmes are intentionally designed to fulfil the specific skills and knowledge needed for different groups of employees – depending on the job responsibilities, risk and exposures of an employee. In 2022, GENP had conducted 30 training sessions and awareness campaigns at all our work sites.

The OSH training for employees at the management level is mainly focused on the procedures, legal requirements, guidelines, and Industrial Code of Practice (ICOP) of the business. Meanwhile, newly hired workers at our operations undergo an induction programme covering safety alerts and an overview on the type of accidents and injuries commonly involved in the palm oil industry. Their OSH training includes, but not limited to, the socialising of OSH legal requirements, chemical handling, safe working at height, PPE, HIRARC, accident reporting, investigations work as well as understanding the functions of Safety and Health Committees.

To ensure our workers have a full grasp of the training, GENP also provides an interpreter to translate the training into their native language of foreign workers when necessary. In addition to this, each operating unit at GENP conducts training through daily musters (rollcalls) as well as practical sessions on the job regarding OSH aspects. All training records are kept and maintained by the designated person-in-charge at each operating unit.

The OSH competence requirements (i.e. tractor driving competency, firefighting training, welding competency, etc.) are defined by authorities and the management. The company is also tasked with identifying training needs and is responsible for carrying out the training programmes to all workers of various levels to ensure that they have the needed competency and skills to carry out their work activities in a safe manner. Constantly vigilant on our health and safety standards, our workers are regularly assessed and reminded of their training on safety, especially during morning musters to ensure a disciplined approach to our workplace's health and safety.



Introduction

Environment

Social

Governance

Information

EMPLOYEE HEALTH AND HEALTHCARE FACILITIES



Introduction

Environment

Safeguarding the health of our employees is a responsibility the company takes seriously. Periodically, GENP conducts trainings and health campaigns to ensure that our employees' health, safety, and welfare are properly looked after. With our workers undertaking a wide range of different tasks – such as harvesting, operating heavy machineries, and transporting goods; any lapse in health or safety protocols could either directly or indirectly impact our people as well as our operations.

The company provides basic health clinics and dispensaries at most of our estates. These facilities are manned by trained and qualified medical personnel, which includes doctors, medical assistants, and nurses. They are responsible in providing first aid response and basic medical attention to both occupational and non-occupational requirements.

GENP strictly complies with the regulatory requirements to conduct periodic health and medical assessments on employees who have been identified as having work conditions with work-related ill health risks. This involved operations that exposed workers to chemicals hazardous to health and excessive noise at the workplace. All cost of these assessments are borne by the company.

It is important to note that GENP does not discriminate against hiring workers with pre-existing work-related ill health. The Company has employed 20 workers who suffer from Noise-Induced Hearing Loss ("NHIL") at their previous employment.

In line with GENP's commitment to UN SDGs to promote the prevention of non-communicable and communicable diseases, these facilities are also made accessible to local communities surrounding our establishments in remote locations. During emergencies and severe cases, the company also provides transportation to the nearest medical facility for treatment. At GENP, we believe access to healthcare is a fundamental right. The Company is committed to ensuring that our workforce is healthy, motivated, and productive. As of 2022, GENP has 21 health facilities in Malaysia and 25 in Indonesia, manned by 21 and 41 medical personnel respectively.

Social

Governance

Information

KOSPEN - WOW AT GENTING PLANTATIONS SABAH REGION

On 28 September 2022, the Kinabatangan Health Office announced that Genting Plantations Sabah Region 1 was chosen to establish KOSPEN WOW in the workplace. KOSPEN stands for *Komuniiti Sihat Pembina Negara* while WOW denotes "Wellness of Workers".

The event was officiated by Vice President of Genting Plantations Sabah Region, Mr. Abdul Rahim Wilson Abdullah. Mr. Abdul Rahim was enthusiastic and shared his hope for Genting Sekong Training Centre to become the role model for other estates to follow.

The Health Officer of the Kinabatangan District, Dr. Maini Sabait, gave an introduction on KOSPEN WOW as a comprehensive workplace health intervention programme developed by the Ministry of Health aimed at reducing the burden of non-communicable diseases as well related risk factors amongst workers by empowering employers and employees towards a healthy lifestyle. The event also saw a talk on prevention of NCD by Dr. Nurafiqah Hazirah from Sukan Health Clinic while a session on mental wellness was delivered by psychologist, Madam Faidah. The National Health Screening Initiative was also carried out on the same day with 71 staff from nearby operating units screened.

The first meeting held at Genting Sekong Training Centre agreed upon setting up the committee to oversee the programme as well as appointment of programme coordinator and executors. Initiatives such as health screenings, related interventions and method of monitoring were discussed as well as planned for implementation. Further training for the estate's Health Assistant was scheduled in December 2022.

23RD CONFERENCE AND EXHIBITION ON OCCUPATIONAL SAFETY AND HEALTH (COSH 2022)

In August last year, GENP attended COSH 2022 at KLCC which was organised the National Institution of Occupational Safety and Health. The conference serves as a platform for OSH professionals in Malaysia to exchange knowledge and discuss the current challenges and concerns relating to safety and health in the Malaysian working environment. About 1,500 OSH practitioners from various disciplines participated in COSH 2022 to share their knowledge, expertise, skills, and ideas to help create an accident-free workplace.

Theme of Conference: Resilience Towards New Challenges

The theme of the 23rd COSH 2022 – Resilience Towards New Challenges aims to embrace the fighting spirit of recovery. The challenges of past two years are new hurdles that has never been faced before in Malaysia. Employers, workers, the Government, and various stakeholders faced challenges to sustain economic viability while maintaining optimum levels of safety and health at work. However, despite these difficulties, it has indirectly cultivated a healthy OSH culture in our efforts to curb the spread of the COVID-19. At the same time, it has opened up opportunities to roll out new control measures that were collectively developed and implemented continuously over a long period of time. Moving forward, it is hoped our recent experience will enable OSH policies to be resilient and agile in facing new challenges.

OCCUPATIONAL SAFETY AND HEALTH PERFORMANCE

GENP remains steadfast in our commitment to our employees' safety and health and the workplace. Our goal is to ensure our workforce can operate in a "Zero Harm" environment. Our measures are governed by relevant Occupational Safety and Health Management System, in line with Company's OSH policy and legal legislations such as Occupational Safety and Health Act (OSHA) 1994.

For 2022, the accident rate within our operations have generally decreased compared to preceding years. The accident statistics and total lost man day of GENP operating units (West Malaysia and Sabah) can be referred to the table below.

Operating Unit	Total accident cases	Total fatal cases	Total lost man day	Total Average Workers
Plantation West Malaysia	29	0	96	1,442
Sabah Region 1	6	0	51	1,856
Sabah Region 2	17	0	99	3,087
Processing Dept	3	0	55	640
Biotech Division	0	0	0	107
Property Division	0	0	0	28
Downstream Manufacturing	1	0	2	145
GENP (HQ)	0	0	0	200
GPOS (Sabah)	0	0	0	71
GPRC	0	0	0	107
JPO & GHPO	0	0	0	116
SUM	56	0	303	7,799

GENP's accident statistics as at 31 December 2022

In the reporting year, GENP's accident rate of 7.18 was lower than the National Accident Rate as calculated in the table. This accident rate improvement within our operation is not taken for granted and the management will continue to strive for creating a "Zero Harm" working environment within our operations. GENP will continue to review and better our safety measures to improve our OSH performance. All accident cases were investigated by our Safety and Health Committee and corrective actions were implemented company-wide to prevent any repeat of the incidents. The management remains committed to persistently enhance and improve our OSH performance to meet GENP's goal of "Zero Harm".

Comparison	Per 1,000 workers	Per 3,000 workers	Per 5,000 workers	Per 7,000 workers	Per 7,799 workers	Per 8,000 workers
National Accident Rate	2.13	6.39	10.65	14.91	16.61	17.04
GENP Group					7.18 (Actual)	

ACCIDENT RATE FORMULA

National Accident Rate formula

$$\text{Accident Rate} = \frac{\text{Total of accident case} \times 1,000}{\text{Total Average Worker}}$$

GENP's accident rate based on the National Accident Rate formula

$$\text{Accident Rate} = \frac{\text{Total of accident case (56)} \times 1,000}{\text{Total Average Worker (7,799) / Year}} = 7.18$$

TOWARDS ZERO FATALITY

The Group is committed to realise our goal of zero fatalities within our operations. GENP has taken active steps to put in place improvements and control measures to ensure tragic incidents do not recur. These controls were reviewed and are approved by the Malaysian Department of Safety and Health. This achievement is a testament to our continued commitment in protecting the health and safety of our workforce.

For 2022, 2 fatalities from two separate traffic accidents were recorded.

WORK-RELATED INJURY

Most of the accidents reported within our operations in 2022 involved our Plantation Division and Processing Department. Most of the accidents were minor incident cases involving the harvesting process. The main causes of injury include (but not limited to) thorn pricks, cut from sharp tools, eye injury or irritation from falling debris, and bruises and cuts from falling fruits. Commuting accidents involving motorcycle as well as tripping and falling were other commonly reported incidents in the year 2022.

The incidences requiring 3 to 4 days of recovery time account for 50 cases while 501 cases require less than 2 days of recovery time. Following these incidents, the cases have been reviewed and proper controls have been implemented across GENP to minimise the risk of injuries and enhance workers' safety within our operations.

For more information on health and safety data, please refer to pages 72 and 73.

COMMITMENT TO CONTINUOUS OSH IMPROVEMENT

GENP pays particular attention to the working conditions at our plantations and mills. We are focused on improving OSH and working conditions to be more worker-centric in these five areas:

1. Enhancing safety awareness among workers by conducting safety talk and disseminate OSH information related to chemical, noise and ergonomics, mechanical, electrical hazards.
2. Reviewing Hazard Identification, Risk Assessment and Risk Control (HIRARC) through engagement with workers, management team and safety and health officer.
3. Conducting effective training on abiding Safe Work Procedure (SWP) particularly P.P.E (Personal Protective Equipment) usage and maintenance.
4. Improving and streamlining SWP and documentation to support these improvements.
5. Enhancing OSH knowledge of Field Supervisors by inviting the Safety and Health Officer to present OSH paper in the Supervisory Structured Training Programme (SSTP) Workshop organized by Plantation Division.

SUPERVISORY STRUCTURED TRAINING PROGRAMME

The 1st Workshop – SSTP 2022 was held from 25th to 26th Aug 2022 at Pine Tree Hotel, Batu Pahat, Johor and was attended by 26 Field Supervisors from Plantation WM. The workshop was officially initiated by Senior Manager Operation Plantation WM – Mr. Sim Gik Tzi.

GENP's Safety and Health Officer, Mr. Andy Wan presented the OSH paper titled, "The Role of Field Supervisor to Cultivate OSH Culture at the workplace" at this workshop. The Internal Audit Department, Sustainability Department, Plantation Division, GPA Department and GPRC had also presented their papers in this workshop.



Introduction

Environment

Social

Governance

Information



Introduction

Environment

Social

CORPORATE STEWARDSHIP



Governance

Responsible Supply Chain/ Sourcing



At GENP, we recognise the significance of sustainable practices in shaping not only the current landscape, but also the trajectory of the future. We firmly believe that sustainability is a collective responsibility that must be shouldered by every member of our organisation and our supply chain. Therefore, we impose strict standards for all suppliers to adhere to best practices, in order to embed shared responsibility in maintaining a healthy and sustainable supply chain.

GENERAL EXPECTATIONS FOR GENP'S SUPPLIERS & CONTRACTORS

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

Information

OUR TRACEABILITY IMPLEMENTATION



With regard to traceability, we understand the significance of being able to trace the origin of our palm oil products and providing our customers with the assurance that our raw materials have been procured through sustainable and responsible means. In this pursuit of transparency, we engage in ongoing efforts to manage sustainability risks within our supply chain by identifying potential economic, environmental, and social risks associated with third-party suppliers.

In 2021, we initiated preliminary engagements with our suppliers to elevate their practices to align with our sustainability requirements, with the ultimate goal of attaining relevant certifications such as the RSPO, MSPO, and Indonesian Sustainable Palm Oil ("ISPO"). Progressing from this, 8 suppliers have since been successfully certified in 2022.

Furthermore, to ensure the sustainability of our supply chain, GENP has developed a supplier code of conduct that will serve to enhance and strengthen our approach to responsible sourcing practices throughout our supply chain, thereby meeting the expectations of our customers and end-users of our products.

For more information on traceability, please refer to pages 62 to 63

SUPPLIER GUIDING PRINCIPLES

In alignment with our corporate values, we are dedicated to ensuring that the products and services we offer are produced in an ethical manner, with regard for human rights and the natural environment. We endeavour to cultivate and fortify relationships with suppliers who share these same principles or maintain similar standards through their own operations and the management of their own suppliers or service providers.

These suppliers encompass, but are not limited to, raw material suppliers, product suppliers, and suppliers supporting GENP's operations such as third-party labour recruitment agencies, contractors, service providers, transportation and logistics service providers. Where applicable, the Company's policies are enforced through legally binding agreements with our suppliers.



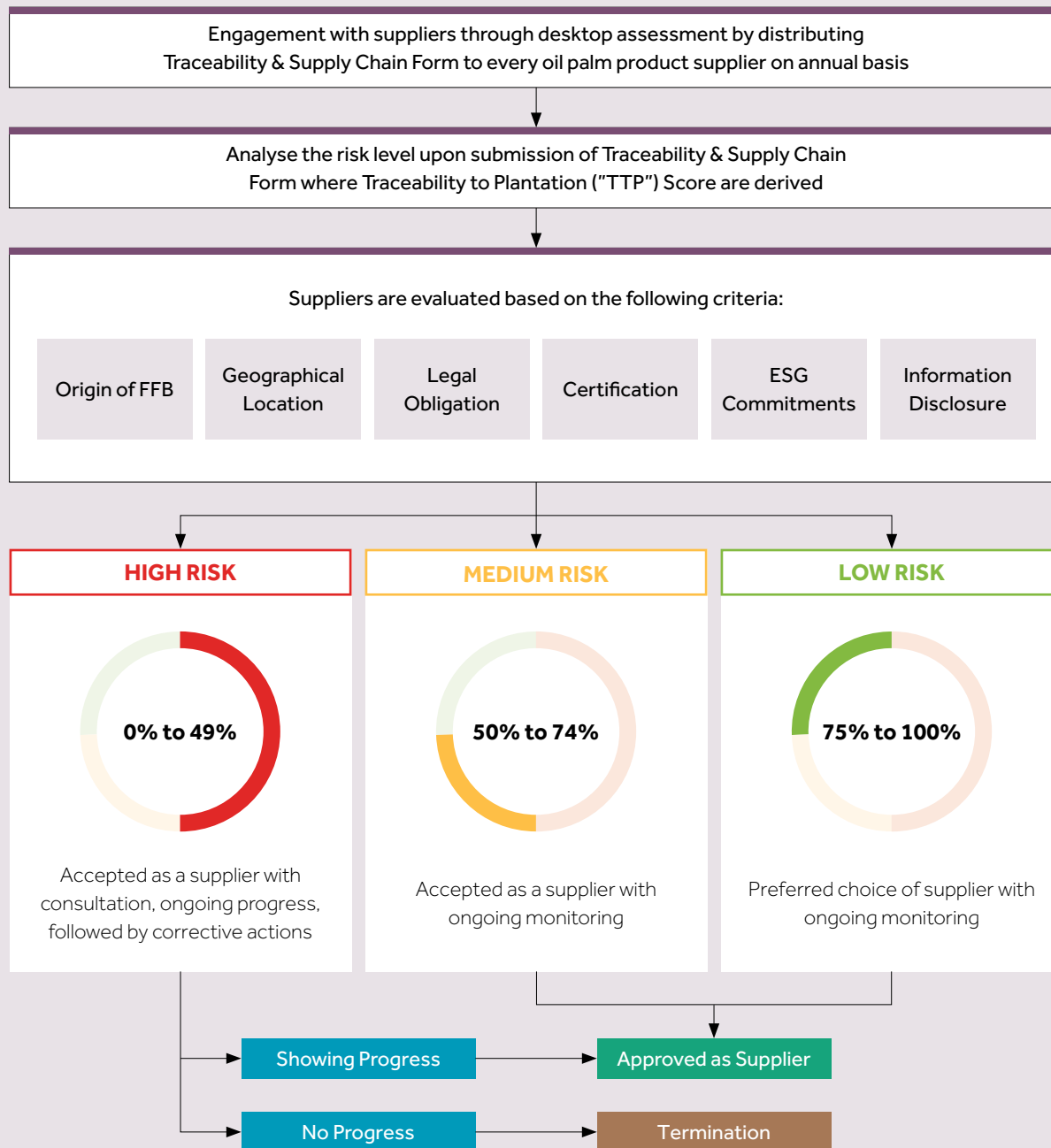
Introduction

Environment

Social

Information

GENP SUPPLIERS RISK ASSESSMENT



REVIEWING OUR SUPPLIERS

As a part of our sourcing strategy and commitment to continuous improvement, we engage with our suppliers to enhance practices and fortify our supply chain, thereby promoting positive developments in our sustainable palm oil production journey. To this end, we have initiated a Supplier Engagement Program for our Fresh Fruit Bunch and Crude Palm Oil suppliers, which serves as a pivotal step towards augmenting our sustainability performance within our business operations.

At GENP, we strive to improve sustainability throughout our supply chain and to foster mutually beneficial outcomes wherever possible. Our engagement approach encompasses a range of activities such as meetings, self-assessment questionnaires, traceability forms, and consultation.

The Group systematically evaluates our suppliers, assessing their adherence to standards such as health and safety, workers' rights, human rights, commitment to 'No Deforestation, No Peat, No Exploitation' principles, proper governance, compliance with local regulations, as well as our expectations for adherence to sustainable palm oil policies. For our third-party Fresh Fruit Bunch suppliers, we conduct on-site visits and due diligence to ensure their commitment to good agricultural practices and implementation of sustainable palm oil practices. Additionally, we evaluate their readiness and adoption of certifications such as the Malaysia Sustainable Palm Oil, Indonesian Sustainable Palm Oil, and Roundtable on Sustainable Palm Oil ("RSPO") standards.

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

For more information on Proportion of Supplier Engaged, please refer to page 60.



Introduction

Environment

Social

Information

RECOVERY PLAN FOR NON-COMPLIANCE

Our recovery plan for non-compliance involves a multi-faceted approach to minimise and mitigate sustainability risks within the supply chain. High-risk suppliers, as determined through our assessments and desktop analysis, will be subject to further due diligence and engagement in a time-bound action plan to ensure compliance with our sourcing requirements and commitments.

In the event of detected shortcomings, engagement with the supplier is our primary course of action as we believe that discontinuing purchases does not effectively address the problem. Allegations of suspected sustainability violations and shortcomings are taken seriously and investigated accordingly. In cases of credible, serious allegations, purchases from those suppliers or supply chains may be temporarily suspended while the cases are being investigated.

Upon confirmation of an allegation, GENP's response includes: requiring the supplier to provide an account of the situation, conducting assessments and due diligence, requiring a detailed plan for corrective actions, submitting the case to the RSPO's grievance process for palm suppliers, engagement with the supplier and other stakeholders to improve operations, and discontinuing purchases if no adequate progress is made.

GENTING PLANTATIONS' OWN MILLS

In 2022, the Group processed a total of approximately 2.5 million metric tons of Fresh Fruit Bunches, yielding 516,390 metric tons of crude palm oil and 98,490 metric tons of palm kernel. However, the Group does not possess any kernel crushing facilities and instead opts to sell all palm kernels to external crushing plants.

Governance, Ethics & Integrity



GENP strives to uphold good governance and honour our role as a responsible business. We have introduced measures and mechanisms to express the principles of good governance and the corresponding standards throughout our operations. Policies such as Anti-Bribery and Corruption System, Code of Conduct and Ethics as well as the establishment of our Whistleblower Policy have been put in place to mitigate governance and ethical risks related to our business. These policies and frameworks allow enhanced accountability and transparency in our business.

ANTI-BRIBERY AND CORRUPTION SYSTEM

GENP has formalised its long-standing commitment to professional and ethical business through our Anti-Bribery Corruption System ("ABCS") Policy, which was done in accordance with the enforcement of the Malaysian Anti-Corruption Commission Act 2009 on 1 June 2020. The ABCS came into effect on the same date, reiterating GENP's zero-tolerance approach against all forms of bribery and corruption.

The Company's strong stance against unethical business conduct is further strengthened with our internal Code of Conduct and Ethics ("Code") which requires all GENP employees to conduct their responsibilities with ethics and integrity, clearly setting the expected behaviours and values within the Company. All employees within GENP are required to sign a statement declaring that they have read, understood, and agreed to abide by the Code and GENP's ABCS Policy. The document articulates the procedures regarding conflict of interests, policy on confidentiality of information, corruption, as well as bribery, discrimination and abuse of power. The Code and ABCS policy are integrated into GENP's induction programmes for new employees to help them familiarise themselves with the Core Values. During their course of employment with the Company, all employees as well as directors, are expected to:

- Comply with all policies/SOP/guidelines in relation to the ABCS.
- Attend trainings on the ABCS.
- Sign an Integrity Pledge to confirm their commitment to uphold the Company's anti-bribery policies and comply with anti-corruption laws; and
- Declare any actual or potential conflict of interest.

The Group remains vigilant on any breach of our integrity and conducts an internal audit review of the ABCS at least once a year to evaluate the compliance among departments in the Company and to identify areas of improvement. In 2022, GENP had conducted 2 of such reviews throughout the year as well as a risk assessment in relation to corruption throughout our operations. Both exercises confirmed that no significant risk of corruption has been identified and no incidents of corruption were detected within the organisation.



Introduction

Environment

Social

Governance

Information



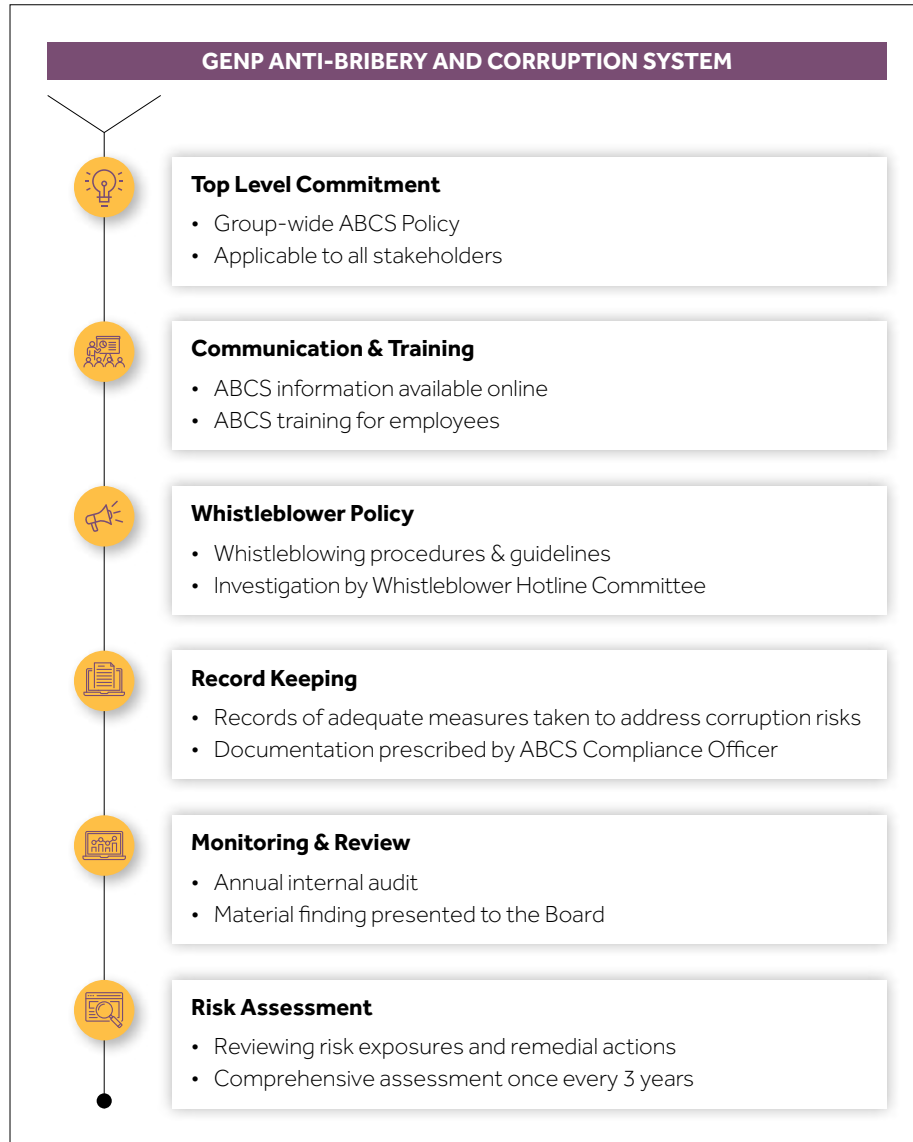
Introduction

Environment

Social

Governance

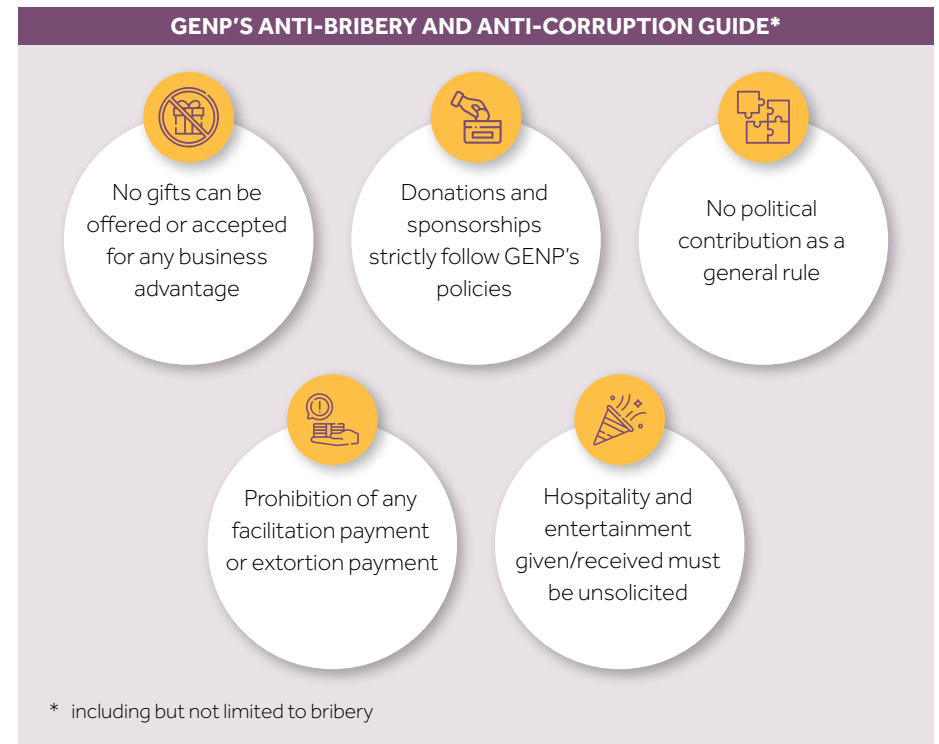
Information



ABCS TRAINING

The ABCS governs our employees, directors, and where relevant, our supply chain and other business associates. GENP is committed to conducting our business professionally and ethically, with the highest standard of integrity; upholding all applicable laws in relation to anti-bribery and corruption. Non-compliance within the company will be treated seriously and may result in disciplinary action, suspension, dismissal, and if warranted, legal proceedings against the employee.

In 2022, GENP had conducted comprehensive anti-bribery and anti-corruption training which involved 100% of the Company's workforce including the Board of Directors, management groups and employees, as part of the Company's anti-corruption programme. We ensure all new employees are trained within their first year of employment. GENP further conducts extra training programmes when necessary - covering various forms of corruption, red flags as well as on individual roles in the company's anti-corruption efforts. Overall, 3 anti-bribery and anti-corruption training programmes were conducted in 2022.



WHISTLEBLOWER POLICY



Introduction

Environment

Social

GENP has established our own Whistleblower Policy as part of our commitment to ensure the highest possible standards of ethical business conduct and practices, as well as accountability in all aspects of our business. Any individual who suspects a violation of GENP's policies regarding bribery and corruption are encouraged to report it through the Group's whistleblowing channel which has outlined when, how and to whom a concern could be raised outside his or her management line.

When a complaint or non-compliance with the ABCS is reported, whistleblowers are assured that all reports will be investigated thoroughly, and their anonymity is held with confidence by the Whistleblower Hotline Committee ("WHC") who are made up of representatives from the Legal Department and the ABCS Compliance Officer. If the complaint has merit or is received from an Enforcement Agency, the Whistleblower Committee ("WBC") will convene to process, investigate and if necessary, recommend further action on the complaint or information received. Non-ethical business conduct will not be tolerated by GENP and may result in disciplinary action which includes possible dismissal or legal proceedings against the internal parties involved.

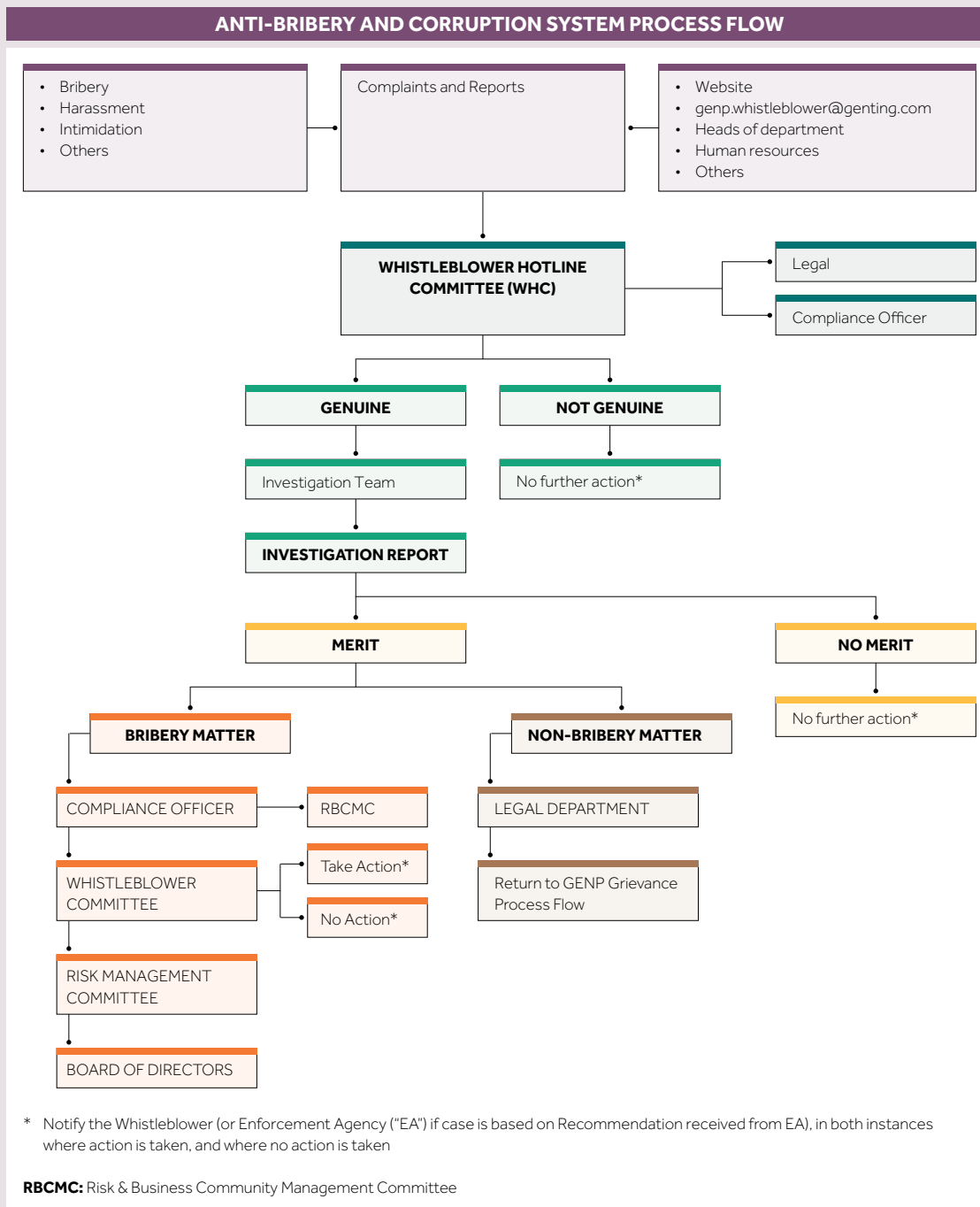
Each operating unit within our organisation is responsible for understanding the specific challenges regarding anti-corruption that their unit might face. Our Code aims to nurture openness in order to encourage employees to freely raise suspicions of wrongdoing or malpractice observed in the Company through our whistleblower channel.

Our commitment to anti-corruption also encompasses the practices and/or business activities of our stakeholders. Our ABCS Policy is communicated extensively to our stakeholders and forms part of the contracts signed with our suppliers, buyers as well as contractors. In all our new business dealings, GENP requires new suppliers to acknowledge and accept to abide by the Company's ABCS Policy.

The year 2022 reported no legal violations or corruption-related government sanctions being imposed on the Company. No reports on acts of bribery by the Group or within the Group were received in the past year.

Governance

Information



OUR SUSTAINABILITY DATA

Company Overview

COMPANY	GENTING PLANTATIONS BERHAD
Parent Company	GENTING BERHAD
Divisions	Plantation Division Property Division Downstream Manufacturing Division AgTech Division
Landbank (hectares)	Malaysia – 64,466 (including Property Development) Indonesia – 178,895 (including Property Development and <i>Plasma</i> schemes)
Number of Plantations	33
Number of Oil Mills	13
<i>Total processing capacity</i>	705 mt/hour
Number of Refinery	1
<i>Total processing capacity</i>	600,000 mt/year
Number of Biodiesel Plants	2
<i>Total processing capacity</i>	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	25,069



Introduction

Environment

Social

Governance

Our Membership, Association & Alliance



Introduction

Environment

Social

Governance

Information

Organisation	Programme	Operating Unit	Location
Roundtable on Sustainable Palm Oil	<ul style="list-style-type: none"> Global multistakeholder initiative for sustainable palm oil 	Genting Plantations Berhad	Malaysia & Indonesia
Malaysian Palm Oil Association	<ul style="list-style-type: none"> Growers collective agenda & initiatives 	Genting Plantations Berhad	Malaysia
Malaysian Estate Owners Association	<ul style="list-style-type: none"> Growers collective agenda & initiative 	Genting Plantations (WM) Sdn. Bhd.	Peninsular Malaysia
Malaysian Biodiesel Association	<ul style="list-style-type: none"> National biodiesel initiatives 	Genting Biodiesel Sdn Bhd, SPC Biodiesel Sdn Bhd.	Malaysia
Humana Child Aid Society Sabah	<ul style="list-style-type: none"> Education of foreign workers' children 	Genting Plantations Berhad	Sabah, Malaysia
WWF	<ul style="list-style-type: none"> Kinabatangan River of Life 	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department	<ul style="list-style-type: none"> Lower Kinabatangan Wildlife Corridor 	Genting Plantations Berhad	Sabah, Malaysia
Sabah Wildlife Department & HUTAN- KOCP	<ul style="list-style-type: none"> Keruak Wildlife Corridor Project 	Genting Plantations Berhad	Sabah, Malaysia
Gabungan Pengusaha Kelapa Sawit Indonesia (GAPKI)	<ul style="list-style-type: none"> Growers collective agenda & initiatives 	Genting Plantations Berhad	Indonesia
Balai Konservasi Sumber Daya Alam (BKSDA), Kalimantan Tengah	<ul style="list-style-type: none"> Biodiversity management and monitoring. Socialisation of biodiversity conservation to workforce and surrounding communities 	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan, Indonesia
Borneo Orang Utan Foundation (BOS)	<ul style="list-style-type: none"> Orang Utan conservation & handling project 	PT Susantri Permai, PT United Adro Indonesia	Central Kalimantan, Indonesia
Tropenbos	<ul style="list-style-type: none"> The Green Livelihood Alliance 	PT Sawit Mitra Abadi	Pangkalan Telok Villages, West Kalimantan
Yayasan Inisiasi Alam Rehabilitasi Indonesia (YIARI)	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Training on fire prevention, fire management and handling of fires in emergency situations Mapping of fire prone areas 	Indonesian operating units	West Kalimantan, Central Kalimantan, South Kalimantan, Indonesia
Palm Oil Refiners Association of Malaysia (PORAM)	<ul style="list-style-type: none"> Refiners collective agenda & initiatives 	Genting MusimMas Refinery	Sabah, Malaysia
Bringing Back Our Rare Animals (BORA)	<ul style="list-style-type: none"> Restoration Planting in the Tenegang Groups of Estates 	Genting Plantations Berhad	Sabah, Malaysia

Flora Inventory under IUCN Red List of Threatened Species



Introduction

Environment

Social

Governance

Information

IUCN Status	Scientific Name	Common Name	Family
Critically Endangered (CR)	<i>Hopea mengerawan</i>	Bengkirai Ulin/ Telur	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea kunstleri</i>	Benuas	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea seminis</i>	Cerindak	Dipterocarpaceae
Critically Endangered (CR)	<i>Hopea sangal</i>	Gagil	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea balangeran</i>	Kahoi	Dipterocarpaceae
Critically Endangered (CR)	<i>Dryobalanops aromatica</i>	Keladan	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus grandiflorus</i>	Keruing	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus cornutus</i>	Keruing Gombang	Dipterocarpaceae
Critically Endangered (CR)	<i>Dipterocarpus costulatus</i>	Keruwing	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea kunstleri</i>	Mahadirang	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea lamellata</i>	Maharun/Meranti	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea hopeifolia</i>	Meranti Kuning	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea palembanica</i>	Meranti Majau	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea almon</i>	Meranti Merah	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea acuminatissima</i>	Meranti Pakit	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea hopeifolia</i>	Meranti Pakit Besar	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea accuminatissima</i>	Meranti Putih	Dipterocarpaceae
Critically Endangered (CR)	<i>Hopea mengarawan</i>	Merawan	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea smithiana</i>	Tengkawang layar	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea inappendiculata</i>	Selangan batu	Dipterocarpaceae
Critically Endangered (CR)	<i>Shorea johorensis</i>	Seraya Majau	Dipterocarpaceae

IUCN Status	Scientific Name	Common Name	Family
Endangered (EN)	<i>Shorea faguetiana</i>	Bunyit	Dipterocarpaceae
Endangered (EN)	<i>Durio kutejensis</i>	Durian Burung/ Peukawai	Bombacaceae
Endangered (EN)	<i>Dryobalanops beccarii</i>	Kayu Kapur	Dipterocarpaceae
Endangered (EN)	<i>Dipterocarpus costatus</i>	Keruing	Dipterocarpaceae
Endangered (EN)	<i>Shorea teysmanniana</i>	Meranti Buaya	Dipterocarpaceae
Endangered (EN)	<i>Shorea hopeifolia</i>	Meranti Lebar Daun	Dipterocarpaceae
Endangered (EN)	<i>Shorea leprosula</i>	Meranti Nasi	Dipterocarpaceae
Endangered (EN)	<i>Shorea falcifera</i>	Meranti Pakit	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Putih	Dipterocarpaceae
Endangered (EN)	<i>Shorea stenoptera</i>	Tengkawang	Dipterocarpaceae
Endangered (EN)	<i>Shorea brunescens</i>	Meranti Asam (Kuning)	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Batu	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Batu/ Padoho	Dipterocarpaceae
Endangered (EN)	<i>Shorea leprosula</i>	Meranti Bunga	Dipterocarpaceae
Endangered (EN)	<i>Shorea smithiana</i>	Meranti Merah	Dipterocarpaceae
Endangered (EN)	<i>Shorea dasyphylla</i>	Meranti Putih	Dipterocarpaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Burung	Bombacaceae
Vulnerable (VU)	<i>Durio kutejensis</i>	Durian Peukawai	Bombacaceae
Vulnerable (VU)	<i>Gonystylus bancanus</i>	Ramin	Thymelaeaceae
Vulnerable (VU)	<i>Gonystylus macrophyllus</i>	Ramin Bukit	Thymelaeaceae
Vulnerable (VU)	<i>Eusideroxylon zwageri</i>	Ulin/Belian	Lauraceae

Fauna Inventory under IUCN Red List of Threatened Species

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

Hotspot & Fire Incidences for 2022

SATELLITE MONITORING 2022					
COUNTRY & LOCATION	RSP0 HOTSPOT	GENP HOTSPOT	GROUND MONITORING & PATROLLING	ACTUAL FIRE INCIDENCE & EXTINGUISHED	HECTARAGE AFFECTED (ha)
MALAYSIA	0	0	0	0	0
INSIDE CONCESSION	0	0	0	0	0
OWN ESTATE	0	0	0	0	0
OUTSIDE CONCESSION	0	0	0	0	n/a
COMMUNITY LAND	0	0	0	0	n/a
INDONESIA	38	80	n/a	87	97.98
INSIDE CONCESSION	31	62	n/a	64	66.68
OWN ESTATE	1	3	n/a	7	2.961
COMMUNITY LAND	30	59	n/a	57	63.72
OUTSIDE CONCESSION	7	18	n/a	23	31.3
PLASMA	0	0	n/a	1	0.5
COMMUNITY LAND	7	18	n/a	22	30.802
FOREST	0	0	n/a	0	0
TOTAL	38	80	n/a	87	97.98

GHG Emission Data, tonnes CO₂ equivalent

Division	Year	Scope 1	Scope 2	Scope 3	Total Scope
Estates	2019	57,492	1,033	-	58,525
	2020	57,479	953	-	58,432
	2021	53,247	759	1,557	55,563
	2022	55,562	2,727	4,510	62,798
Oil Mills	2019	64,420	305	3,787	68,512
	2020	69,167	464	3,425	73,056
	2021	98,169	445	2,717	101,330
	2022	98,096	493.75	7,372	105,962
Refinery	2019	109	6,093	1,666	7,868
	2020	682	750	1,285	2,716
	2021	3,475	5,243	2,118	10,837
	2022	2,619	7,655	2,949	13,223
Biodiesel	2019	18,612	3,733	205	22,551
	2020	19,680	3,508	492	23,680
	2021	14,303	2,584	727	17,614
	2022	16,268	2,875	965	20,108

Energy Intensity

Division	2019	2020	2021	2022
Estates	241.94	295.77	280.08	391.65
Oil Mills	75.39	80.34	75.98	71.03
Downstream Manufacturing	434.31	322.18	284.71	300.91



Introduction

Environment

Social

Governance

BOD & COD Level

Oil Mill & Refinery	Legal Limit (mg/L)		BOD				COD				
			Final Discharge BOD Level (mg/L)				Final Discharge COD Level (mg/L)				
	BOD	COD	2019	2020	2021	2022	2019	2020	2021	2022	
Environment	GAIOM	500	NA	64	34	78	78	1,373	686	1,192	1,316
	GIOM	20	NA	15	15	12	11	281	179	301	225
Social	GJOM	n/a	NA	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
	GMOM	20	NA	9	19	12	11	291	351	282	332
	GSOM	500	NA	201	192	172	171	1,543	1,562	1,323	1,273
Governance	GTHOM	20	NA	9	8	6	10	543	502	333	345
	GTOM	20	NA	16	12	8	9	206	116	85	96
	GOM	5000	NA	61	93	56	57	265	430	260	239
	MOM	5000	NA	483	186	221	254	2,448	895	1,024	782
	GHOM	5000	NA	928	223	191	141	5,671	866	729	559
	COM	5000	NA	n/a	n/a	120	164	n/a	n/a	573	485
	KIUOM	5000	NA	116	137	90	56	545	540	438	404
	GMMR	NA	200	n/a	n/a	n/a	50	200	134	56	200
	GBSB	NA	200	n/a	n/a	4	8	200	200	129	166
	SPC	NA	200	n/a	n/a	3	9	200	200	115	172

GENP's Biomass Use, 2019 – 2022 (tonnes)

	2019	2020	2021	2022
Fibre – Energy Generation	339,784.81	327,781.02	664,030.02	359,185.70
EFB – Energy Generation	78,619.18	102,607.97	238,145.25	143,604.80
EFB - Heating	-	-	15,734.98	6,433.60
PKS – Energy Generation	68,298.50	61,821.15	41,947.00	70,119.40
PKS - Heating	8,410.12	9,261.82	8,093.40	4,010.00
EFB – Organic Mulch	443,550.38	355,994.40	384,308.40	312,386.20
EFB – Composting	32,325.23	36,527.20	37,903.16	131,752.76
Decanter Solid – Organic Fertiliser	82,443.09	78,155.98	177,898.91	152,733.28
Boiler Ash – Organic Fertiliser	30,574.34	20,125.92	17,928.65	26,439.67

Scheduled Waste Disposed

Scheduled Waste Disposed (metric tonnes)				
Operating Unit*	2019	2020	2021	2022
Estates	44.11	78.12	46.76	228.18
Oil Mills	12.02	23.15	17.31	39.2
Downstream Operations	10.18	3.28	2.53	3.65
AgTech Division	0	0.66	0	0.45

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

Water Use Intensity

	2019	2020	2021	2022
Estates	1.13	2.02	2.03	2.53
Oil Mills	5.36	5.47	5.42	5.68
Downstream Manufacturing	0.25	0.2	0.18	0.19



Introduction

Environment

Social

Governance

Water & Effluent Disclosure



Introduction

Environment

Social

Governance

Information

Water & Effluents Disclosure		All Areas (MegaLitre)				Areas with water stress (MegaLitres)	
Water Withdrawal		2019	2020	2021	2022	2019, 2020, 2021 & 2022	
Water withdrawal by source	Surface Water	13,852.45	13,139.92	12,650.80	11,282.52	nil	
	Freshwater	Estates	8,637.15	8,691.67	8,775.72	8,878.30	nil
		Oil Mills	5,215.30	4,445.27	3,872.52	2,402.39	nil
		Downstream Manufacturing	-	-	-	0	nil
		AgTech Division	-	2.98	2.55	1.83	nil
	Other Water	All Operating Units	-	-	-	-	nil
	Produced Water	1,734.63	1,354.99	951.95	955.4	nil	
	Raw Palm Oil Mill Effluent (POME) (≥1,000 Wmg/L Total Dissolved Solids)	Oil Mills	1,696.05	1,315.55	905.01	935.4	nil
		Raw Downstream Manufacturing Effluent (≤1,000 mg/L Total Dissolved Solids)	Downstream Manufacturing	38.58	39.44	46.94	20
	Third-Party Water	636.87	642.12	565.62	695.98	nil	
	Freshwater	Estates	391	434.05	399.81	499.74	nil
		Oil Mills	-	-	-	-	nil
		Downstream Manufacturing	240.94	203.79	161.46	189.02	nil
AgTech Division		4.93	4.28	4.34	7.22	nil	
Other Water	All Operating Units	-	-	-	-	nil	
Total water withdrawal	Surface Water + Produced Water	16,223.96	15,137.03	14,168.36	12,933.90	nil	

Water & Effluent Disclosure (Cont'd)



Introduction

Environment

Social

Governance

Information

Water Discharge		2019	2020	2021	2022	Areas with water stress (MegaLitres)
Water discharge by destination	Land Application + Compost	1,002.15	704.12	623.63	885.2	n/a
	Surface Water	34.69	427.55	275.79	46.65	nil
	Third-Party Water	4.93	4.28	4.34	5.40	nil
Water discharge by freshwater and other water	Freshwater (≤1,000 mg/L Total Dissolved Solids)	1,041.77	1,135.95	903.76	937.25	nil
	Other Water (≥1,000 mg/l Total Dissolved Solids)	-	-	-	-	nil
Water discharge by level of treatment	No treatment	4.93	7.26	6.89	7.08	nil
	Treated Palm Oil Mill Effluent (POME)	1,002.15	1,090.24	850.63	1,006.13	nil
	Treated Downstream Manufacturing Effluent	34.69	38.45	46.24	25.32	nil
Total water discharge	Land Application + Compost + Surface Water + Third-Party Water	1,041.77	1,135.95	903.76	937.25	nil
Water Consumption		2019	2020	2021	2022	Areas with water stress (MegaLitres)
Water Consumption	Changes in Storage (Rainfall/ evaporation at POME ponds and Downstream Manufacturing's water treatment plants)	-697.79	-223.33	-52.53	-23.55	n/a
	Total water consumption	15,182.19	14,001.08	13,264.60	11,996.65	nil

* Notes: Water usage at our Property Division are excluded from this disclosure; n/a - not applicable. Data for freshwater use in estates have revised to include Indonesian estates.



Introduction

Environment

Social

Governance

Information

No	Our Estates	Certification				Titled Hectarage	HCV Hectarage	HCS Hectarage	Coordinates
		RSPO	ISCC EU	MSPO	ISPO				
1	Genting Bukit Sembilan Estate	YES	YES	YES		1,241	2.15	n/a	5°34'35.0"N 100°41'09.6"E
2	Genting Selama Estate	YES	YES	YES		1,830	9.97	n/a	5°13'19.8"N 100°39'03.6"E
3	Genting Tebong Estate	YES	YES	YES		3,007	45.29	n/a	2°27'20.2"N 102°21'39.3"E
4	Genting Tanah Merah Estate	YES	YES	YES		2,233	46.6	n/a	2°17'06.7"N 102°33'30.4"E
5	Genting Sri Gading Estate	YES	YES	YES		3,520	29.93	n/a	1°50'17.8"N 103°01'05.6"E
6	Genting Sungei Rayat Estate	YES	YES	YES		2,376	0.18	n/a	1°54'14.5"N 103°00'38.5"E
7	Genting Kulai Besar Estate	YES	YES	YES		2,513	35.06	n/a	1°36'55.4"N 103°36'39.4"E
8	Genting Sabapalm Estate	YES	YES	YES		4,360	8.91	n/a	5°57'54.3"N 117°22'26.8"E
9	Genting Indah Estate	YES	YES	YES		3,620	111.78	n/a	5°23'8.56"N 116°56'17.13"E
10	Genting Permai Estate	YES	YES	YES		2,560	29.9	n/a	5°21'56.5"N 116°53'40"E
11	Genting Kencana Estate	YES	YES	YES	n/a	2,002	56.99	n/a	5°22'40.7"N 116°52'56.0"E
12	Genting Mewah Estate	YES	YES	YES		3,296	45.54	n/a	5°30'13.5"N 117°43'2.0"E
13	Genting Lokan Estate^	YES	YES	YES		2,314	219.51	n/a	5°30'44.7"N 117°43'19.7"E
14	Genting Sekong Estate	YES	YES	YES		3,037	44.85	n/a	5°33'50.6"N 117°58'46.0"E
15	Genting Suan Lamba Estate	YES	YES	YES		3,640	12.76	n/a	5°33'16.5"N 118°11'31.6"E
16	Genting Jambongan Estate	YES	YES	YES		4,062	24.36	n/a	6°38'59.3"N 117°27'3.3"E
17	Genting Tanjung Estate	YES	YES	YES		4,345	187.92	n/a	5°25'22.9"N 118°16'23.9"E
18	Genting Bahagia Estate	YES	YES	YES		4,548	92.1	n/a	5°21'48.0"N 118°13'50.2"E
19	Genting Tenegang Estate	YES	YES	YES		3,653	83.32	n/a	5°20'46.0"N 118°13'32.2"E
20	Genting Landworthy Estate	YES	YES	YES		4,039	9.87	n/a	5°25'13.44"N 118°18'24.61"E
21	Genting Layang Estate	YES	YES	YES		2,077	172.05	n/a	5°25'21.9"N 118°14'3.4"E
22	PT Sepanjang Intisurya Mulia	YES			YES	14,555	1,233.13	18.31	1°22'48.6"S 110°30'52.4"E
23	PT Sawit Mitra Abadi	YES			YES	9,374	1,068.54	272.18	1°22'30.9"S 110°24'54"E
24	PT Surya Agro Palma	2025			2025	17,500	2,230.85	542.60	0°18'18.72"S 110°4'29.65"E
25	PT Agro Abadi Cemerlang	2025			YES	8,771	301.51	301.51	0°20'20.55"S 110°12'40.97"E
26	PT Citra Sawit Cemerlang	2025			2025	14,858	1,488.31	5,147.18	1°15'29.9"S 110°39'52.2"E
27	PT Dwie Warna Karya	2025			2025	12,872	1,203.68	1,203.68	0°51'41.2"S 114°4'31"E
28	PT Susantri Permai	2025	n/a	n/a	2025	15,176	1,696.51	1,696.51	0°53'19.7"S 113°56'36.8"E
29	PT Kapuas Maju Jaya	2025			2025	18,510	2,428.37	2,428.37	1°4'55.02"S 114°8'27.17"E
30	PT United Agro Indonesia	2025			2025	6,723	573.62	30.58	2°35'29"S 114°35'20.6"E
31	PT GlobalIndo Agung Lestari	2025			YES	29,609	3,432.32	2,765.98	2°35'29"S 114°35'20.6"E
32	PT Palma Agro Lestari Jaya	2025			2025	11,727	3,207.50	65.42	0°46'51.7"N 111°28'46.7"E
33	PT Kharisma Inti Usaha	2025			YES	19,212	961.97	4.92	2°59'34.26"S 114°54'6.57"E

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



Introduction

Environment

Social

Governance

Information

Operating Unit Name	Certification/Standards					Processing Capacity	Coordinates
	RSPO	ISCC EU	MSPO	ISPO	Others		
Genting Ayer Item Oil Mill	IP	YES	YES			40 mt/hour	1°51'24.19"N 103°12'36.55"E
Genting Indah Oil Mill	MB	YES	YES			30 mt/hour	5°22'31.1"N 116°56'08.0"E
Genting Trushidup Oil Mill	MB	YES	YES			60 mt/hour	5°33'47.8"N 117°58'46.4"E
Genting Mewah Oil Mill	MB	YES	YES	n/a		45 mt/hour	5°31'04.9"N 117°42'31.7"E
Genting Tanjung Oil Mill	MB	YES	YES			80 mt/hour	5°25'21.5"N 118°16'23.3"E
Genting Sabapalm Oil Mill	MB	YES	YES			20 mt/hour	5°57'54.3"N 117°22'26.8"E
Genting Jambongan Oil Mill	MB	YES	YES			20 mt/hour	6°39'07.4"N 117°26'46.5"E
Mulia Oil Mill	MB			YES		80 mt/hour	1°22'59.8"S 110°28'45.6"E
GlobalIndo Oil Mill	2025			YES		90 mt/hour	2°35'06.5"S 114°35'44.2"E
Golden Hill Oil Mill	2025	n/a	n/a	2025		80 mt/hour	0°50'36.5"S 114°04'50.9"E
KIU Oil Mill	2025			YES		60 mt/hour	3°00'10.6"S 114°56'12.7"E
Cemerlang Oil Mill	2025			2025		60 mt/hour	0°20'18.9"N 110°11'21.7"E
Gemilang Oil Mill	2025			2025		40 mt/hour	1°00'34.8"S 114°16'18.4"E
Genting MusimMas Refinery	SCCS	YES	YES	n/a	HALAL by JAKIM, KOSHER by KLBD, MESTI and GMP by Ministry of Health Malaysia ("MOH"), HACCP by MOH and SIRIM	600,000 mt/year	5°01'14.19"N 118°22'12.14"E
Genting Biodiesel Sdn Bhd	SCCS	YES	YES	n/a	European Standards EN14214, Malaysian Standards MS2008:2014	300,000 mt/year	5°01'37.35"N 118°20'29.98"E
SPC Biodiesel Sdn Bhd	SCCS	YES	YES	n/a			5°01'45.6"N 118°22'05.2"E



Introduction

Environment

Social

Governance

Information

Operating Unit Name	Number of FFB Suppliers						% Percentage of FFB by Suppliers					
	Own Estate	Own Plasma	Smallholder (<40 ha)	Smallgrower (40-500 ha)	Estate (>500 ha)	Collection Centre/ Smallholder Cooperative	Own Estate	Own Plasma	Smallholder (<40 ha)	Smallgrower (40-500 ha)	Estate (>500 ha)	Collection Centre/ Smallholder Cooperative
Genting Ayer Item Oil Mill	5	-	-	-	-	-	100	-	-	-	-	-
Genting Indah Oil Mill	3	-	6	2	1	3	92.48	-	0.93	0.37	4.35	1.86
Genting Trushidup Oil Mill	4	-	42	22	8	2	72.14	-	4.78	16.76	6.22	0.1
Genting Mewah Oil Mill	1	-	151	12	6	2	54.79	-	16.67	13.43	13.61	1.51
Genting Tanjung Oil Mill	5	-	4	4	4	-	83.66	-	1.32	5.96	9.05	-
Genting Sabapalm Oil Mill	1	-	190	2	1	1	78.03	-	15.31	3.92	2.56	0.19
Genting Jambangan Oil Mill	1	-	8	1	-	-	88.12	-	1.42	10.46	-	-
Mulia Oil Mill	3	6	-	-	-	-	85.34	14.66	-	-	-	-
GlobalIndo Oil Mill	2	2	-	-	1	3	75.52	19.52	-	-	-	4.96
Golden Hill Oil Mill	3	2	-	-	-	3	91.33	6.48	-	-	-	2.19
KIU Oil Mill	1	5	-	-	-	2	40.74	8.74	-	-	-	50.52
Cemerlang Oil Mill	2	3	-	-	-	3	72.68	16.78	-	-	-	10.54

Proportion of Suppliers

Description	Proportion of Supplier Engaged				
	Total Supplier	Supplier Engaged	Low Risk Supplier	Medium Risk Supplier	High Risk Supplier
Local Supplier	522*	522^	49	455	18
International Supplier	-	-	-	-	-
Total	522	522	49	455	18

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

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

Direct Economic Value Generated & Distributed

RM Million	2019	2020	2021	2022
Revenue	2,266.40	2,498.20	3,130.20	3,189.80
Economic Value Distributed				
Operating Cost	2,085.50	2,174.30	3,130.20	3,189.80
Employee Wages & Benefits	407.6	404.2	440.4	499.8
Payments to Providers of Capital	241.4	246.5	347	439.8
Payments to Government (Taxes & Levies)	88	151.2	225	372
Community Investments	2.9	4	4	5.4

Production

	2019	2020	2021	2022
FFB Production (mt)	2,193,814	2,085,385	2,017,637	1,988,245
Yield Per Mature Hectare (mt/ha)	18.5	17.9	17.1	16.7
CPO (mt)	534,307	517,312	511,000	516,390
PK (mt)	104,167	100,266	96,753	98,490
Refined Products (mt)	473,673	379,967	276,357	217,081
Biodiesel & Crude Glycerin(mt)	191,992	78,450	47,509	52,568



Introduction

Environment

Social

Governance

Information

	Total	Identity Preserved	Segregated	Mass Balance	Book & Claim
Our Oil Mills					
Total CPO sold as RSPO certified (mt)	120,885	23,935	18,300	78,650	nil
Total CPO sold under other certification scheme (mt)	104,375	n/a	n/a	n/a	n/a
Total CPO sold as conventional (mt)	62,350	n/a	n/a	n/a	n/a
Total PK sold as RSPO certified (mt)	41,050	10,800	n/a	30,250	nil
Total PK sold under other certification scheme (mt)	n/a	n/a	n/a	n/a	n/a
Total PK sold as conventional (mt)	15,200	n/a	n/a	n/a	n/a
GMMR					
Total RSPO Certified CPO from own palm oil mills (mt)	28,750	n/a	n/a	28,750	nil
Total RSPO Certified CPO bought from third party palm oil mills (mt)	9,580	5,580	n/a	4,000	nil
Total CSPO certified under other certification scheme from own palm oil mills (mt)	94,275	n/a	n/a	n/a	n/a
Total CSPO certified under other certification scheme from third party palm oil mills (mt)	5,678	n/a	n/a	n/a	n/a
Total conventional CPO from own palm oil mills (mt)	40,030	n/a	n/a	n/a	n/a
Total conventional CPO from third party palm oil mills (mt)	96,781	n/a	n/a	n/a	n/a



Introduction

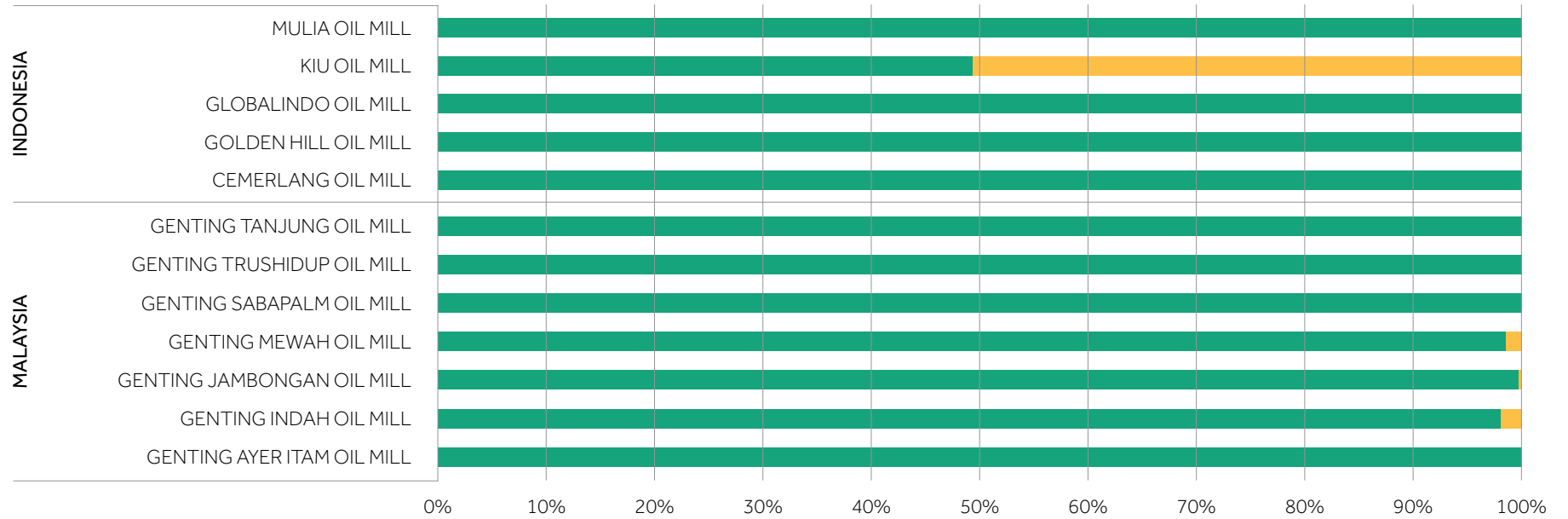
Environment

Social

Governance

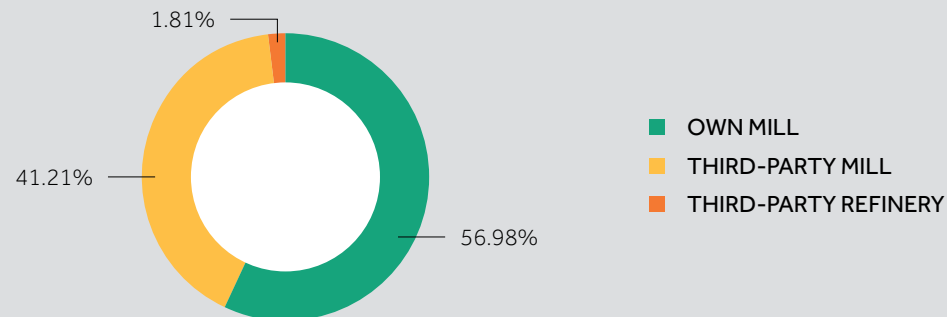
Information

TRACEABILITY TO PLANTATION FOR GENP OIL MILLS



	Malaysia							Indonesia				
	Genting Ayer Itam Oil Mill	Genting Indah Oil Mill	Genting Jambongan Oil Mill	Genting Mewah Oil Mill	Genting Sabapalm Oil Mill	Genting Trushidup Oil Mill	Genting Tanjung Oil Mill	Cemerlang Oil Mill	Golden Hill Oil Mill	GlobalIndo Oil Mill	KIU Oil Mill	Mulia Oil Mill
TTP Score, %	100.00%	98.13%	99.69%	98.49%	99.81%	99.89%	100.00%	100.00%	100.00%	100.00%	49.48%	100.00%
Untraceable	0.00%	1.87%	0.31%	1.51%	0.19%	0.11%	0.00%	0.00%	0.00%	0.00%	50.52%	0.00%

CPO INTAKE FOR GENTING MUSIMMAS REFINERY



Land Areas Controlled or Managed for Oil Palm Cultivation

DEFINITION	2019	2020	2021	2022
TOTAL LAND AREA (Ha)	242,541.00	243,240.00	243,240.00	243,159.00
Land area excluding Plasma schemes (Ha)	226,687.00	222,944.00	222,944.00	221,983.00
Land area under Plasma schemes (Ha)	15,854.00	20,296.00	20,296.00	21,176.00
Land area – planted (including buildings & infrastructure) (Ha)	165,058.00	165,058.00	165,058.00	165,177.00
Land designated & managed as HCV areas (Ha)	19,933.00	19,933.00	21,095.32	21,095.35
Land designated as conservation areas (excluding HCV areas) (Ha)	9,832.00	9,832.00	8,969.03	8,969.03
TOTAL PEAT AREA (Ha)	7,723.54	7,723.54	7,723.54	7,723.54
Total area planted on peat (Ha)	7,597.01	7,597.01	7,597.01	7,597.01
TOTAL RSPO CERTIFIED AREA (Ha)	78,165.00	79,604.00	79,341.99	88,202.00
RSPO Certified Area (excluding Plasma schemes) (Ha)	75,263.00	76,702.00	76,439.99	85,300.00
%, RSPO Certified Area (excluding Plasma schemes)	33.20	34.40	34.29	38.42
RSPO Certified Area for Plasma schemes (Ha)	2,902.00	2,902.00	2,902.00	2,902.00
%, RSPO Certified Area for Plasma schemes	18.30	14.30	14.30	13.70
% RSPO Certified Area (All inclusive)	32.23	32.73	32.62	36.27
Land area for Conservation (HCV+HCS) (Ha)	29,765.00	29,765.00	30,064.35	30,064.38
% Area for conservation	12.27	12.24	12.36	12.36
TOTAL LAND AREA CLEARED (Ha)	0	0	0	0

Peat Area by Region

	2019	2020	2021	2022
PENINSULAR MALAYSIA	Ha	Ha	Ha	Ha
Total peat area	338.03	338.03	338.03	338.03
Planted on peat	337.44	337.44	337.44	337.44
Unplanted Area	0.59	0.59	0.59	0.59
SABAH	Ha	Ha	Ha	Ha
Total peat area	1,495.47	1,495.47	1,495.47	1,495.47
Planted on peat	1,456.02	1,456.02	1,456.02	1,456.02
Unplanted Area	39.45	39.45	39.45	39.45
CENTRAL KALIMANTAN	Ha	Ha	Ha	Ha
Total peat area	456.6	456.6	456.6	456.60
Planted on peat	456.14	456.14	456.14	456.14
SOUTH KALIMANTAN	Ha	Ha	Ha	Ha
Total peat area	5,433.44	5,433.44	5,433.44	5,433.44
Planted on peat	5,347.41	5,347.41	5,347.41	5,347.41

* Note: No peat area in West Kalimantan


Introduction

Environment

Social

Governance

Information

No	Oil Mill Name	Parent Company	RSPO	ISCC	MSPO	ISPO	Location	
							Latitude	Longitude
Direct Suppliers								
1	ABEDON OIL MILL	GREEN EDIBLE OIL SDN BHD			•		5.31233	117.97400
2	AUMKAR PALM OIL MILL *	AUMKAR PLANTATIONS SDN BHD			•		4.74744	117.86882
3	BATU PUTIH OIL MILL	LADANG PERMAI SDN BHD			•		5.58000	117.94600
4	BERKAT SETIA PALM OIL MILL	BERKAT SETIA SDN BHD			•		5.71003	117.62077
5	DESA KIM LOONG PALM OIL MILL	DESA KIM LOONG PALM OIL SDN BHD			•		5.12993	116.26556
6	GLOBAL ENTERPRISE OIL MILL	GLOBAL ENTERPRISE OIL MILL SDN BHD			•		5.49011	117.98856
7	GOLDEN ELATE OIL MILL	GOLDEN ELATE OIL MILL SDN BHD			•		5.13729	118.83798
8	HARANKY PALM OIL MILL *	KWANTAS CORPORATION BERHAD			•		5.21299	118.06442
9	JEROCO PALM OIL MILL 2	JEROCO PLANTATIONS SDN BHD	MB	•	•		5.43111	118.41722
10	KILANG SAWIT BAIDURI AYU	FGV TRADING SDN BHD			•		5.08115	118.93975
11	KILANG SAWIT BELL	KILANG SAWIT BELL SDN BHD			•		5.20703	118.07673
12	KILANG SAWIT EMBARA BUDI	FGV TRADING SDN BHD			•		5.13207	119.09245
13	KILANG SAWIT KALABAKAN	FGV TRADING SDN BHD			•		4.37004	117.51249
14	KILANG SAWIT LANCANG KEMUDI	FGV TRADING SDN BHD			•		5.23232	119.05800
15	KILANG SAWIT MERCU PUSPITA	FGV TRADING SDN BHD			•		5.20581	119.01374
16	KILANG SAWIT UMAS	FGV TRADING SDN BHD			•		4.49691	117.65058
17	KIM LOONG SABAH MILL	KIM LOONG SABAH MILLS SDN BHD			•		5.46728	116.98956
18	KKS PINANGAH	N Y HIEW (HOLDINGS) SDN BHD	MB		•		4.49472	118.43940
19	KOONG SHING PALM OIL MILL	KOONG SHING SDN BHD			•		4.82470	118.05110
20	KWANTAS OIL SDN BHD (REFINERY)	KWANTAS OIL SDN BHD	MB		•		5.25483	118.17517
21	LADANG PERMAI MILL	LADANG PERMAI SDN BHD			•		5.18733	118.44029
22	LAM SOON PALM OIL MILL	LAM SOON PLANTATIONS SDN BHD	IP		•		5.25483	118.17517
23	LCH PALM OIL MILL	LCH GLOBAL PLANTATIONS SDN BHD			•		5.66126	117.81137
24	MEWAH PALM OIL MILL *	KWANTAS OIL SDN BHD			•		5.25458	117.90901
25	NILAI MILL	BOUSTEAD RIMBA NILAI SDN BHD			•		6.25761	117.31286
26	PINTASAN PALM OIL MILL *	KWANTAS CORPORATION BERHAD			•		5.22922	117.71690
27	PONTIAN FICO	PONTIAN UNITED PLANTATIONS BERHAD			•		5.42384	118.14542
28	PROLIFIC YIELD PALM OIL MILL	CEPAT WAWASAN GROUP BERHAD			•		5.71748	117.82761

GENP Third-Party CPO Suppliers (Cont'd)

No	Oil Mill Name	Parent Company	RSPO	ISCC	MSPO	ISPO	Location	
							Latitude	Longitude
Direct Suppliers								
28	SANDAU PALM OIL MILL *	SAWIT KINABALU SDN BHD	MB		•		5.20433	118.13414
29	SEBRANG PALM OIL MILL *	SAWIT KINABALU SDN BHD			•		4.98972	118.55510
30	SEGAMAHA PALM OIL MILL	BOUSTEAD RIMBA NILAI SDN BHD			•		5.21041	117.80966
32	SOOK OIL MILL	CHELLAM PLANTATIONS SDN BHD			•		5.33340	116.36256
33	SUNGAI RUKU PALM OIL MILL	SUNGAI RUKU OIL PALM PLANTATION SDN BHD			•		5.56367	117.90028
34	SUNGAI TENEGANG OIL MILL	TH PLANTATIONS BERHAD			•		5.21809	118.03136
35	TAMACO OIL MILL SDN BHD (MILL 1) *	TAMACO OIL MILL SDN BHD			•		5.24500	118.32756
36	TAMACO OIL MILL SDN BHD (MILL 2) *	TAMACO OIL MILL SDN BHD			•		5.15406	118.22847
37	TUNG HUP PALM OIL MILL	TUNG HUP PALM OIL MILL SDN BHD			•		5.28245	117.86801
38	VEETAR PALM OIL	VEE SENG PLANTATIONS SDN BHD			•		5.33722	116.9446
39	WARIS SELESA PALM OIL MILL *	DITALI SDN BHD			•		4.86965	118.09064

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



GENP Third-Party Supplying Plantations

GENP Smallgrower Supplying Plantations

No	GENP Oil Mill Name	Supplier Name	Location	
			Latitude	Longitude
1	GIOM	PIONEER GLOW SDN BHD	5.2733	116.7780
2	GIOM	CORAK NAKHODA SDN BHD	5.3230	116.9304
3	GIOM	USAHA TELITI SDN BHD	5.4228	117.0752
5	GIOM	JIANG SUN PLANTATIONS (SABAH) SDN BHD	5.2796	117.0588
8	GIOM	TAPAK YAKIN SDN BHD	5.0646	116.8723
9	GIOM	KIM LOONG SABAH MILLS SDN BHD	5.4682	116.9899
10	GSOM	STYLAND CORPORATION SDN BHD	5.9234	117.4294
11	GTHOM	SYARIKAT YU KWANG DEVELOPMENT SDN BHD	5.3245	118.1115
12	GTHOM	ATLANTIC PLANTATION SND BHD	5.3620	117.9641
13	GTHOM	SRI LIKAS MEWAH SDN BHD	5.5286	118.0199
14	GTHOM	TONG SANG PLANTATION	5.5730	117.9010
15	GTHOM	SUARA BARU SDN BHD	5.7202	117.8374
16	GTHOM	BAKARA SDN BHD	5.5315	117.7401
17	GTHOM	NGAN YIN FOOD INDUSTRIES SDN BHD	5.7497	117.7692
18	GTHOM	CEPAT WAWASAN SDN BHD	5.7889	117.6829
19	GTOM	TENTU MURNI SDN BHD	5.2446	118.1498
20	GTOM	MALBUMI ESTATE SDN BHD	5.2847	118.1626
21	GTOM	YU KWANG DEVELOPMENT SDN BHD	5.3241	118.1124
22	GTOM	TEY AH BU PLANTATION	5.4247	118.2090
23	GMOM	CENTRAL AGRICULTURE DEVELOPMENT	5.5827	117.7976
24	GMOM	FIRST ESPRIT SDN.BHD	5.5370	117.7082
25	GMOM	KEMABONG SDN.BHD	5.5469	117.8032
26	GMOM	MALGREEN PROGRES SDN.BHD	5.4523	117.7633

No	GENP Oil Mill Name	Supplier Name	Location	
			Latitude	Longitude
1	GIOM	MUTUSEJAHTERA SDN BHD	5.2976	116.8914
2	GIOM	SUNNITE TIMUR SDN BHD	5.3030	116.7841
3	GJOM	J&S ENTERPRISE	5.3476	116.8432
4	GMOM	PARAGON HARVEST SDN BHD	5.4508	117.7654
5	GMOM	OSIMBAYAN DEVELOPMENT SDN BHD	5.4854	117.7373
6	GMOM	GEMALAI JADI SDN BHD	5.4911	117.7756
7	GMOM	CERGAS FORTUNE SDN BHD	5.4934	117.7848
8	GMOM	AKIL WIJAYA SDN BHD	5.4951	117.7023
9	GMOM	RADIANT ESTATES SDN BHD	5.5099	117.8411
10	GMOM	TONG LIM PLANTATION SDN BHD	5.5325	117.7263
11	GMOM	SINRICO PLANTATION SDN BHD	5.5676	117.7869
12	GMOM	MASIDERAS SDN BHD	5.5680	117.7800
13	GMOM	MERIT AGENDA SDN BHD	5.5797	117.8866
14	GMOM	SABANDAR SDN BHD	5.5902	117.8098
15	GMOM	GAGAH MAKMUR SDN BHD	5.7034	117.4651
16	GSOM	DRAGON VILLA SDN BHD	5.0600	117.4669
17	GSOM	SUNNITE TIMUR SDN BHD	5.3030	116.7841
18	GTHOM	CREST MIDVALLEY	5.5294	117.9816
19	GTHOM	COMMERCIAL ONE SDN BHD	5.5294	117.9818
20	GTHOM	SYARIKAT MELABAU SDN BHD	5.5317	117.9585
21	GTHOM	SINALANG ESTATE SDN BHD	5.5386	118.0125
22	GTHOM	GREAT PINES SDN BHD	5.5412	117.9789
23	GTHOM	ELITE TRADING (SABAH) SDN BHD	5.5412	118.1225
24	GTHOM	THIEN NYUK LING	5.5587	118.0717
25	GTHOM	ULTISEARCH TRADING SDN BHD	5.5614	118.2043
26	GTHOM	MERIT AGENDA SDN BHD	5.5797	117.8866
27	GTHOM	MERIT AGENDA SDN BHD LCC	5.5797	117.8866
28	GTHOM	MAKMUR LAND DEVELOPMENT COPERATION	5.5840	117.9933



Introduction

Environment

Social

Governance

GENP Smallgrower Supplying Plantations (Cont'd)

No	GENP Oil Mill Name	Supplier Name	Location	
			Latitude	Longitude
29	GTHOM	BENUA MUTIARA	5.5890	117.8467
30	GTHOM	ULTISEARCH SDN BHD	5.5980	117.9830
31	GTHOM	GOLDEN FOREFRONT SDN BHD	5.6015	117.9994
32	GTHOM	SURE SUCCESS SDN BHD	5.6235	117.9836
33	GTHOM	HARIMAJU PLANTATION SDN BHD	5.6308	118.1053
34	GTHOM	COMRISE SDN BHD	5.6950	117.5930
35	GTHOM	GELANG USAHA SDN BHD	5.7202	117.8374
36	GTHOM	KOVUSAK SDN BHD (CEPATWAWASAN)	5.8237	117.6671
37	GTOM	ANCHOR PROSPECTS SDN BHD	5.4346	118.2841
38	GTOM	V.K KALYANASUNRAM PLANTATION SDN BHD	5.4463	118.2386
39	GTOM	WINKING PLANT SDN BHD	5.4475	118.2633
40	GTOM	ANCHOR PROSPECTS SDN BHD	5.4346	118.2841
41	GTOM	TENERA ECO PLANTATIONS SDN BHD	5.4523	118.2492

GENP Plasma Scheme Smallholders

Region	Company	Cooperative	Total Member Koperasi
PALMINDO			
I	SISM	KOPERASI SAWIT TRIMULIA LESTARI	448
I	SISM	KOPERASI SAWIT HARAPAN JAYA	723
I	SMA	KOPERASI ABADI HARAPAN BARU	541
I	SMA	KOPERASI PANCA MITRA ABADI	597
I	SAP	KOPERASI PELUNJUNG JAYA	151
I	SAP	KOPERASI MAJU BERSAMA	59
I	SAP	KOPERASI BADAQ SURYA LESTARI	329
I	AAC	KOPERASI SUMBER KEHIDUPAN	312
I	CSC	KOPERASI TRIPALUH BERSATU	290
I	CSC	KOPERASI GALISA MAKMUR LESTARI	344
TOTAL			3,794
GLOBALINDO & KIU			
II	GAL	KOPERASI GLOBALINDO MITRA SEJATI	3,023
II	GAL	KOPERASI GLOBALINDO MAJU BERSAMA	530
II	KIU	KOPERASI BINUANG MAJU BERSAMA	332
II	KIU	KOPERASI JASA MANDIRI SEJAHTERA	475
II	KIU	KOPERASI JASA SINAR ALAM	1,077
II	KIU	KOPERASI KELADAN MITRA USAHA	76
II	KIU	KOPERASI KHARISMA SEJAHTERA BERSAMA	33
TOTAL			5,546
ASIANINDO			
III	SP	KOPERASI INTAN LESTARI WARGA BERSATU	276
III	KMJ	KOPERASI HAGATANG TARUNG BERSAMA	954
III	DWK	KOPERASI CITRA MANDIRI PERMAI	372
TOTAL			1,602
GRAND TOTAL			10,942

2022 GENP Workforce Demographics



Introduction

Environment

Social

Governance

Information

Total Percentage by Gender, Age Group & Work Category

Gender	Age Group	By Gender	By Gender & Age Group	Work Category, %			Total
				Management	Non- Executive Staff	Workers	
Male	<30	18,978	6,497	169	165	6,163	n/a
	30-50		10,906	560	443	9,903	n/a
	>50		1,575	130	71	1,374	n/a
Female	<30	6,091	1,567	51	99	1,417	n/a
	30-50		3,969	155	183	3,631	n/a
	>50		555	26	18	511	n/a
Age Group			<30	220	264	7,580	8,064
			30-50	715	626	13,534	14,875
			>50	156	89	1,885	2,130
Total				1,091	979	22,999	25,069

Workforce Data

Workforce Data	2019		2020		2021		2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Management	800	181	816	192	830	209	859	232
Non-Executive Staff	637	298	650	291	656	298	679	300
Workers	17,805	4,463	16,947	5,011	16,572	5,182	17,440	5,559

2022 GENP Number of Workforce

Number of Workforce		Malaysia		Indonesia		Singapore	
		Male	Female	Male	Female	Male	Female
Total by Employment Category	Permanent Employees	649	382	887	150	1	1
	Temporary Employees (Foreign Workers)	5,042	1,756	12,399	3,802	n/a	n/a
	Non- Guaranteed Hours Employees	n/a	n/a	n/a	n/a	n/a	n/a
	Part-Time Employees	n/a	n/a	n/a	n/a	n/a	n/a
Total by Gender & Region		5,691	2,138	13,286	3,952	1	1
Total by Region		7,829		17,238		2	
Total Workforce				25,069			

2022 Hiring and Turnover Rate

Group		Gender		Age			Region		
		Male	Female	<30	30-50	>50	Malaysia	Indonesia	Singapore
Hiring	44.9	34.9	10	20.3	23.2	1.4	8.8	36.1	n/a
Turnover	40.2	31.7	8.5	17.9	20	2.3	7.5	32.7	n/a

Workers' Benefits

Benefits for Full-Time Employees at Genting Plantations Berhad

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

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

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

High Consequence Work-Related Injury

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

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

	Country	2019	2020	2021	2022
Number of High Consequence Work Related Injury	Malaysia	Nil	Nil	3	2
	Indonesia	Nil	Nil	1	0
High Consequence Work-Related Injury Rate	Malaysia & Indonesia	Nil	Nil	0.07	0.03

Recordable Work-Related Injury

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

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

	Country	2019	2020	2021	2022
Number of Recordable Work-Related Injury	Malaysia	89	56	26	50
	Indonesia	232	601	813	530
Recovery Time [Number of Days on Medical Leave]	Malaysia	357	627	544	290
	Indonesia	850	1,403	1,624	1,048
Recordable Work-Related Injury	Malaysia	1.48	2.99	0.44	0.78
	Indonesia	3.86	14.68	13.72	8.29
	Malaysia & Indonesia	5.34	11.01	14.15	9.07

Fatality

$$\text{Fatality Accident Rate} = \frac{\text{Number of fatalities as a result of work related injury}}{\text{Number of hours worked} \times 1,000,00} \times 1,000,000$$

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

	Country	2019	2020	2021	2022
Number of fatalities	Malaysia	0	1	Nil	0
	Indonesia	3	4	3	2
Fatality Accident Rate	Malaysia & Indonesia	0.05	0.08	0.05	0.03

Number of Schools

Type of School	Region	Number of Schools
Sekolah Kebangsaan Jenis Tamil	Peninsular Malaysia	4
Humana Schools	Sabah	11
Continuous Learning Centre	Sabah	5
Tabika Kemas	Kalimantan Tengah	4
Sekolah Dasar	Kalimantan Tengah	1
Sekolah Menengah Pertama	Kalimantan Tengah	1
Tabika Kemas	Kalimantan Selatan	6
TOTAL	Malaysia & Indonesia	32



Introduction

Environment

Social

Governance

GRI CONTENT INDEX

WITH REFERENCE TO GRI STANDARDS

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	7	About Genting Plantations Berhad
102-3	Location of headquarters	2, 47	Feedback
102-4	Location of operations	13	Our Presence
		48-73	Our Sustainability Data
102-5	Ownership and legal form		A public limited liability company. Incorporated and domiciled in Malaysia; Company No. 197701003946
102-6	Markets served	7	About Genting Plantations Berhad
		20, 30, 42	Responsible Business
		42	Responsible Supply Chain
102-7	Scale of the organization	7	About Genting Plantations Berhad
		34	Responsible Employer
102-8	Information on employees and other workers	70-73	Responsible Employer
102-9	Supply chain	42	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		Annual Report 2022: Statement on Risk Management and Internal Control, page 65 Environment Approach
102-12	External initiatives	30	Respecting Human Rights
		20	Environmental Approach
		49	Our Membership, Association & Alliances
102-13	Membership of associations	49	Our Membership, Association & Alliances
Strategy			
102-14	Statement from senior decision-maker	5-6	Message from President & Chief Operating Officer
102-15	Key impacts, risks, and opportunities	19	Our Stakeholders
		20-21	Our Material Topics
		30	Respecting Human Rights
		34	Responsible Employer
		20	Responsible Business
		22	Environmental Approach
42	Responsible Supply Chain		

Introduction

Environment

Social

Governance



Introduction

Environment

Social

Governance

Information

GRI Standards	Disclosure	Page	Reference/Response
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behaviour	7	About Genting Plantations Berhad
102-17	Mechanisms for advice and concerns about ethics	2, 47 47	Feedback Grievance and Whistle Blowing Policy; available at www.gentingplantations.com
Governance			
102-18	Governance structure	15-16	Our Sustainability Governance Annual Report 2022: Corporate Governance Overview Statement, page 46
102-19	Delegating authority	15-16	Our Sustainability Governance Annual Report 2022: Corporate Governance Overview Statement, page 46 Annual Report 2022: Statement on Risk Management and Internal Control, page 65
102-20	Executive-level responsibility for economic, environmental and social topics	15-16	Our Sustainability Governance
102-21	Consulting stakeholders on economic, environmental and social topics	19	Our Stakeholders
102-22	Composition of the highest governance body and its committees	15-16	Our Sustainability Governance
102-23	Chair of the highest governance body		The Chairman of the Board of Directors is independent and non-executive
102-24	Nominating and selecting the highest governance body		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-25	Conflicts of interest		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-26	Role of highest governance body in setting purpose, values and strategy		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-27	Collective knowledge of highest governance body		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-28	Evaluating the highest governance body's performance		Annual Report 2022: Corporate Governance Overview Statement, page 46 Annual Report 2022: Statement on Risk Management and Internal Control, page 65
102-29	Identifying and managing economic, environmental, and social impacts	15-16	Our Sustainability Governance
102-30	Effectiveness of risk management process		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-31	Review of economic, environmental, and social topics	15-16	Our Sustainability Governance Annual Report 2022: Corporate Governance Overview Statement, page 46 Annual Report 2022: Audit Committee Report, page 60 Annual Report 2022: Risk Management Committee Report, page 63 Annual Report 2022: Statement on Risk Management and Internal Control, page 65
102-32	Highest governance body's role in sustainability reporting		Reporting Approach & Assurance Annual Report 2021: Audit Committee Report, page 60 Annual Report 2022: Risk Management Committee Report, page 63



Introduction

Environment

Social

Governance

Information

GRI Standards	Disclosure	Page	Reference/Response
Governance (cont'd)			
102-33	Communicating critical concerns	2, 31 47	Feedback Grievance and Whistle Blowing Policy; available at www.gentingplantations.com
102-34	Nature and total number of critical concerns	42	Responsible Supply Chain
102-35	Remuneration policies		Annual Report 2022: Corporate Governance Overview Statement, page 46 Terms of Reference; available at www.gentingplantations.com
102-36	Process for determining remuneration		Annual Report 2022: Corporate Governance Overview Statement, page 46 Terms of Reference; available at www.gentingplantations.com
103-37	Stakeholders' involvement in remuneration		Annual Report 2022: Corporate Governance Overview Statement, page 46 Terms of Reference; available at www.gentingplantations.com
103-38	Annual total compensation ratio		Annual Report 2022: Corporate Governance Overview Statement, page 46
102-39	Percentage increase in annual total compensation ratio		Confidentiality Constraints
Stakeholder Engagement			
102-40	List of stakeholder groups	19	Our Stakeholders
102-41	Collective bargaining agreements	30	Respecting Human Rights
102-42	Identifying and selecting stakeholders	19	Our Stakeholders
102-43	Approach to stakeholder engagement	19	Our Stakeholders
102-44	Key topics and concerns raised	19	Our Stakeholders
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2	About This Report
102-46	Defining report content and topic Boundaries	2 20-21	About This Report Our Material Topics
102-47	List of material topics	20-21	Our Material Topics
102-48	Restatements of information	48-73	Our Sustainability Data
102-49	Changes in reporting	2 20-21 48-73	About This Report Our Material Topics Our Sustainability Data
102-50	Reporting period	2	About This Report
102-51	Date of most recent report	2	About This Report
102-52	Reporting cycle	2	About This Report
102-53	Contact point for questions regarding the report	2, 47	Feedback
102-54	Claims of reporting in accordance with the GRI Standards	2	About This Report
102-55	GRI content index	74-81	GRI Content Index
102-56	External assurance		To be applied in the future

Management Approach

GRI Standards	Disclosure	Page	Reference/Response	SASB
Our Environmental Responsibility				
103-1	Explanation of the material topic and its Boundary			
103-2	The management approach and its component	22	Our Environmental Responsibility	-
103-3	Evaluation of the management approach			

Environment Topic

GRI Standards	Disclosure	Page	Reference/Response	SASB
Economic Performance				
201-1	Direct economic value generated and distributed	61	Direct Economic Value Generated & Distributed	-
Materials				
301-1	Materials used by weight or volume	27 55	Waste and Hazardous Material Management Scheduled Waste Disposed	-
Energy				
302-1	Energy consumption within the organization			
302-2	Energy consumption outside of the organization	26	Our Energy Management	FB-AG-130a.1
302-3	Energy intensity	53	Energy Intensity	
302-4	Reduction of energy consumption			
Water and Effluents				
303-1	Interactions with water as a shared resource	28-29,	Our Water Footprint	
303-2	Management of water discharge-related impacts	55-57	Water Use Intensity Water & Effluent Disclosure	
303-3	Water withdrawal	55-57	Water Use Intensity	FB-AG-140a.1
303-4	Water discharge		Water & Effluent Disclosure	
303-5	Water consumption			



Introduction

Environment

Social

Governance

Environment Topic (Cont'd)

GRI Standards	Disclosure	Page	Reference/Response	SASB
Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	23-25 58	Our Efforts Towards Conservation Our Conservation and Restoration Projects Our Approach to Fire Our Estates	-
304-2	Significant impacts of activities, products and services on biodiversity	23-25	Our Efforts Towards Conservation Our Conservation and Restoration Projects Our Approach to Fire	-
304-3	Habitats protected or restored	23-25 52	Our Efforts Towards Conservation Our Conservation and Restoration Projects Our Approach to Fire Hotspot & Fire Incidences for 2022	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	50-51	Flora Inventory Under IUCN Red List of Threatened Species Fauna Inventory Under IUCN Red List of Threatened Species	-
Emissions				
305-1	Direct (Scope 1) GHG emissions	53	GHG Emission Data, Tonnes CO ₂ Equivalent	FB-AG-110a.1
305-2	Energy indirect (Scope 2) GHG emissions			
305-3	Other indirect (Scope 3) GHG emissions			
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			
Effluents and Waste				
306-1	Water discharge by quality and destination	27	Waste and Hazardous Material Management	-
306-2	Waste by type and disposal method	55-57	Scheduled Waste Disposed Water Use Intensity Water & Effluent Disclosure	-
306-4	Transport of hazardous waste	27	Waste and Hazardous Material Management	-
306-5	Water bodies affected by water discharges and/or runoff	54		



Introduction

Environment

Social

Governance

Management Approach

GRI Standards	Disclosure	Page	Reference/Response	SASB
Our Corporate Citizenship				
103-1	Explanation of the material topic and its Boundary			
103-2	The management approach and its component	30	GENP's Commitment to Upholding Human Rights	-
103-3	Evaluation of the management approach			

Social Topic

GRI Standards	Disclosure	Page	Reference/Response	SASB
Market Presence				
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	35	Ensuring Decent and Fair Living Wage	
202-2	Proportion of senior management hired from the local community	70-73	2022 Genp Workforce Demographics Workforce Data 2022 Genp Number of Workforce 2022 Hiring and Turnover Rate Workers Benefits High Consequence Work-Related Injury Recordable Work-Related Injury	-
Employment				
401-1	New employee hires and employee turnover	71	2022 Hiring and Turnover Rate	
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	35, 72	Workers' Benefits and Terms Fair Working Hours	-
401-3	Parental leave		Workers Benefits	
Labour/Management Relations				
402-1	Minimum notice periods regarding operational changes	33-34	Free, Prior and Informed Consent Our Role As A Responsible Employer	-
Occupational Health and Safety				
403-1	Occupational health and safety management system	36	Occupational Safety and Health Management System	
403-2	Hazard identification, risk assessment, and incident investigation	36-38	Occupational Safety and Health Management System	
403-3	Occupational health services			FB-AG-320a.1
403-4	Worker participation, consultation, and communication on occupational health and safety	39	Employee Health and Healthcare Facilities	



Introduction

Environment

Social

Governance

Social Topic (Cont'd)

GRI Standards	Disclosure	Page	Reference/Response	SASB
Occupational Health and Safety (Cont'd)				
403-5	Worker training on occupational health and safety	39-41	Employee Health and Healthcare Facilities GENP's 2022 Occupational Safety and Health Performance	
403-6	Promotion of worker health			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36-41	Occupational Safety and Health Management System Employee Health and Healthcare Facilities GENP's 2022 Occupational Safety and Health Performance	FB-AG-320a.1
403-8	Workers covered by an occupational health and safety management system			
403-9	Work-related injuries	72	High Consequence Work-Related Injury	
403-10	Work-related ill health		Recordable Work-Related Injury	
Training and Education				
404-1	Average hours of training per year per employee			
404-2	Programs for upgrading employee skills and transition assistance programs	38	OSH Training, Induction and Awareness	-
404-3	Percentage of employees receiving regular performance and career development reviews			
Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	34 70-72	Our Role As A Responsible Employer 2022 Genp Workforce Demographics Workforce Data 2022 Genp Number of Workforce 2022 Hiring and Turnover Rate Workers Benefits	-
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	34	Our Role As A Responsible Employer	-
Security Practices				
410-1	Security personnel trained in human rights policies or procedures	30-31	Genp's Commitment to Upholding Human Rights	-
Rights of Indigenous Peoples				
411-1	Incidents of violations involving rights of indigenous peoples	32	Respecting the Rights of Indigenous and Local Communities	-
Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs			
413-2	Operations with significant actual and potential negative impacts on local communities	32	Respecting the Rights of Indigenous and Local Communities	-



Introduction

Environment

Social

Governance

Management Approach

GRI Standards	Disclosure	Page	Reference/Response	SASB
Corporate Stewardship				
103-1	Explanation of the material topic and its Boundary			
103-2	The management approach and its component	42	Corporate Stewardship	-
103-3	Evaluation of the management approach			

Governance Topic

GRI Standards	Disclosure	Page	Reference/Response	SASB
Procurement Practices				
204-1	Proportion of spending on local suppliers	60	Proportion of Suppliers	FB-AG-430a.1
Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	42	General Expectations for GENP's Suppliers & Contractors	-
308-2	Negative environmental impacts in the supply chain and actions taken	42	General Expectations for GENP's Suppliers & Contractors Our Traceability Implementation	
Local Communities				
413-1	Operations with local community engagement, impact assessments, and development programs			
413-2	Operations with significant actual and potential negative impacts on local communities	32	Respecting the Rights of Indigenous and Local Communities	-
Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria			
414-2	Negative social impacts in the supply chain and actions taken	42	General Expectations for Genp's Suppliers & Contractors Our Traceability Implementation	-



Introduction

Environment

Social

Governance

GRIEVANCE & FEEDBACK



Introduction

Environment

Social

Governance

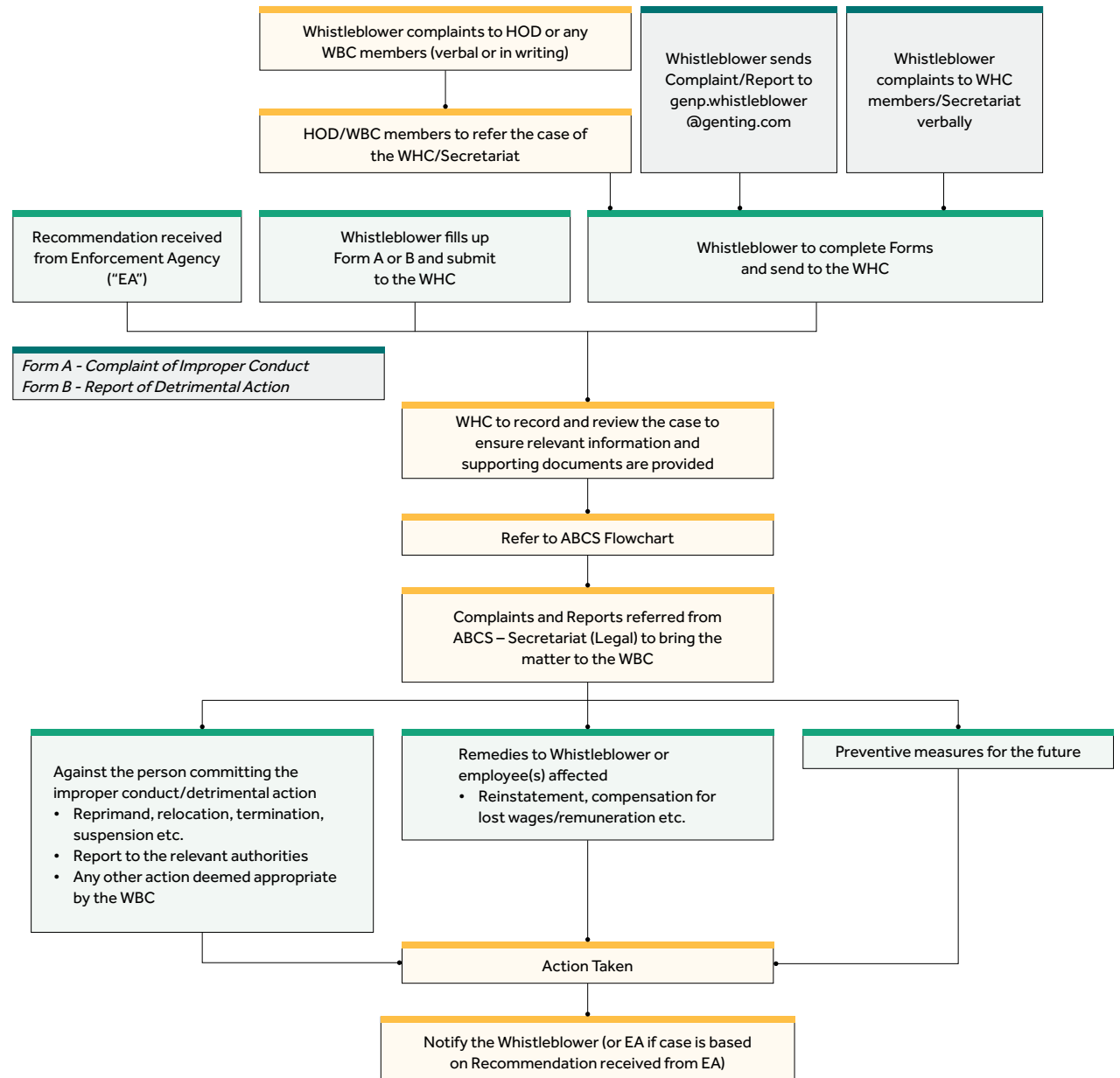
GENP established a Grievance Procedure to ensure that as a company, we are responsive to any grievances raised by external parties as well as various stakeholders, including our employees, to raise grievances involving our own operations and/or our third-party suppliers. It helps us to address a wide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

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

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

In 2022, there were no grievances raised in relation to GENP's facilities and operations.

Information



WHC: Whistleblower Hotline Committee



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.

gpbinfo@genting.com / Genting Plantations Berhad (197701003946), 10th Floor Wisma Genting, Jalan Sultan Ismail, 50250, Kuala Lumpur, Malaysia / +60321782288 / 23332288