



GENTING
PLANTATIONS



2018

**Sustainability
Report**

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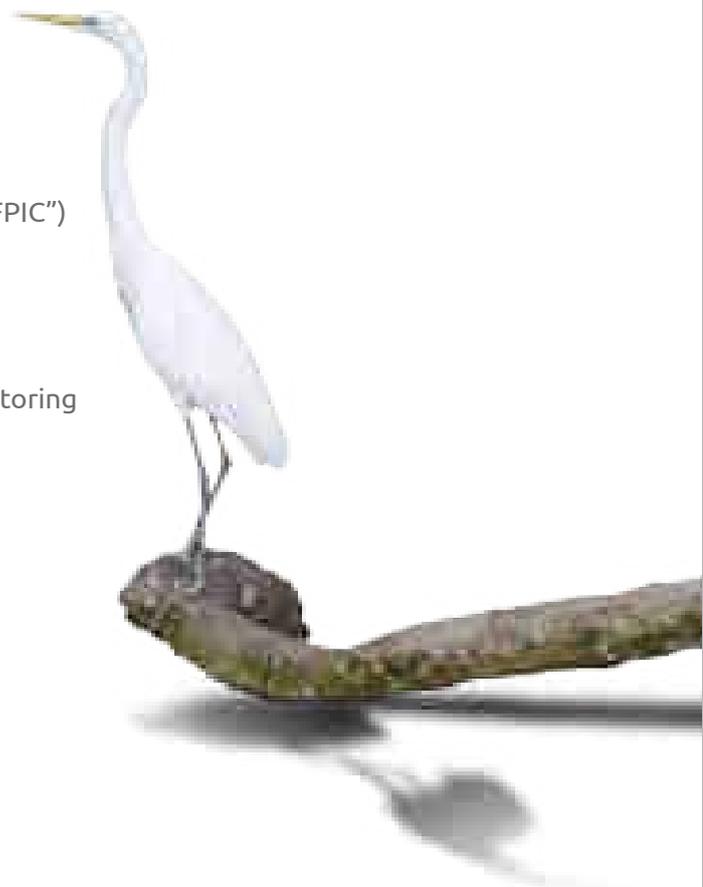
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About This Report

Genting Plantations has been reporting annually on its sustainability initiatives and progress since 2003. This third standalone report continues to provide an overview of our Group's sustainability efforts and details our approach towards risks and opportunities in economic, environmental and social ("EES") aspects.

Reporting Period

This report covers the twelve-month period from 1 January 2018 to 31 December 2018; and where applicable, historical data from the preceding years has been included for comparison. Any forward-looking statements found in this report is based on information, plans, prospects, management policies and strategies available at the time of publication.

Reporting Procedure & Assurance

- This report has been prepared in accordance with "Global Reporting Institute ("GRI") Standards: Core Option and Bursa Malaysia's Main Market Listing Requirements.
- This report is made in accordance with a resolution of the Board of Directors dated 26 February 2019.

Scope & Boundary

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

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, as applicable to GENP and its direct or indirect subsidiaries as a group. Additional information relating to GENP (which is not incorporated herein) can be found in our Annual Reports and on www.gentingplantations.com.

Our Data

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

Environmental and social data reported is procured from operational activities that our Group directly manages and affect. Most data covering Malaysian operations presented herein are collected on the same basis used for our 2017 Sustainability Report. Any differences or revisions reflect changes in calculation methods and the expanded scope covered in this report.

In this report, our Group collates data for the full reporting year ending December 2018. Any significant changes beyond the date will be addressed in the following year's publication. The accuracy of environmental and social data may differ from the data obtained through our financial reports.

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

Message From President & Chief Operating Officer

Dear Stakeholders,

At Genting Plantations Berhad, we remain unwavered in our commitment to ensure that our business practises good corporate governance and observe sustainable agricultural practices. Grounded by the Genting Core Values, namely – Hard Work, Honesty, Harmony, Loyalty and Compassion, we believe in encouraging the creation of shared values for the benefit of our Group and our stakeholders in a sustainable and responsible manner.

We are fully mindful of our role to uphold and constantly improve on our sustainability efforts for our current business operations, as well as for the growth initiatives which our Group will be undertaking in the years ahead. We continue to be guided by the global trends like the UN Sustainable Development Goals (“UN SDGs”), Roundtable on Sustainable Palm Oil (“RSPO”), to name a few, whilst at the same time be attentive to the increasing demand for accountability by various stakeholders towards all aspects of the palm oil supply chain, both in the local and global front.

On the certification initiatives, we remain committed to RSPO and are supportive of the newly endorsed RSPO P&C 2018 as we continue to work towards full RSPO certification of our entire palm oil business. In addition, we are also tirelessly working towards national certification in both Malaysia and Indonesia - Malaysian Sustainable Palm Oil (“MSPO”) certification and Indonesian Sustainable Palm Oil (“ISPO”) certification.

Continued emphasis is placed on the well-being of the local communities where our Group operates. We believe that it is pertinent to focus on respecting the legal, customary and traditional land rights of local communities, indigenous people and smallholders so as to create shared values whilst also advancing their socioeconomic development. In reverence to human rights, we firmly stand against exploitation of human lives and has an uncompromising stance against any forms of discrimination, forced or bonded labour, child labour, and human trafficking.

Over the years since inception, steps have been taken to inculcate good corporate governance and good agricultural practices all aimed towards sustainability. On this note, I am pleased to say that all these diligent efforts, however little they may be, has culminated in our Group becoming a constituent of the FTSE4Good Index Series; a globally recognised index for companies demonstrating strong environmental, social and governance practices.

Not to rest on our laurels, we do believe that, despite being an arduous and challenging journey, our sustainability agenda is a continuous effort, where we acknowledge that there is always room for improvement. In this respect, we are confident that with the support and commitment from all stakeholders, the Company is poised to reach greater heights as we forge ahead into the next chapter of growth, expansion and success.

Tan Wee Kok
President & Chief Operating Officer
26 February 2019

2018 Sustainability Highlights

Economic



RM147.0 million
net profit in 2018



RM7.94 billion
Total Market
Capitalisation
(31 December 2018)



Quantity of Products
Fresh Fruit Bunch • 2.08 million MT
Crude Palm Oil • 0.5 million MT
Refined Product • 0.3 million MT
Biodiesel & Crude Glycerin • 0.1 million MT

Environmental



Certification for
6 palm oil mills and
its supply bases,
and 1 refinery



Certification for
5 Malaysian palm oil
mills and its supply
bases



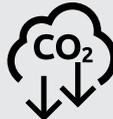
Certification for all 7
Malaysian palm oil mills
and its supply bases,
2 biodiesel plants and
1 refinery



ISPO Certification
for 1 Indonesian
oil mill and its
supply bases



~1.12 million MT of
biomass recycled
(equivalent to ~54%
FFB produced)



~8% reduction in
GHG emission
compared to 2016



~17,500 hectares of
High Conservation
Value ("HCV") areas

Social

~15,300
hectares
in Indonesia
allocated for
plasma scheme



Over
23,700
workforce



Over 5,000
women in our
workforce

16%
Hiring Rate



12%
Turnover
Rate

13%
Women in
Board of Director

21%
Women in
Management



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



RM 6.6
community
investment

10
Humana
schools



7
Community
Learning
Centres



10 Scholars
of Tan Sri (Dr.)
Lim Goh Tong
Endowment
Fund



3 Fatalities
in Indonesia

About Genting Plantations Berhad

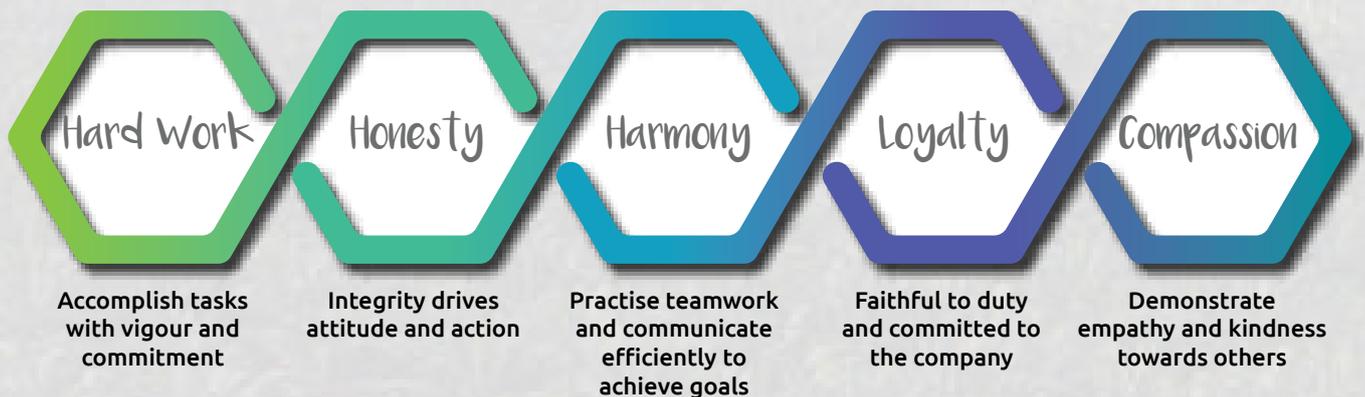
Our Vision

We strive:

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

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

Our Core values

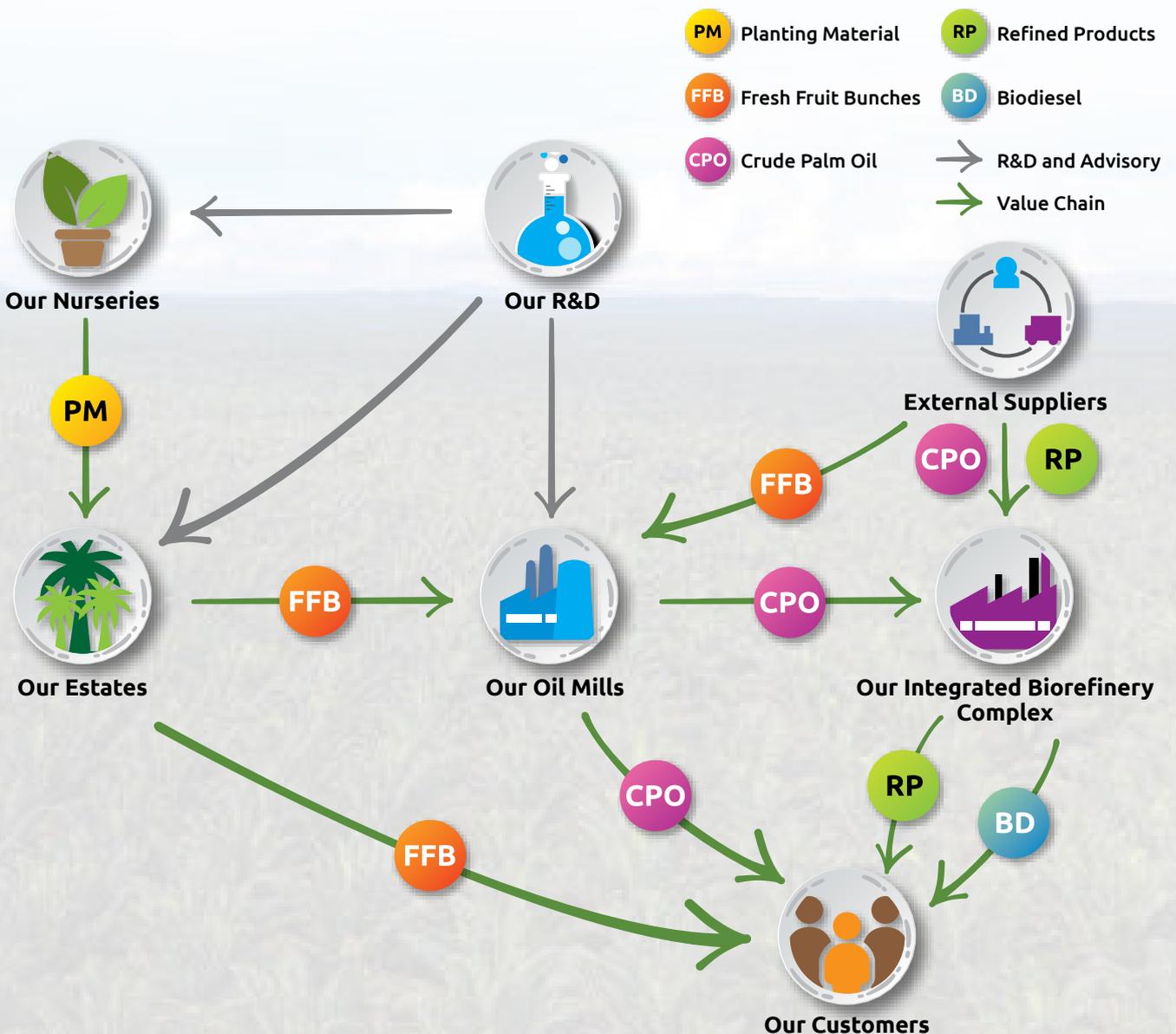


Our Profile

Genting Plantations, a subsidiary of Genting Berhad, has a landbank of about 64,600 hectares in Malaysia and some 182,800 hectares in Indonesia (including the *Plasma* scheme). Genting Plantations owns seven oil mills in Malaysia and four in Indonesia with a total milling capacity of 550 metric tonnes (“MT”) of fresh fruit bunch (“FFB”) processed per hour. The upstream business is complemented by our Genting Integrated Biorefinery Complex, comprising of the Genting MusimMas Refinery (“GMMR”), a palm oil refinery with a processing capacity of 600,000 MT per annum, and two biodiesel plants with an aggregate 300,000 MT annual processing capacity.

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

Vertically Integrated Palm Oil Producer



Our Businesses & Locations

Peninsular Malaysia



Plantation

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



Oil Mill

- Genting Ayer Item Oil Mill



Property

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



Biotechnology

- ACGT Laboratories
- The Gasoline Tree™ Experimental Research Station



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 247,000 hectares (including *Plasma* scheme). Our Group operates 11 palm oil mills in Malaysia and Indonesia; one in Peninsular Malaysia, six in Sabah, and four in Indonesia.

Downstream Manufacturing Division



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

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



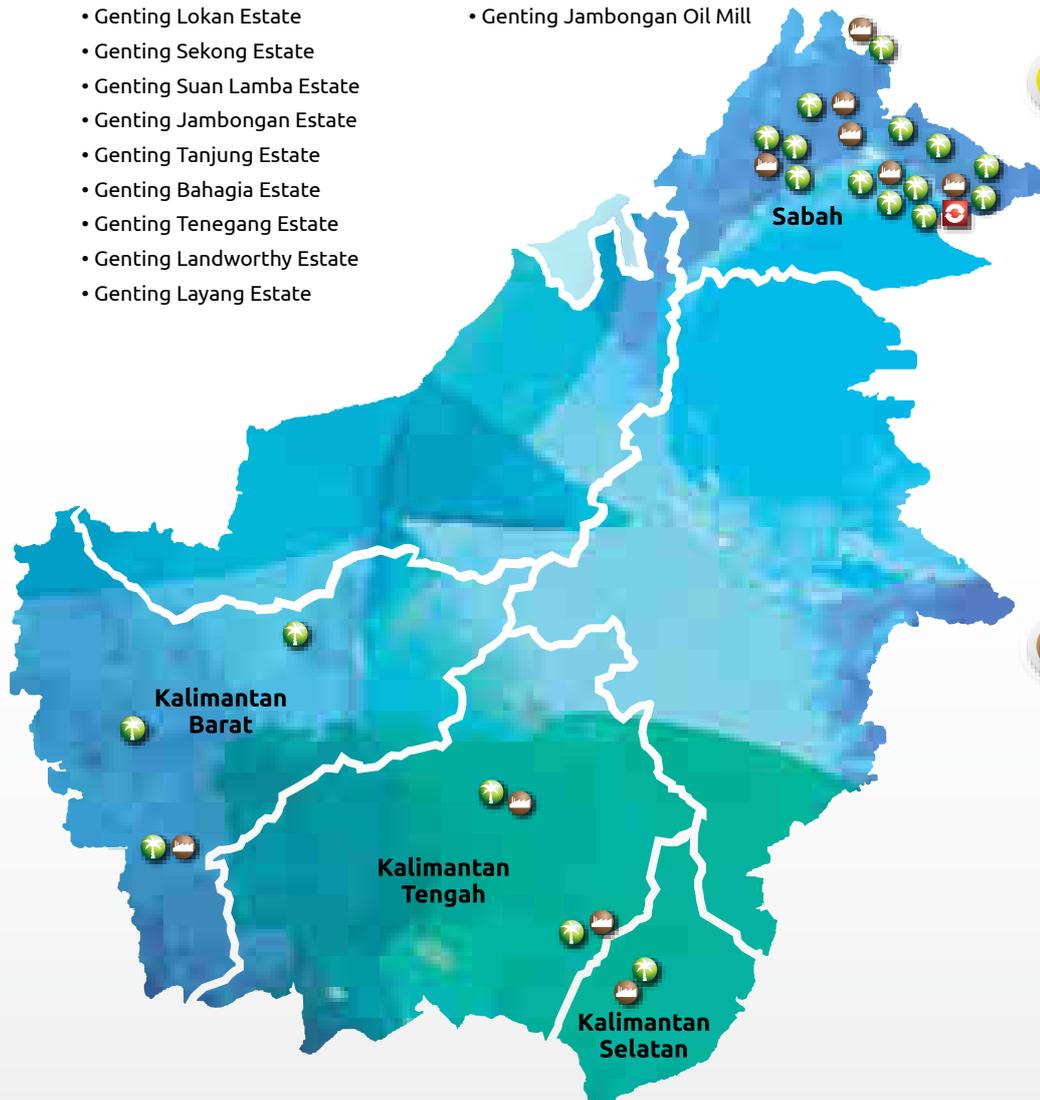
Oil Mill

- 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
- Kapuas Estates
- Mangkatip Estates
- Bakuta Estates
- Lamunti Estates
- UAI Estates
- AAC Estates
- PALJ Estates
- KIU Estates



Oil Mill

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

Property Division



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

Biotechnology Division



Our Biotechnology Division was established to spearhead pioneering research in genomic science to increase oil palm yields while building crop resilience to disease. This approach is viewed as a sustainable alternative to expanding our Group's planted areas. The Biotechnology Division has successfully identified genomic markers to select superior planting materials through marker-assisted selection, and developed microbial-based growth enhancers and disease-prevention solutions.

Our Path to Sustainability

Our Sustainability Policy

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

We shall:

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



Genting Plantations' Four-pillared Sustainability Agenda



Marketplace

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



Workplace

As our people is our most important asset, we strive

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



Community

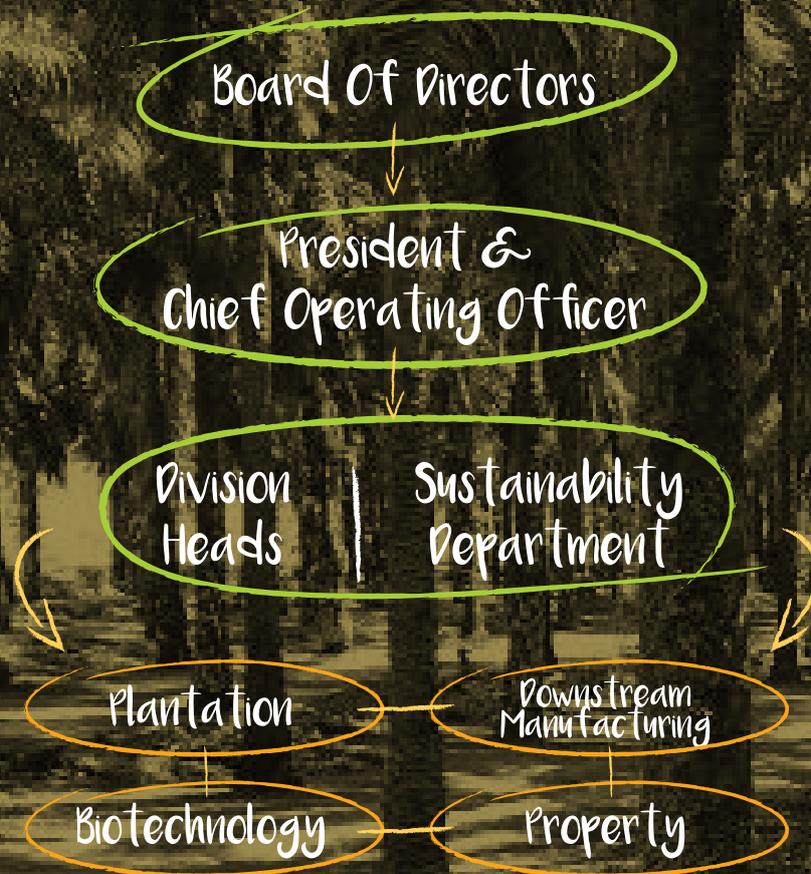
- To build mutually beneficial relationship with the communities where we operate and with society at large through active engagement
- To enrich the communities where we operate



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

Our Sustainability Governance



The sustainability governance structure of Genting Plantations Berhad is vital to its success and ensures it is receptive to the needs of the business, while remain committed to maintaining the Genting Core Values.

The sustainability agenda and approach of the company is guided by the President & Chief Operating Officer ("PCOO") who provides overall direction and strategic decision making.

The Board of Directors, is regularly updated and informed of the company's initiatives, and has oversight of our Group's development and conscientiously advocates sustainable conduct in any undertakings.

A dedicated Sustainability Department led by a Vice President has been established since 2008, to work closely with PCOO, the management team and relevant external stakeholders in implementing the Group's sustainability agenda. The sustainability team facilitates Division Heads in spearheading initiatives, implementing codes of practice, and imbuing values related to sustainability within each of their respective operating unit.

This transparent governance structure ensures our sustainability agenda are clearly defined and communicated across all internal and external stakeholders.

Ethical Business Conduct

The Group is committed to practice good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness. Towards that end, the Company upholds its Code of Ethics and Conduct ("Code") in setting principles and as a guide for norms of behaviour and business conduct. The Code applies to all employees and directors of Genting Plantations Berhad and its subsidiaries; it also should be read and applied in conjunction with all other applicable policies, procedures and guidelines issued by the Company.

To access the Code, kindly download it from our website www.gentingplantations.com

Our Stakeholders

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

Stakeholders	Means of Engagement	Areas of Interest	Outcomes
Our Workforce	Meetings Daily roll-call Notices Townhall sessions Campaigns Visits Site inspection Training sessions Annual appraisal	Employee development Job satisfaction Wages & remuneration Working conditions & facilities, safety & health Training Medical & health facilities Sustainability policies Social issues Suggestion, complaints & grievances	Better understanding of company policies and procedures Instilling company culture and values Employee retention Enhanced awareness of sustainability requirements and its compliance Improved mechanism for complaints and grievances Happier and safer working environment
Suppliers & Contractors	Meetings Visits	Compliance with company policies & sustainability requirements	Creating shared value initiatives Better understanding of company policies Better working relationship and communication Training & sharing of best practices in sustainability Achieving sustainability certification (own operating units)
Customers	Meetings Phone calls Company website Annual reports Sustainability Report	Quality of products Compliance to sustainability standards Identification of business opportunities & new market access	Positive reputation and better understanding of our Group's sustainability status, progress and initiatives Increased/new market access
Smallholders & Plasma Scheme	Formal & informal meetings	Relationship with the company Land matters Complaints and grievances Crop quality Sustainability standards for smallholders & plasma scheme Traceability	Creating shared value initiatives Improved communication and relationship with smallholders & plasma scheme Awareness on sustainability requirements
Government, industry bodies & trade associations	Formal meetings	Support for government policies and initiatives in the palm oil industry Compliance to legal requirements	Support and contribute to the development of national sustainability goals
Non-governmental organisations	Formal & informal meetings	Environmental protection Biodiversity conservation Social welfare	Collaboration projects – rehabilitation of riparian buffer zones, establishment of wildlife corridors, protection of wildlife
Local communities	Dialogue sessions Formal & informal meetings Festive celebrations	Relationship with the company Employment opportunities Participation in decision-making Complaints and grievances Community development, CSR Free, Prior and Informed Consent ("FPIC")	Creating shared value initiatives Priority employment for qualified and eligible locals Contribution to community development/project Improved road access
Shareholders, investors, banks & financial analysts	AGMs Meetings Quarterly updates Site visits Company website Annual reports Sustainability reports	Seeking approval and feedback Progress and compliance to sustainability standard Clarification of media/NGO reports about issues related to our Group	Build positive reputation and better understanding of our Group's sustainability status, progress and initiatives Assurance on the strong commitment towards sustainability agenda

Grievances & Whistleblowing

Genting Plantations is committed to ensure the highest possible standards of ethical, moral and legal business conduct and practises openness and accountability in all aspects of its business. The Group has established the Code of Ethics and Conduct ("Code") in setting principles and as a guide for norms of behaviour and business conduct. This Code also operates together with the relevant policies on governance and human rights to ensure this commitment is always upheld. In identifying and addressing governance and human rights risks, we have a complaints and grievance mechanism as well as a whistle blowing channel made available to our workforce and stakeholders.

We communicate and encourage employees, suppliers, contractors, communities and any third parties to raise concerns against any potentially unsafe, unethical or harmful actions observed against the Company. We also welcome comments and suggestions for improvements from all our stakeholders. All submission will be treated fairly without any retaliatory intent and confidential channels are provided upon request. Concerns can be raised verbally or in writing to any of our head of operating units, or directly to our headquarters. To submit a concern under our whistle blowing channel, kindly contact us or refer to our Whistleblower Policy on our website for more information. Genting Plantations is committed to provide resolve or remedy for any verified concerns that have been raised through the grievance and whistle blowing channels.

For 2018, the company would like to highlight there were no major reported cases reported through our grievance channels. There were also no reported cases through the whistleblowing channel.



Our Material Topics

In preparation for this year's report, the Group engaged various stakeholder groups to identify concerns about our business and its impact especially in relation to the society and environment. Our stakeholders are inclusive of our workforce, suppliers, contractors, local communities, smallholders, *plasma* scheme, government, industry bodies, trade associations, non-governmental organisations, shareholders, investors, banks, financial analysts, and members of the public.

The concerns are then aligned with topics important to Genting Plantations business strategy while guided by the Group's Core Values, Vision, Code and FPSA. The topics identified are then classified according to risk, opportunities and solvability.

In the course of the materiality review exercise, the Group has determined that the majority of material topics presented in 2017 still holds relevance and even more so with the expanded scope and boundary of the report to include our Indonesian operations. The material topics reported herein is representative of topics highly significant to our stakeholders and our business.









Marketplace



Economic Performance

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

The year 2018 turned out to be a rather tumultuous year for the oil palm industry with a confluence of negative factors, which impacted Genting Plantations' performance. Genting Plantations registered revenue of RM1.90 billion for the financial year ended 31 December 2018 ("FY 2018"), representing a 5% year-on-year growth.

Revenue growth was derived from the higher offtake of biodiesel and refinery products from the Downstream Manufacturing segment which more than offset its weaker selling prices, along with progressive completion of works by the Property segment. In contrast, revenue from the Plantation segment slid year-on-year due to softer selling prices despite an 11% growth in fresh fruit bunch ("FFB") production, which was underpinned by 45% improvement in crop output from our Indonesia operations.

Our Group achieved a notably lower crude palm oil ("CPO") selling price of RM2,117 per metric tonne ("MT") in FY 2018. Likewise, our Group's palm kernel ("PK") selling price was also lower year-on-year at RM1,681 per MT.

Despite a 5% year-on-year increase in revenue, our Group's EBITDA for FY 2018 of RM451.1 million was 29% lower mainly due to lower contribution from the Plantation segment although this was partly alleviated by the improved performance from the Property segment.

For a more detailed disclosure on the economic performance of our Group, please refer to Genting Plantations' 2018 Annual Report at www.gentingplantations.com

The breakdown of the direct economic value generated and distributed by our Group's operations for 2018, 2017 and 2016 is tabulated below:

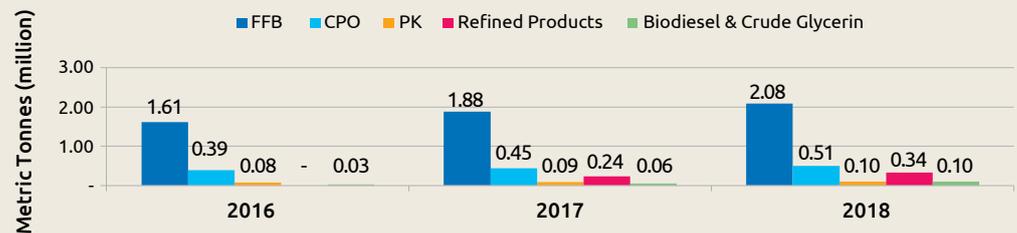
Direct Economic Value Generated and Distributed (RM Million)	2016	2017	2018
Revenue	1,480.1	1,808.8	1,902.9
Economic Value Distributed			
Operating Costs	1,096.6	1,262.2	1,580.8
Employee Wages and Benefits	91.7	99.5	91.3
Payments to Providers of Capital	120.3	298.0	331.2
Payments to Governments (Taxes & Levies)	151.6	199.1	139.2
Community Investments (CSR & Philanthropy)	4.4	3.0	6.6

Responsible Supply Chain

The Group's palm oil products are used in a wide range of industries ranging from food to energy generation. It is thus imperative for us to acknowledge the importance of palm oil traceability throughout the entire supply chain in line with the increasing awareness on sustainability and our global customers' demand for accountability and assurance.

To this end, our Group tracks and monitors the movement of FFB to CPO and refined products at our estates, oil mills, refinery, and biodiesel plants as well as our suppliers and customers.

Genting Plantations Produce Summary, 2018



Genting Plantations Palm Produce Tracker, 2018



In 2018, the FFB supplied by our own estates in both Malaysia and Indonesia inclusive our *plasma* makes up 88% of our mill requirements and the remainder was supplied by external smallholders and neighbouring estates. All of our external FFB suppliers are known to us and most have been subjected to a screening process prior to engagement. All CPO and PK produced are 100% traceable up to our mills. As our Group does not have any kernel crushing plant, all palm kernels ("PK") are sold to external crushers.

For our downstream manufacturing operations, CPO supplied to Genting MusimMas Refinery ("GMMR") at POIC Lahad Datu, Sabah is 51% traceable up to certified mills and 38% traceable to our estates. The remaining CPO requirement is sourced from external oil mills. GMMR also provides 100% of the raw materials required by our Group's biodiesel plants for processing. All biodiesel and related products from our Group's biodiesel plants are sold to external customers.

Suppliers and Contractors

Genting Plantations believes in maintaining good relationship with our suppliers and contractors. The clarity of our supply chain is very much dependent on our engagement with this key stakeholder. Albeit not an easy task, we will improve transparency in our supply chain to instil confidence and assurance to our customers.

All purchases of products or services by our Group are conducted through an established procurement process, whereby a supplier's performance is reviewed prior to any award of contract. For all awarded contracts, the recipient of the contract is also required to acknowledge and adopt our Company's environmental and social policies. These include but not limited to policies on sustainability, environment, zero burning, food safety, people, sexual harassment, whistleblowing, and occupational safety and health. Our Group enforces this requirement with suppliers and contractors through legally-binding agreements.

The Group's main sources of palm oil raw materials are its own estates, mills and refinery. Nonetheless, we do have external suppliers contributing to our production of CPO, refined products and biodiesel. All palm oil produce procured by the company from third parties are through direct supply from neighbouring estates, smallholders, mills and refineries. Although the identities of our suppliers are known, we do not claim the traceability to their estates as we continue to strengthen our supplier review process. This is to ensure the external produce supplied to the Company is of the best quality and complies with the Company's sustainability requirements. We continuously engage our suppliers to increase their visibility and at the same time promote adoption of national and international sustainability standards and good agricultural practices. To date, the Group has yet to suspend any of our suppliers.

Number of External FFB Suppliers			
	Oil Mill	Plasma	External Estates/ Smallholders
Malaysia	Genting Ayer Item Oil Mill	N/A	0
	Genting Indah Oil Mill		36
	Genting Jambangan Oil Mill		1
	Genting Mewah Oil Mill		157
	Genting Sabapalm Oil Mill		289
	Genting Trushidup Oil Mill		66
	Genting Tanjung Oil Mill		10
Indonesia	Mulia Oil Mill	5	6
	Golden Hill Oil Mill	6	2
	GlobalIndo Oil Mill	1	1
	KIU Oil Mill	1	0
Number of CPO Suppliers			
	Refinery	Own Mills	External Mills
Malaysia	Genting MusimMas Refinery	6	28
Number of Refined Products Suppliers			
	Refinery	Own Refinery	External Refinery
Malaysia	Genting Biodiesel & SPC Biodiesel	1	0



An engagement session was held with Genting Trushidup Oil Mill's external FFB suppliers in July 2018.

The engagement was conducted as part of our effort to raise awareness of external FFB suppliers on issues related to palm oil and sustainability as well as include them in our journey towards sustainable palm oil production.

Product Stewardship

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

Standards & Certifications

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

SUSTAINABILITY CERTIFICATION

Genting Plantations Berhad adopts and implements sustainability certifications for its palm oil business. The operational management and processes are aligned with the principles and criteria and guides on the establishment and improvement of safety, security, health, environment, and social performances. Certification serves as the external assurance of our efforts as a responsible producer and processor of palm oil products in this region.

Roundtable On Sustainable Palm Oil ("RSPO")

Genting Plantations Berhad is an active member of the Roundtable on Sustainable Palm Oil ("RSPO") since 2006 and continues to be an active member of RSPO Principles and Criteria Review Task Force and various working groups which led to the successful endorsement and acceptance of the RSPO P&C 2018. The Company is supportive of the new RSPO P&C 2018 and continues to work towards full RSPO certification at all of our plantations and downstream operating units.

Major changes incorporated in RSPO P&C 2018:



HALTING DEFORESTATION & PROTECTING HIGH CARBON STOCK

Our internal standard operating procedures (“SOP”) are harmonised with the RSPO P&C and New Planting Procedures (“NPP”). In 2015, the Group had adopted an internal policy on High Carbon Stock (“HCS”) assessments for all new acquisitions with undeveloped areas. This is in line with the Group’s precautionary approach towards new land development to avoid clearing of any HCS or peat lands. This internal SOP also applies to our *plasma* scheme smallholders. Genting Plantations commitment on halting deforestation by protecting and conserving areas with high carbon stock is further strengthened with the recent endorsement of the RSPO P&C 2018.

International Sustainability & Carbon Certification (“ISCC”)

The ISCC is a leading global sustainability certification system for all kinds of feedstock and markets like food, feed, energy, biofuels and more. ISCC started operations in 2010, and the stringent requirements of ISCC have proven that production of biomass can be done economically, in being ecologically and socially sustainable.

Key principles include:

- Biomass is not produced on land with high biodiversity and high carbon stock
- No deforestation takes place
- Good agricultural practices and protection of soil, water, and air are applied
- Provision of safe working conditions
- Human, labour, and land rights are respected
- Greenhouse gas emission from biomass production respect defined reference levels.

Genting Plantations obtained its first ISCC certification in 2013 and has since maintained ISCC certification for all of its upstream and downstream palm oil operating units in Malaysia.

Malaysian Sustainable Palm Oil (“MSPO”) & Indonesian Sustainable Palm Oil (“ISPO”)

Malaysia and Indonesia are the world’s largest producers of palm oil to the global market. The palm oil industry in both countries is a much regulated industry. Similarly, both countries have launched mandatory compliance to its nationally developed sustainable standards. In addition, MSPO and ISPO also address the ratified international conventions besides the national context of the environmental, social and economic aspects of palm production. Both standards aim to improve the competitiveness of palm oil in the global market.

Genting Plantations’ operating units in both countries are working towards the full compliance of these mandatory requirements.

OUR SUSTAINABILITY CERTIFICATES

Our aim is for every Genting Plantations' palm oil operating unit to obtain the relevant palm oil sustainability certifications and we are making positive progress towards this end.

Name of Operating Unit	Name of Major Supply Base	RSPO		ISCC		MSPO		ISPO
		P&C	SCC	EU	PLUS	Part 3 & 4	SCC	
Genting Ayer Item Oil Mill #	Genting Sri Gading Estate Genting Sg Rayat Estate Genting Kulai Besar Estate Genting Tanah Merah Estate Genting Tebong Estate	•	•	•	•	•	2019 [^]	n/a
Genting Sabapalm Oil Mill	Genting Sabapalm Estate	•	•	•	•	•		
Genting Tanjung Oil Mill	Genting Tanjung Estate Genting Tenegang Estate Genting Bahagia Estate Genting Landworthy Estate Genting Layang Estate	•	•	•	•	•		
Genting Mewah Oil Mill	Genting Mewah Estate Genting Lokan Estate	•	•	•	•	•		
Genting Trushidup Oil Mill	Genting Sekong Estate Genting Suan Lamba Estate	•	•	•	•	•		
Genting Indah Oil Mill	Genting Indah Estate Genting Permai Estate Genting Kencana Estate	2019 [^]		•	•	2019 [^]		
Genting Jambongan Oil Mill	Genting Jambongan Estate	2019 [^]		•	•	2019 [^]		
Mulia Oil Mill	Mulia Estates Abadi Estates	•	•	n/a	n/a	n/a	•	
	Surya Estates	2020 [^]					2020 [^]	
	AAC Estates	2020 [^]					2019 [^]	
	Cemerlang Estates	2021 [^]					2020 [^]	
Golden Hill Oil Mill	Kapuas Estates	2022 [^]					2021 [^]	
Globalindo Oil Mill	Mangkatip Estates Bakuta Estates Lamunti Estates UAI Estates	2023 [^]					2019 [^]	
KIU Oil Mill	KIU Estates	2019 [^]					2019 [^]	
Genting MusimMas Refinery*	Genting Tanjung Oil Mill Genting Trushidup Oil Mill Genting Indah Oil Mill Genting Mewah Oil Mill Genting Sabapalm Oil Mill Genting Jambongan Oil Mill	n/a	•	•	•	n/a	2019 [^]	n/a
Genting Biodiesel	Genting MusimMas Refinery	n/a		•	n/a	n/a	2019 [^]	
SPC Biodiesel	Genting MusimMas Refinery	n/a		•	n/a	n/a	2019 [^]	
Genting Bukit Sembilan Estate	n/a	Audited		•	•	Audited	2019 [^]	
Genting Cheng Estate		2019 [^]		n/a		2019 [^]	2019 [^]	
Genting Sepang Estate		2019 [^]		n/a		2019 [^]	2019 [^]	
Genting Selama Estate		2019 [^]		•	•	2019 [^]	2019 [^]	
PALJ Estates		2023 [^]		n/a		n/a		2023 [^]

Note: The information above is true as at 31 December 2018.

* GMMR also has the Italian National Scheme Sustainability Certification

[^] The year provided in the columns are indicative of target year certification is to be achieved.

signifies RSPO's Identity Preserved Supply Chain Module. All other RSPO certified operating units are under RSPO's Mass Balance ("MB") Supply Chain Module.

SCC: supply chain certification

BIODIESEL QUALITY STANDARDS

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

FOOD QUALITY

Our Food Safety Policy

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

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

Mitigation of 3-monochloropropanediol (“3-MCPD”) and glycidyl fatty acid esters (“GE”)

In 2016, the European Food Standards Authority (“EFSA”) issued a report warning about health implication of co-contaminants created during the processing and refining of edible oils which are the 3-monochloropropanediol (“3-MCPD”) and its esters and glycidyl fatty acid esters (“GE”). Both 3-MCPD and GE were classified as possible human genotoxic and carcinogenic. As recent as 2017, EFSA has since updated that 3-MCPD is considered safe if consumed within the Tolerable Daily Intake (“TDI”) benchmark dose of up to 2.0 microgram per kilogram. However, over consumption beyond the TDI, reportedly observed in the younger age groups, could still contribute to kidney failures and lead to other health effects. EFSA’s previous assessment of GE as genotoxic and carcinogenic has not changed.

The findings are a concern for the Group and we believe the need to ensure that consumers of our products are not exposed to deleterious levels of 3-MCPD and GE. Being a proactive member of the industry, the Group is currently working together with the Malaysian Palm Oil Board (“MPOB”) to address this health concern. MPOB has been monitoring the levels of these co-contaminants in palm oil through series of pilot trials and surveys since 2009.

Together with MPOB, through our Genting Indah Oil Mill, a 3-MCPD washing facility has been installed and will be commissioned in the first quarter of 2019. This washing facility was funded by the Malaysian Government’s grant of RM 1,000,000. It is hoped that the 3-MCPD washing facility could reduce the 3-MCPD to as low as 2 parts per million (“ppm”) and the GE to as low as 0.5ppm.

OUR FOOD QUALITY CERTIFICATES

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

				
<p>HALAL certification by JAKIM</p>	<p>KOSHER certification by KLBD Kosher</p>	<p>Makanan Selamat Tanggungjawab Industri (“MeSTI”) by Ministry of Health Malaysia</p>	<p>Hazard Analysis Critical Control Point (“HACCP”) by SIRIM</p>	<p>Good Manufacturing Practice certification by Ministry of Health Malaysia</p>



Workplace



Genting Plantations values its workforce as its most valued resource

We are committed to ensure our people are engaged in a productive, healthy and safe environment. This is achieved by employing and developing the right talents, having strong engagement with our people as well as having strong leaders that are guided by the Group's Core Values.

Our Social Policy

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

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

Our People Policy

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

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

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

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

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

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

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



Our
Workforce

Our Workforce

Diversity & Inclusivity

In respect to diversity and inclusivity, the Group is committed to provide equal opportunities to all employees irrespective of their racial, religious or socioeconomic background. We consistently nurture the development of our human assets within a conducive workplace by fostering an inclusive culture and promoting cultural diversity as well as having active employee engagements. Our Group has an uncompromising stance against any forms of discrimination, forced or bonded labour, child labour, and human trafficking.

The plantation industry is traditionally dominated by men as the nature of work is often arduous and entails manual labour. In Genting Plantations however, the number of women to men in our workforce is relatively higher than the industry average. Our Group sees a high representation of female talents in our management teams as well as our research and development divisions, and we actively encourage women to join all aspects of our rapidly-growing operations.

As at 31 December 2018, the Group's workforce stood at 23,703 of which about 21% were women. The ratio between male to female employees in management was at a ratio of 4.7:1. The entire workforce in the Group was on a full-time basis. Management Personnel and Non-Executive Staffs are considered full-time employees. Most senior management positions in our Group are held by Malaysians, and key operatives are based at our Group's headquarters and regional offices. Most workers employed by the Company are on a fixed term contract basis. Priority is given towards local hiring as this approach creates shared values with the local communities.



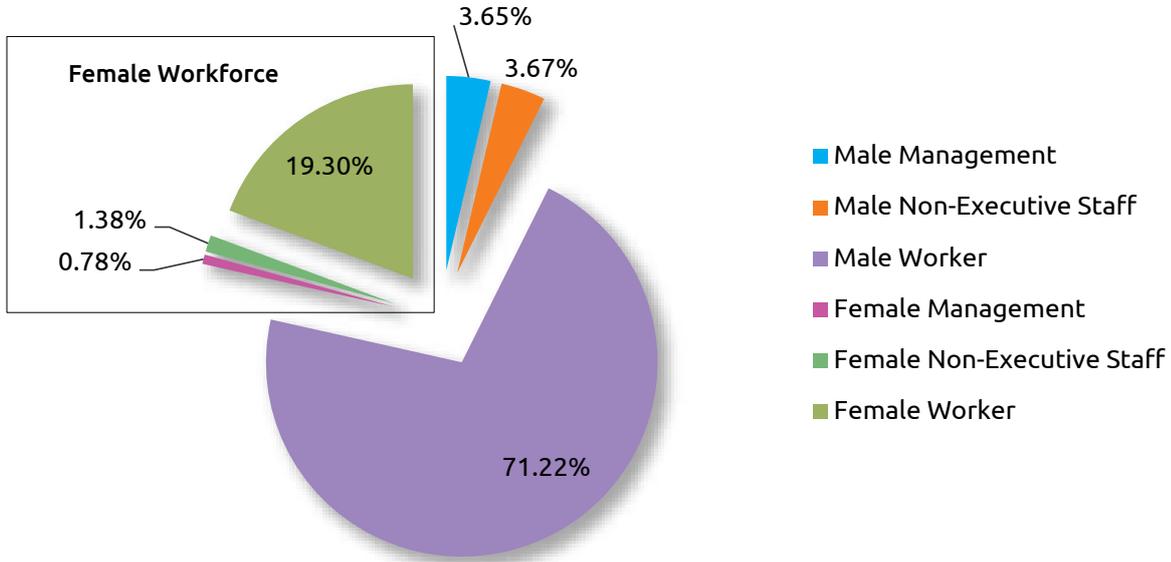
Freedom of Association & Collective Bargaining

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

For the year ending 31 December 2018, 87% of our workforce in Malaysia are covered by collective bargaining agreements.



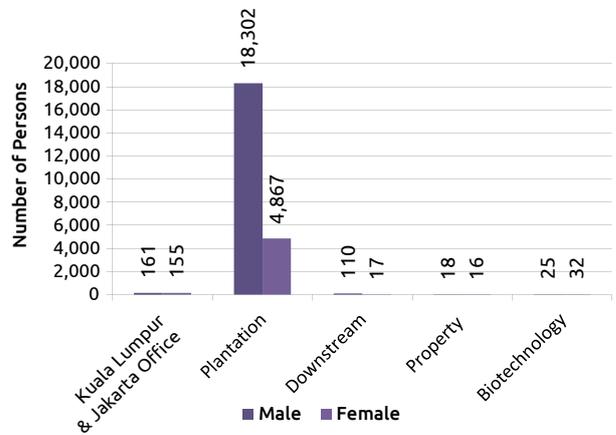
2018 Workforce by Contract & Gender



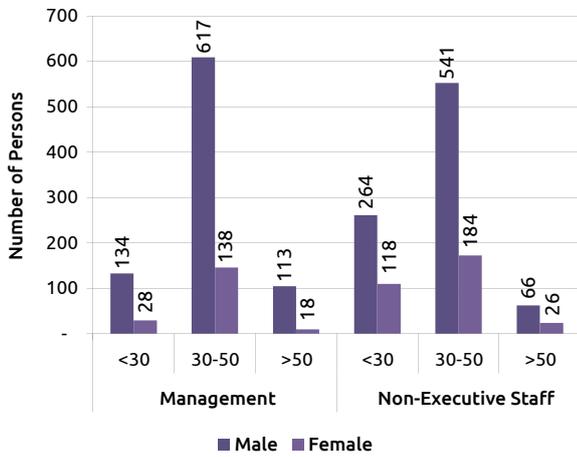
2018 Workforce by Category & Region



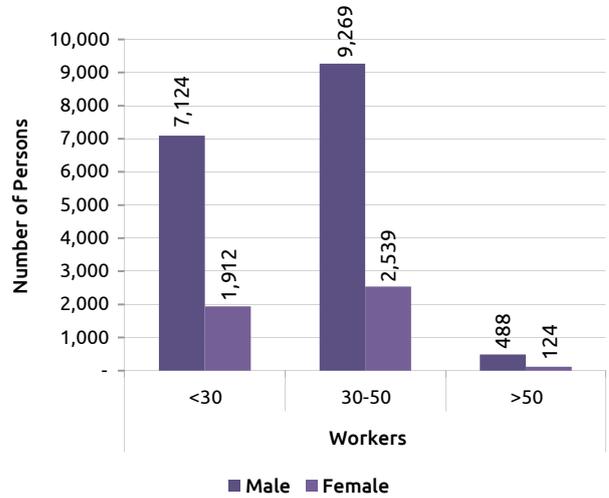
2018 Workforce by Gender & Division



Our Employees by Category, Gender & Age



Our Workers by Gender & Age



2018 Workforce Hire & Turnover by Age, Gender & Region



Note:
Information above covers all our operations in both Malaysia and Indonesia with the exception of workforce at Genting Highlands Premium Outlets® and Johor Premium Outlets® workforce

Remuneration & Benefits

For the year 2018, the Group invested RM 270.1 million towards wages, salaries and bonuses of its employees. In addition, RM 18.9 million and RM 1.5 million were awarded through defined contribution plans and provision for retirement gratuities. Other short term employee benefits amount to RM 73.3 million.

Benefits for Full-Time Employees at Genting Plantations Berhad		
	Malaysia	Indonesia
Life Insurance	•	-
Health Care & Dental Coverage	•	•
Disability/Invalidity Coverage	•	•
Annual Leave	•	•
Parental Leave	•	•
Retirement Provision	• ; Compulsory contribution to Malaysia's Employee Provident Fund (contribution: 11% employee, 13% employer). Retirement Gratuities available for eligible employees.	• ; Compulsory contribution to employee provident fund (contribution: 1% employee, 2% employer)
Interest Free Car Loan	•	-
Scholarship, Training & Enrichment Provision	•	•
Travel Related Benefits	•	•
Financial Relief for Bereavements	•	•
Staff Discounts	•	•
Long Service Awards	•	•
Salary Increment & Bonus	• ; subject to annual performance appraisal	• ; subject to annual performance appraisal
Additional Benefits for Our Workforce Based at Our Estates and Oil Mills		
	Malaysia	Indonesia
Free Housing	•	•
Subsidised Water & Electricity	•	•
Transportation to Work	•	•
Medical Care & Supporting Facilities	•	•
Crèche 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 Festivities	•	•

HEALTH SERVICES

The Company provides basic health clinics at our estates to serve both estates and oil mills which are manned by trained and qualified hospital assistants. The facilities are able to provide first aid response and basic medical attention for both occupational and non-occupational requirements. These facilities also provide periodical assessments for workers whose lines of work are at risk of work-related ill health. If required, during emergencies, transportation is provided by the Company to the nearest government medical facility.

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

TRAINING

LEADERSHIP DEVELOPMENT PROGRAMME (“LDP”)

The LDP was conducted with the assistance of Outward Bound Trust Malaysia on 16-22 April 2018. Participants were selected amongst the Group’s talent pool of future leaders. The objective of this programme is to instil the Group’s core values and ensure they are ready to be the Group’s next generation of leaders.



GENTING PLANTATIONS TALENT RESOURCE PROGRAM (“GTRP”)

The GTRP is an on-the-job training programme designed to develop future plantation executives of the Company. It is an integrated and intensive three-month training programme led by our Group’s Senior Estate Managers covering all aspects of oil palm plantation operations from human resource management, safety & health, sustainability, accounting & budgeting, estate management, data management, etc. Successful GTRP trainees are absorbed as employees and designated as Probationary Assistant Estate Managers and placed under the care of Estate Managers for further training and to gain valuable work experience. Performance appraisals are then carried out for the next six to 12 months prior to the candidate’s confirmation as an Assistant Estate Manager or Research Executive. To date, Genting Plantations has successfully conducted 16 batches of the programme.



Occupational Safety & Health

The health and safety of our employees, contractors, suppliers, visitors and surrounding community is fundamental to our success. The Company ensures the best practices for safety and health are integrated into our daily operations and activities. We also strive to provide the best measures and implements to enable our workforce to feel safe and secure in their workplace.

Our Occupational Safety and Health Policy



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

We shall endeavour to:

- Comply with all applicable safety legislation, appropriate codes of practice and other safety and health requirements;

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

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

This policy shall be communicated and understood by all employees.

OSH MANAGEMENT SYSTEM

We have invested significantly to develop and implement a comprehensive Occupational Safety and Health Management System ("OSH MS") for the Company, guided by the Malaysian Standard 1722 ("MS 1722").

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

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

In ensuring compliance to our OSH policies and procedures, as well as ensuring continuous improvement, the Group has dedicated Safety and Health Officers in both Malaysia and Indonesia to provide monitoring for all our operations, and training for our entire workforce.

Safety and Health Officer ("SHO")

The SHOs based in Malaysia and Indonesia are competent persons registered with the respective country's governmental agencies in charge of occupational safety and health.

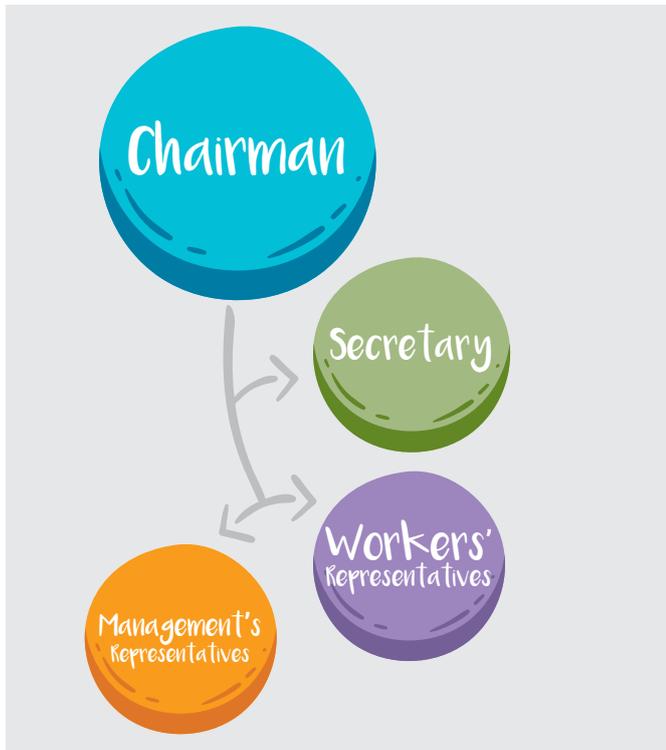
Duties of SHO:

- To advise the management on measures to be taken in the interest of safety and health;

- To inspect place of work to determine any hazard liable to cause bodily injury;
- To investigate any accident, dangerous occurrence, occupational poisoning and disease;
- To assist the Safety and Health Committee in organising and implementing OSH programme and workplace inspection;
- To collect, analyse and maintain statistics.
- To submit periodical report to the government as required by the Malaysian and Indonesian laws.

SAFETY & HEALTH COMMITTEE

A safety and health committee is established at all of our operating units to provide an avenue for the Management and workers to meet regularly and collectively improve workplace safety and health. Workers' representatives are elected by the workers themselves and comprise representatives from various sections of the operating unit. Each operational unit's committee is trained annually by the Group's Safety and Health Officer on OSH related matters and updates.



Safety and Health Committee Responsibilities:

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

OSH TRAINING

Training is essential to ensure successful observance of best practices for workplace safety and health. OSH training is conducted annually throughout every year.

OSH training is structured differently for management and workers along with appropriate education to assist each group in understanding the rationale behind OSH guidelines and procedures. OSH training for management covers the procedures, legal requirements and methods to implement an effective OSH MS and maintain safe working conditions while newly hired workers at our operations undergo an induction programme covering safety practices within the company with the assistance of an interpreter should they require translations into their native languages.

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



In-House OSH Training conducted at Genting Tanah Merah Estate

For 2018, the following OSH training had been conducted by SHOs at our operating units:

- HIRARC (Refresh course)
- Functions of Safety and Health Committee
- Accident Investigation & Reporting Procedure
- Basic Occupational First Aid (BOFA) & CPR Training
- Motorcycle Awareness Programme
- Health Talk on Prevention of Non-Communicable Disease
- Basic Fire Fighting with BOMBA
- Tractor Competency Training
- PPE Training
- Chain Block Safety
- Chemical Safety and Handling
- Knowledge Enhancement Programme

HAZARD IDENTIFICATION, RISK ASSESSMENT AND RISK CONTROL (“HIRARC”)

HIRARC is an effective means of reducing incidents, and injuries at the workplace. It is an excellent tool to use during new workforce orientations, training as well as to investigate “near-misses” and accidents. All hazards at the workplaces are identified, risk assessed, documented and conducted by competent personnel. The risks arising from the work activities are to be controlled in the following order.

- Elimination or minimise risks at source
- Substitution of hazardous chemical to less hazardous chemical
- Isolation of the work to control the hazards
- Application of engineering control or other physical safeguards
- Provide safe working procedures to reduce risk further
- Provision of PPE

CHEMICAL HEALTH RISK ASSESSMENT (“CHRA”)

In Malaysia, under the Occupational Safety and Health Act (“OSHA”) 1994 (Act 514), the regulation for Use and Standard of Exposure of Chemical Hazardous to Health (“USECHH”) is mandatory and applicable to all employers utilising hazardous industrial chemicals in their business. The regulation provides a legal framework for the employer to control hazardous industrial chemicals with respect to their usage and to set workplace exposure standards so as to protect health of workforce and other persons at the place of work. Based on this requirement, CHRA was conducted at GENP’s operating units based in Malaysia inclusive of the Plantation Division, Downstream Manufacturing Division and Biotechnology Division.

This includes the implementation of the PPE procedure, whereby any PPE provided to our workforce requires proper selection, testing and fitting prior to issuance. Our workforce are also trained and guided by the Company’s SOP for routine and non-routine hazardous operations. In areas with hazards, warning signs are made available to ensure suitable PPEs and control measures are adopted.

Additionally, annual medical and health surveillance programme for our workforce involved in the handling of hazardous chemical are carried out and performed by Occupation Health Doctor (“OHD”). Based on the surveillance, workers’ exposure level to work-related ill health are measured and if deemed necessary, the worker would be repositioned to a different task to ensure the workers’ well being is always being cared for.

These measures are taken to guarantee the protection provided to our workforce exposed to hazardous chemicals are to the most optimum and the exposure of our workforce to hazardous chemicals do not contribute to work-related ill health.

HEALTH BEYOND THE WORKPLACE

The Group emphasise the importance of a healthy work-life balance, including encouraging utilisation of annual leave, promoting regular social and sports activities. To promote healthy lifestyles within the workforce, our Group regularly hosts health campaigns and awareness usually addressing non-communicable diseases such as high blood pressure, high blood cholesterol, and high blood glucose.



Genting Bahagia Estate won the National OSH Excellence Award 2018 - Plantation Sector

OSH PERFORMANCE

The Group monitors and report key workforce safety metrics that include both employees and workers in our data.

The Lost Time Injury (“LTI”) reported herein includes both major and minor incidents. Minor incidents are inclusive of incidents requiring first aid. The Lost Time Injury Frequency Rate (“LTIFR”) represents the frequency of LTIs for every 1 million man-hours worked. Lost Man Days (“LMD”) are determined based on number of work days lost caused by an incident. The Lost Man Days Rate (“LMDR”) represents the number of man-days lost for every 1 million man-hours worked. Severity Rate (“SR”) is a ratio of lost man days for each LTI for the reporting period. Fatalities are not included in calculating all the metrics above.

Despite our efforts in ensuring safety, we experienced three workforce fatalities in Indonesia for the year 2018. One worker died after a fall from a moving tractor, one worker died from a motorcycle accident and another died from a car accident. We deeply regret the loss of these lives and will continue to focus our efforts on eliminating the risk of injuries and fatalities at our workplace. Following these unfortunate incidents, we have imparted lessons learned across the Group to ensure the same mishap does not recur.

Work-Related Ill Health

Our Group has seven oil mills in Malaysia and four in Indonesia, where certain workers are exposed to high levels of noise that can potentially impair their hearing. Mill management provides adequate PPE supplemented by training and signage throughout the mill to protect workers from any occupational diseases (“OD”) such as loss of hearing. Periodical hearing assessments are also carried out to manage the risk of hearing loss. Despite concerted efforts, minute occurrence of hearing impairment is still being observed. In addressing this risk, management plans to implement a tougher policy on the use of PPE while also exploring ways to reduce workers’ exposure to high noise levels.

For 2018, the Group’s LTIFR generally have been reduced significantly when compared to preceding years. The LMDR saw a slight increase due to the addition of our newly acquired PT Kharisma Inti Usaha in Kalimantan. No LTIs were reported by our Downstream Manufacturing and Property Divisions. Only 4 LTIs were reported by our Biotechnology Division. Out of 35 estates, 5 estates have no LTIs while the remaining estates recorded 330 injuries. Out of 11 oil mills, 6 mills have no LTIs whereas the remaining recorded 15 injuries.

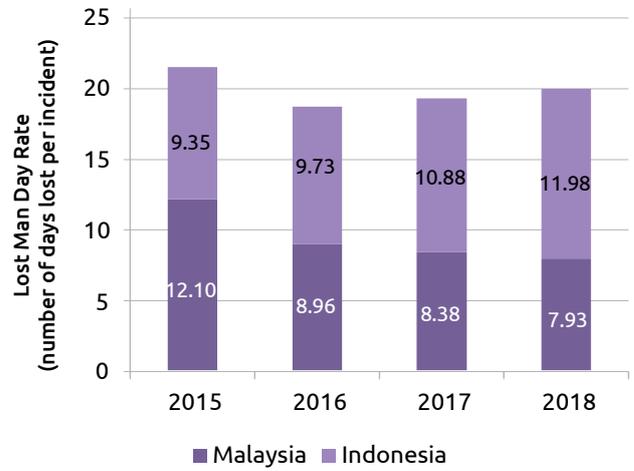
Based on the SR, the Company’s average man-days lost for each LTI in 2018 has been about 9 days. The oil mill operations still report the highest SR compared to other operating units because of the increased hazards involving work with heavy machinery.

The general downward trend in number of LTI reported annually is encouraging and further motivates us to ensure our workforce’s safety and health is always a priority. We are aware of the need to reduce the major incidences which contributed to a high SR. The Group will continue to further improve our OSH management and constantly inculcate our safe work culture.

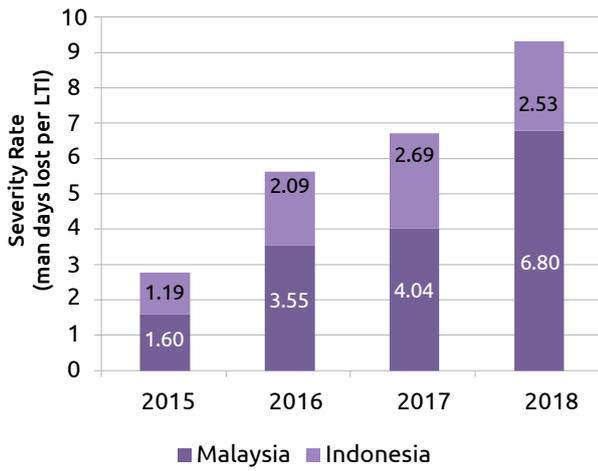
Lost Time Injury Frequency Rate



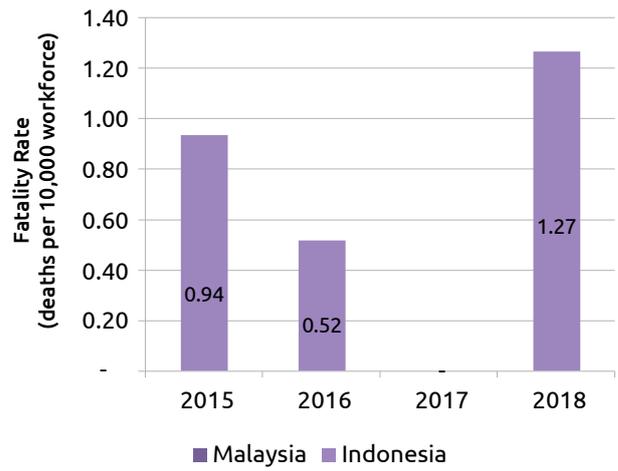
Lost Man Day Rate



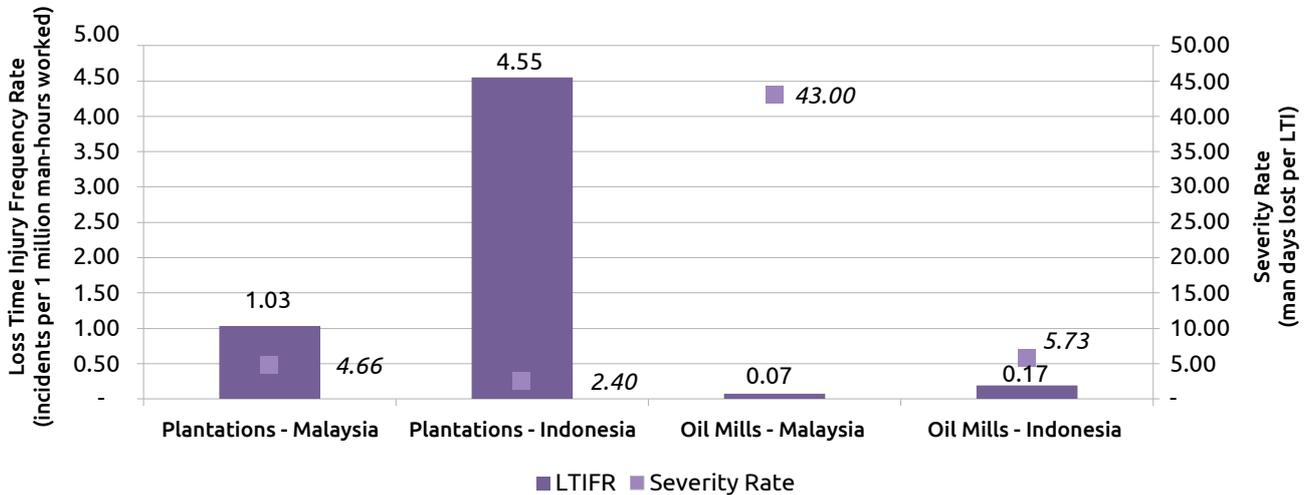
Severity Rate



Fatality Rate



2018 LTIFR and Severity Rate by Key Operating Units





Community



Genting Plantations believes in creating mutual benefit for its stakeholders including the communities surrounding our operational premises

We strive to ensure that all relevant business decisions are not detrimental to the local communities' wellbeing. Through direct engagement with the local communities, we hope to promote greater mutual understanding and harmonious relationships that is built on trust and respect, thus allowing the creation of shared values. As such, we encourage each of our operating units to conduct regular consultation and communication with its stakeholders in our commitment to promote sustainable livelihoods.

Free Prior Informed Consent ("FPIC")

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

Through these stakeholders' engagements, guided by the FPIC process, issues such as the following are commonly raised:

1. Local communities surrounding our operations supports in principle the operational activities of the Group
2. The people from the local communities are hoping for job opportunities and contracts from the Company and the multiplier effect towards creation of local businesses and employment
3. The Company shall not open protected areas designated for conservation or set aside in honour of the ancestral heritage culture
4. The Company shall manage water quality and avoid polluting local water sources

Community Development

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

STIMULATING LOCAL ECONOMY & UPLIFTING LIVING CONDITIONS

As part of our contribution to local development, Genting Plantations prioritises job offers, contract work, and infrastructural projects for local communities whenever possible. Conducting agro-economic activities in these remote areas allows thousands of employment and sustainable income for the local communities. Beyond employment, the Group also contributes towards infrastructural amenities such as roads, bridges and the supply of clean, potable water when required especially during periods of extended drought.

The Company also has to date, allocated about 15,300 hectares of the Group's planted area in Indonesia for plasma scheme recipients. The Group's participation and support towards this scheme not only helps the provision and distribution of knowledge and other assistance, but also paves the way for thousands of scheme holders to improve their social-economic wellbeing and potential wealth as land owners.

With respect to our workforce, Genting Plantations endeavours to provide proper housing with adequate social and economical amenities in all our operating units including those located at remote locations.

BASIC HEALTHCARE FACILITIES

Local communities are also given access to basic healthcare through our estate health clinics which are manned by trained hospital assistants. During emergencies, the Company also provides transportation, where required to the nearest government medical facility.

PROMOTING QUALITY EDUCATION

The Group places emphasis in education and provides the children of our workforce and those in nearby local communities' access to childhood education. We consciously provide support and facilitate educational opportunities as well as operational funding and scholarships wherever we can, and actively provide crèches and schools for the young from pre-school up to secondary education.

In Sabah, the Group supports ten learning centres established in collaboration with the Humana Child Aid Society, a non-governmental organisation which provides education to school going children who cannot attend local schools due to their parents' foreign citizenship. Annually, these Humana Schools cater to about 800 students, who are mostly children of our workforce with others from nearby communities. We also support seven Continuous Learning Centres ("CLCs") in Sabah for youngsters aged 13 to 17 years old of which annual enrolment is about 150 students.

Additionally, our Indonesian operations at PT Dwie Warna Karya, PT Kapuas Maju Jaya and PT Susantri Permai; the Group directly supports 6 schools and its teachers which provide kindergarten, primary and secondary education for local students.



Tan Sri Dato' Seri (Dr.) Lim Goh Tong Endowment Fund

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

The Tan Sri Lim Goh Tong Endowment Fund Scholarship 2018 was presented by the Group's President & COO to Encik Syazwan Nur Hakim Bin Muhammad Arif; who is currently pursuing his Degree in Science of Agriculture at UPM.

SOCIALISING GENTING PLANTATIONS' SUSTAINABLE PRACTICES

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

HIGHLIGHTS OF GENP'S SOCIALISATION ACTIVITIES



International Orang Utan Day

There are three species of Orang Utan, namely the *Pongo abelii*, *Pongo tapanuliensis* and *Pongo pygmaeus* of which two species resides in the island of Sumatra whereas the latter species resides in the island of Borneo. All species of Orang Utan are considered endangered and are classified as 'Critically Endangered' in the International Union for Conservation of Nature Red List ("IUCN Red List").

In 2018, the Group together with Balai Konservasi Sumber Daya Alam ("BKSDA") Kalimantan Tengah organised a two day Orang Utan awareness campaign in conjunction with the International Orang Utan Day that falls annually on 19 August. The event was held in Palangkaraya and its objectives were to increase awareness and to educate local communities of the need to conserve and protect Orang Utan as well as socialisation of laws related to protection of Orang Utan.



Socialisation of Zero Burning Policy

The Group strictly enforces our Zero Burning Policy at all our operating units and considers open burning as a high risk to the wellbeing of both our workforce as well as surrounding communities. In furthering this commitment this year, the Group, together with Manggala Agni Kapuas, Central Kalimantan, which is a local designated authority, had organised awareness campaigns on Zero Burning with participation from the local communities. This is to educate them on the dangers of the traditional slash and burn practices and to demonstrate to them how to deter forest and farm fires which are common occurrence in these regions. In addition, the Group and Manggala Agni also shared their experience and know how on how to develop lands without the need to resort to the use of fires. The campaign also shared alternative economic activities that can be reaped through zero burning by the local communities, which is production of wood vinegar or liquid smoke. It is hoped that with this campaign, the local communities would practise zero burning and be vigilant to avoid fires on forest and their farms.

Our Zero Burning Policy

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

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

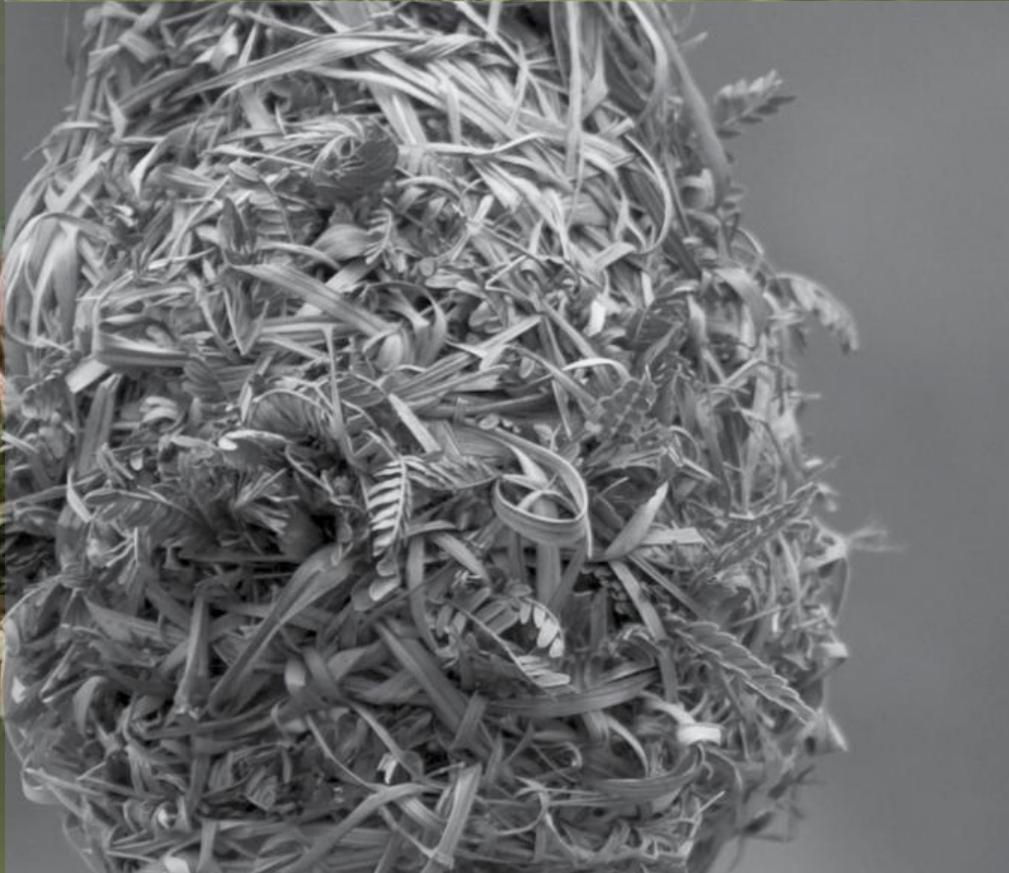
- Strictly no open burning, except where deemed necessary with the prior approval of the relevant authorities. This includes domestic waste, agricultural waste, and biomass or by-products generated by the estates and palm oil mills.
- All waste generated shall be disposed off appropriately e.g. via landfill,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



School Visits – Education on Preservation and Conservation of Nature and Environment

Together with BKSDA Central Kalimantan, the Group visited schools surrounding its operations to give awareness on the importance of preserving and conserving nature and environment. The Group also shared its initiatives and policies supporting the objective. This programme is hoped to benefit the younger generations through a deeper understanding of the importance of preserving nature and environment and produce caring future generations.





Environment



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

This material topic is mainly applicable to our upstream and downstream activities and where applicable, includes our property division and biotechnology division.

Flora, Fauna & Conservation

Our commitment to protecting high conservation value (“HCV”) sites within our landholdings is a practice adopted since the early days. To date, the group has about 17,580 hectares of land established for conservation, of which 17,374 hectares are in Borneo. Areas designated as HCV are conserved in its natural state and continue to be important as water catchment and wildlife habitats. Management of these HCV areas in our Group is guided by internal policies, procedures and training. HCV sites are mapped and demarcated for protection with signage indicating their status, and are consistently monitored by trained personnel to ensure continuous protection and conservation of these sites. All illegal activities that can jeopardise these sanctuaries’ status such as hunting, poaching, encroachment, and burning are strictly prohibited. Where rare, threatened and endangered species of wildlife are found within these sites or are encountered near or within our premises, appropriate management and wildlife monitoring plans are implemented. These include collaboration with local NGOs and state wildlife agencies for staff training and potential translocation of these endangered species. Conservation policies are in place to reduce or avoid human-wildlife conflicts.



PEAT MANAGEMENT

Peat lands are vital stores of carbon and have significant functional roles in the ecosystem.

As a responsible Company, we are committed to preserve the ecosystem including peat lands which has significant conservation value within our plantations. Towards this end, we are adopting the RSPO Manuals on Best Management Practices (“BMPs”) for Peat to ensure efficient use of the natural resources available in safeguarding the long-term productivity of the lands we cultivate. Thus, our existing oil palm plantings on peat in both Malaysia and Indonesia are intensively managed especially on water and micro-nutrient management, in line with RSPO guidelines for management of peat land. Going forward, we are committed to avoid developing any new plantings on peat where such high conservation values and high carbon stocks exist.

NEW LAND DEVELOPMENT

Prior to any land development, the Group will conduct assessments to ensure our developments are thoughtful of the invaluable flora and fauna. Any new planting development conducted within the Group is according to RSPO's New Planting Procedure and the High Carbon Stock Approach ("HCSA") and its Toolkit. The new planting approach ensures areas with high conservation value ("HCV") and high carbon stock ("HCS") like virgin forest and peat land are preserved.

CONSERVATION PARTNERS

Throughout the years, the Company has increased monitoring and conservation works to ensure our operations do not leave any negative impact to our pristine natural surroundings. A number of conservation works undertaken by the company are related with the hopes to increase and enriching the animals in the critically endangered category.

We believe part of the success the Group has in its conservation efforts is due to having strong partners in helping us to achieve our goals. Our key partners and programs are listed in the following table.

Partner	Programme	Operating Unit	Location
WWF	• River of Life	Genting Plantations Berhad	Sabah
Sabah Wildlife Department	• Lower Kinabatangan Wildlife Corridor	Genting Plantations Berhad	Sabah
Sabah Wildlife Department & HUTAN-KOCP	• Keruak Wildlife Corridor Project	Genting Plantations Berhad	Sabah
Balai Konservasi Sumber Daya Alam ("BKSDA"), Kalimantan Tengah	• Biodiversity management and monitoring • Socialisation of biodiversity conservation to workforce and surrounding communities	PT Dwie Warna Karya, PT Susantri Permai, PT Kapuas Maju Jaya, PT GlobalIndo Agung Lestari, PT United Agro Indonesia	Central Kalimantan
Borneo Orang Utan Foundation ("BOSF")	• Orang Utan Conservation & Handling Project	PT Susantri Permai, PT United Agro Indonesia	Central Kalimantan
Tropenbos	• The Green Livelihood Alliance	PT Sawit Mitra Abadi	Pangkalan Telok Villages, West Kalimantan
Yayasan Inisiasi Alam Rehabilitasi Indonesia ("YIARI")	• Orang Utan Conservation & Handling Project	PT Sawit Mitra Abadi, PT Citra Sawit Cemerlang	West Kalimantan
Balai Konservasi Sumber Daya Alam ("BKSDA"), Kalimantan Barat	• Biodiversity Management and Monitoring • Socialisation of biodiversity conservation to workforce and surrounding communities	PT Sawit Mitra Abadi, PT Sepanjang Intisurya Mulia, PT Citra Sawit Cemerlang, PS Surya Agro Palma	West Kalimantan



Our Group's contribution to "The Keruak Wildlife Corridor"- exchange of agreement witnessed by Sabah State Tourism, Culture and Environment Minister YB Puan Christina Liew

The signing of Memorandum of Agreement ("MoA") with Sabah Wildlife Department for the establishment of the Keruak Wildlife Corridor on the 27 August 2018 was witnessed by Sabah Deputy Chief Minister and also Tourism & Environment Minister, Christina Liew. The MoA shows commitment of the company to set aside 44.5 Ha of oil palm plantation land in Sabah to serve as a corridor for the purpose of wildlife conservation.

Fire Prevention, Control & Monitoring

This topic is specific to our operations in Indonesia as they are more susceptible to this issue.

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

The Group has been a proponent of zero-burning in all its endeavours since the early 1990s and formalised a strict zero-burning policy in the year 2008. Driven to ensure good management of fire, the Group is vigilant in implementing systems to forecast potential hotspots and issuance of fire alerts. The hotspot forecast and fire alert system leverages on satellite imagery and the information provided by the Indonesian Agency for Meteorology, Climatology and Geophysics ("BMKG"). Weekly weather forecasts and warnings are issued to the management units to facilitate quick action in fire control and management.

Routine training in cooperation with Manggala Agni, includes simulated exercises on fire-fighting by the emergency response team, and guidelines on fire prevention and management in handling of fires in emergency situations. Other precautionary measures include mapping of fire prone areas with community agriculture, forest conservation, fire watch towers and fire patrols, and conserving sources of available water.

Despite all the safeguards implemented, the incidence of fire still exists and the Group proactively works towards reducing frequency of occurrences.

Fire Incidences reported in our concessions

	2015	2016*	2017	2018
Total Hotspot	44	6	15	54
Total Hectarage Affected (Ha)	1,490	48	127	305

Note: *Satellite hotspot detection was unavailable for the year 2016.



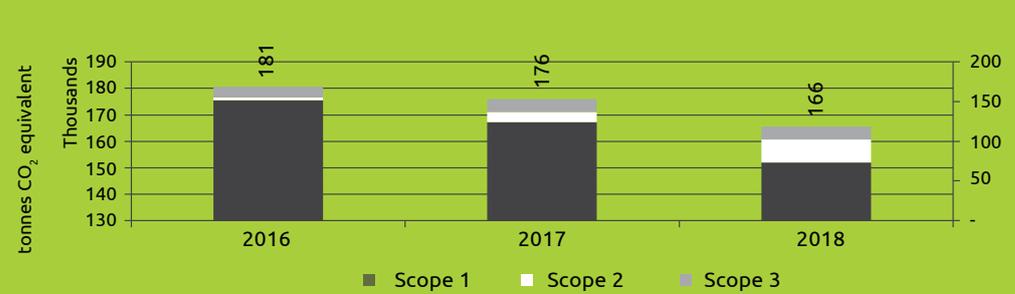
Greenhouse Gas Emissions

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

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

Our Malaysian operations' total carbon emission for 2018 is 160,194 tonnes of CO₂ equivalent, a reduction of about 8% compared to 180,536 tonnes of CO₂ equivalent in 2016.

TOTAL GHG EMISSIONS



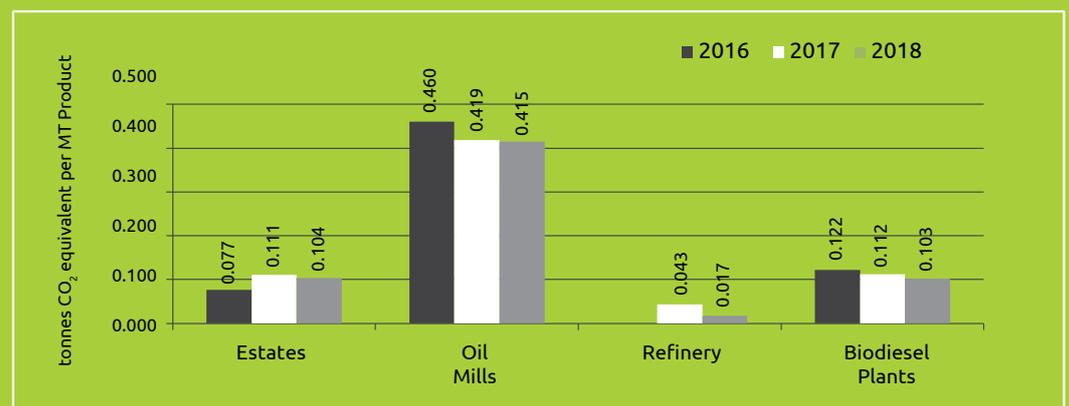
Note:

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

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

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

GHG Emissions Intensity



Resource Management

The Group actively manages and monitors the resources required for its operations.

For this topic, data from our Indonesian operations are provided to the best effort as the Group is currently developing a standard for data collection; especially for our newly acquired operations.

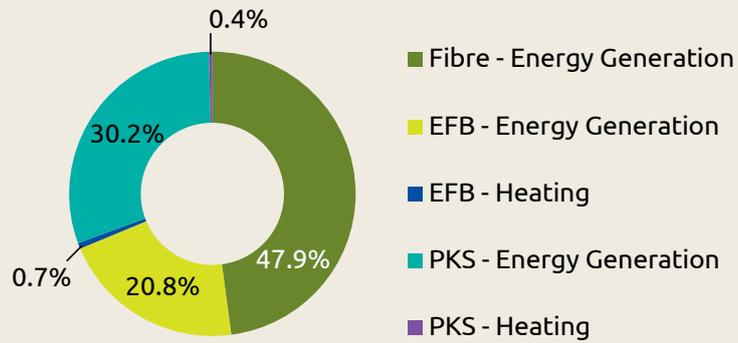
ENERGY BALANCE

The Group utilises both renewable and non-renewable sources for its energy requirements. Renewable energy is produced at our oil mills and downstream facilities from the utilisation of oil palm biomass products like palm fibres, palm kernel shells and empty fruit bunch ("EFB") as the source of fuel. A minute amount of this biomass is also used for heating by the Downstream Manufacturing Division of which the calorific energy generated is not recorded. Non-renewable energy consists of diesel used for transportation and power generation, medium fuel oil used for heating and energy purchased from utility companies. Our contractors are mainly transporters and consumed energy in the form of diesel. Energy usage is high in Sabah, where most operating units rely on diesel generators to supply electricity for operations, workers' quarters and workers' facilities.

		2016	2017	2018
Energy Usage at Our Estates, TeraJoules				
Non-Renewable Energy - Internal	Peninsular Malaysia	19.94	21.67	21.48
	Sabah	142.40	149.35	169.10
	Indonesia	n.a.d.	n.a.d.	n.a.d.
Non-Renewable Energy - Contractor	Peninsular Malaysia	11.11	13.85	14.52
	Sabah	58.41	63.75	79.53
	Indonesia	n.a.d.	n.a.d.	n.a.d.
Energy Usage at Our Oil Mills, TeraJoules				
Non-Renewable Energy	Peninsular Malaysia	7.63	6.54	5.59
	Sabah	69.76	65.74	64.53
	Indonesia	n.a.d.	n.a.d.	39.36
Renewable Energy	Peninsular Malaysia	2.21	2.62	2.33
	Sabah	90.84	90.18	87.86
	Indonesia	n.a.d.	n.a.d.	85.12
Energy Usage at Our Downstream Manufacturing, TeraJoules				
Non-Renewable Energy	Sabah	53.62	111.85	154.51
Energy Usage at Our Biotechnology Division, TeraJoules				
Non-Renewable Energy	Peninsular Malaysia	4.91	3.41	1.53
	Sabah	1.86	1.62	1.88

Note: n.a.d. no available data

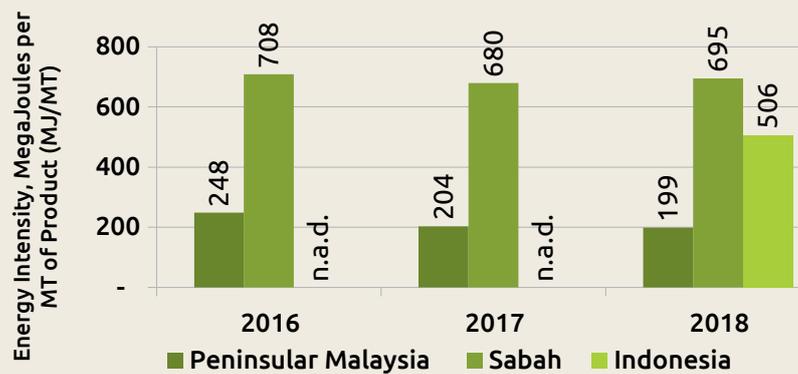
2018 Biomass Utilisation for Energy



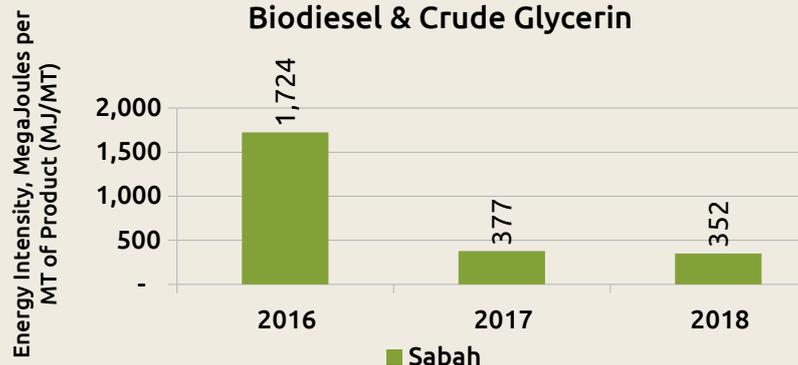
Production of FFB



Production of CPO



Production of Refined Products, Biodiesel & Crude Glycerin



WATER

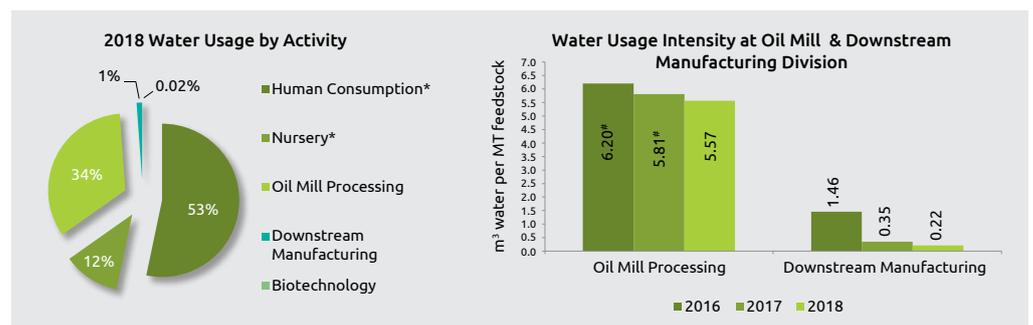
Genting Plantations actively strategises water management in its operations and takes into account the prevailing land conditions, topography and changes in the weather to achieve a sustainable balance between the consistent supply of fresh water and the conservation of water resources through efficient usage. Water management is also important to address the impact of flood and drought to our operations. In operating units where natural lakes, ponds, streams and rivers are available, the group maintains riparian buffers zones to ensure avoidance of contamination due to fertiliser or effluent runoff as well as to avoid soil erosion.

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

All of our oil mills use rain water for operational activities. Apart from having rain collection ponds, our oil mills are designed to integrate roofing gutters to channel rainwater towards fresh water reservoirs. Concurrently, our Group's oil mills optimise and minimise the use of water by implementing water-saving technologies and innovations including the use of automatic pumps, steam management systems, dry pneumatic separation systems for the segregation of palm kernels in kernel recovery, and zero-dilution systems to optimise oil separation in the pressing station.

		2016	2017	2018
Water Usage at Our Estates, m³				
Third-Party Water	Peninsular Malaysia	302,625	327,130	294,910
	Sabah	0	0	0
	Indonesia	n.a.d.	n.a.d.	n.a.d.
Surface Water	Peninsular Malaysia	187,945	138,769	158,732
	Sabah	1,217,062	1,546,967	1,701,398
	Indonesia	n.a.d.	n.a.d.	n.a.d.
Water Usage at Our Oil Mills, m³				
Surface Water	Peninsular Malaysia	316,949	314,977	351,588
	Sabah	3,791,469	3,910,864	3,744,748
	Indonesia	n.a.d.	n.a.d.	1,988,705
Water Usage at Our Downstream Manufacturing, m³				
Third-Party Water	Sabah	30,493	100,600	94,942
Water Usage at Our Biotechnology Division, m³				
Non-Renewable Energy	Peninsular Malaysia	4,417	4,930	5,689
TOTAL GROUP WATER USAGE		5,850,960	6,344,236	8,340,712

Note: Note: n.a.d. no available data



Note:

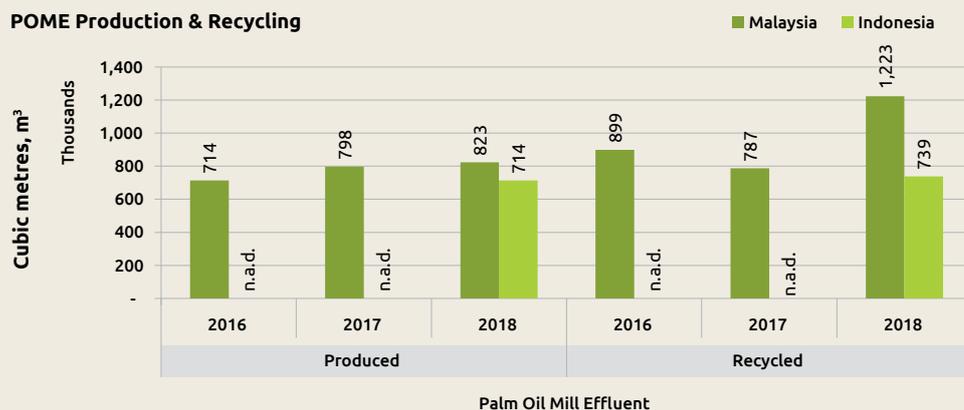
* Chart does not include water utilisation at our Indonesian estates. Data from our Indonesian estates are not available for this report # Figures to represent water usage intensity of our oil mills for the year 2016 and 2017 are representative of our oil mills in Malaysia only. Data from our Indonesian oil mills are not available for the preceding years.

EFFLUENT MANAGEMENT

Genting Plantations is mindful of the effluents it produces and notes that mismanagement could lead to contamination of waterways. For 2018, most of the effluent generated by our Group comes from the oil mills in the form of POME whereas the balance comes from our downstream operations.

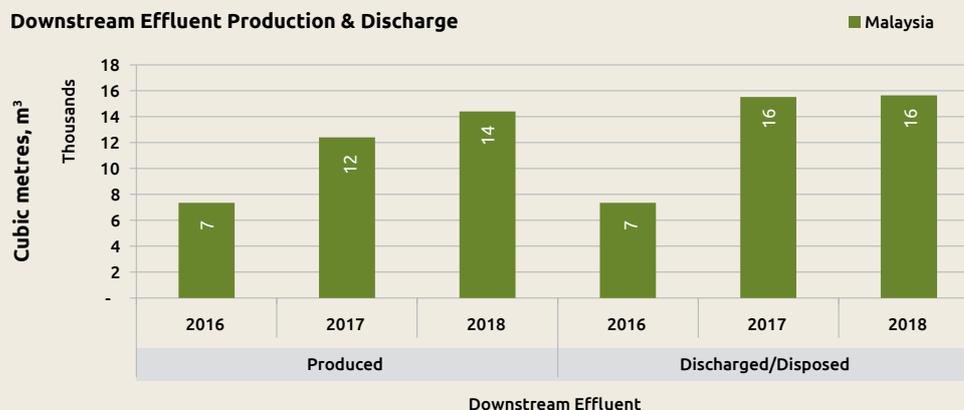
All downstream effluent produced is treated to meet local regulatory requirements prior to discharge. Effluent produced by oil mills, representing about 50% of the total water used, is fully recycled and used for land application and composting. Biological oxygen demand ("BOD") values at effluent ponds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

POME Production & Recycling



Palm Oil Mill Effluent

Downstream Effluent Production & Discharge



Downstream Effluent

BOD Values for Effluent Ponds from Our Mills

Oil Mill	BOD Legal Limit (mg/L)	Final Discharge BOD Level (mg/L)		
		2016	2017	2018
Genting Ayer Item Oil Mill	500	122	119	112
Genting Indah Oil Mill	20	11	10	14
Genting Jambangan Oil Mill	n/a	n/a	n/a	n/a
Genting Mewah Oil Mill	20	12	6	7
Genting Sabapalm Oil Mill	500	163	151	179
Genting Trushidup Oil Mill	20	8	6	6
Genting Tanjung Oil Mill	20	14	20	15
GlobalIndo Oil Mill	5000	n.a.d.	n.a.d.	97
Mulia Oil Mill	5000	n.a.d.	n.a.d.	261
Golden Hill Oil Mill	5000	n.a.d.	n.a.d.	981
KIU Oil Mill	5000	n.a.d.	n.a.d.	146

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

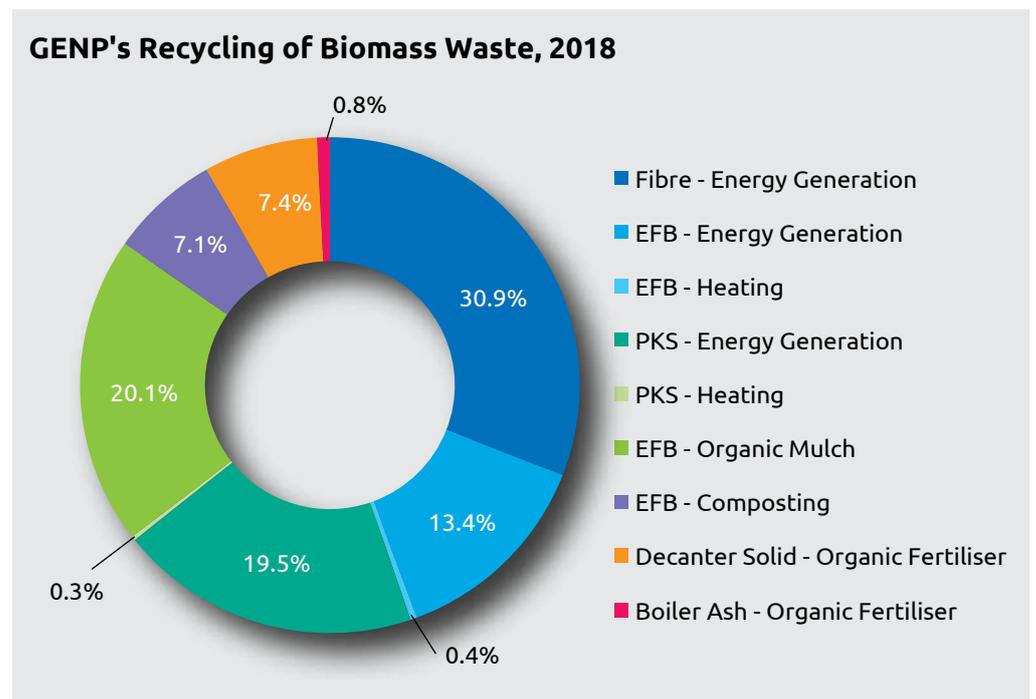
Waste Management

Genting Plantations strictly observes best practices in handling waste generation by monitoring waste disposal in accordance to the prevailing regulations and in adherence to standards set by the local laws. Scheduled waste generated within our Group is collected and disposed of in accordance to prevailing regulations by contractors approved by the Malaysian and Indonesian government.



BIOMASS WASTE AND RECYCLING

One of the most readily-available resource utilisation opportunities in oil palm cultivation and milling which meets both the economic and sustainability objectives is the ability to recycle waste biomass. In 2018, Genting Plantations used about 65% of its waste biomass for energy generation, while the bulk of EFB was used as organic mulch in the estates to supplement and reduce the use of inorganic chemical fertilisers.





Base Data

OUR PRODUCTION

	2016	2017	2018
FFB Production (MT)	1,614,137	1,883,945	2,083,510
Yield Per Mature Hectare (MT/ha)	17.5	18.4	18.2
CPO (MT)	387,125	446,404	504,762
PK (MT)	81,317	91,044	98,839
Refined Products (MT)	-	238,861	335,048
Biodiesel Crude Glycerin (MT)	31,022	57,546	103,642

OUR WORKFORCE & OCCUPATIONAL SAFETY AND HEALTH

	2015	2016	2017	2018
Total Workforce	21,384	19,359	22,352	23,703
Total Man Hours Worked	53,374,464	48,320,064	51,093,120	59,162,688
Total Number of Fatalities	2	1	0	3
Total Number of Work-Related Injuries	822	347	313	349

OUR GHG EMISSIONS

tonnes CO ₂ equivalent	Scope 01			Scope 02			Scope 03		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Estates	75,286	74,039	65,164	300	665	766	-	-	-
Oil Mills	99,190	89,874	79,417	201	253	294	3,857	3,585	3,607
Refinery	-	1,535	2,105	-	1,755	3,445	-	1,151	1,248
Biodiesel Plants	982	1,841	5,207	656	1,097	4,197	64	93	100



GRI Content Index

GENERAL DISCLOSURE

GRI Standards	Disclosure	Page	Reference/Response
ORGANISATIONAL PROFILE			
102-1	Name of the organisation		Genting Plantations Berhad
102-2	Activities, brands, products, and services	5-8	About Genting Plantations Berhad
102-3	Location of headquarters		www.gentingplantations.com
102-4	Location of operations	7-8	Our Businesses & Locations
102-5	Ownership and legal form		A public limited liability company. Incorporated and domiciled in Malaysia; Company No. 34993-X.
102-6	Markets served	5-8, 19-24	About Genting Plantations Berhad; Product Stewardship
102-7	Scale of the organization	4	Our Sustainability Highlights
102-8	Information on employees and other workers	25-33	Workplace – Our Workforce
102-9	Supply chain	6,18	Responsible Supply Chain
102-10	Significant changes to the organization and its supply chain		Addition of PT Kharisma Inti Usaha
102-11	Precautionary Principle or approach		Annual Report 2018: Statement on Risk Management and Internal Control
102-12	External initiatives		RSPO, ISCC, MSPO, Kinabatangan River of Life with WWF and Humana Schools, Keruak Wildlife Corridor with HUTAN.
102-13	Membership of associations		RSPO, ISCC, MPOA, Malaysian Biodiesel Association
STRATEGY			
102-14	Statement from senior decision-maker	3	Message from President & Chief Operating Officer
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behaviour	5,9,10	About Genting Plantations Berhad; Our Path to sustainability; Ethical Business Conduct
102-17	Mechanisms for advice and concerns about ethics	12	Grievances & Whistleblowing; Policy available at www.gentingplantations.com
GOVERNANCE			
102-18	Governance structure	10	Our Sustainability Governance & Annual Report 2018
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	11	Our Stakeholders
102-41	Collective bargaining agreements	28	Freedom of Association and Collective Bargaining
102-42	Identifying and selecting stakeholders	11	Our Stakeholders
102-43	Approach to stakeholder engagement	11	Our Stakeholders
102-44	Key topics and concerns raised	11	Our Stakeholders

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102-46	Defining report content and topic Boundaries	2	About This Report
102-47	List of material topics	13	Our Material Topics
102-48	Restatements of information	2	Our Data
102-49	Changes in reporting	2, 13	About This Report Our Material Topics
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		Contact Us
102-54	Claims of reporting in accordance with the GRI Standards	2	About This Report
102-55	GRI content index	58-63	GRI Standards 2016 Content Index
102-56	External assurance		To be applied in the future

ECONOMIC PERFORMANCE

GRI Standards	Disclosure	Page	Reference/Response
103-1, 103-2, 103-3	Management Approach Disclosure for 'Economic Performance', 'Market Presence', 'Indirect Economic Impacts' and 'Anti-corruption' Topics	17	Marketplace – Economic Performance; Remuneration and Benefits; Social Welfare; Ethical Business Conduct; Annual Report 2018
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	17	Economic Performance
201-3	Defined benefit plan obligations and other retirement plans	31-33	Remuneration and Benefits; Annual Report 2018
201-4	Financial assistance received from government		Annual Report 2018, Government grant
MARKET PRESENCE			
202-2	Proportion of senior management hired from local community		All senior management are Malaysian nationals; Annual Report 2018
INDIRECT ECONOMIC IMPACTS			
203-1	Infrastructure investments and services supported	40-45	Community Development
203-2	Significant indirect economic impacts	40-45	Community Development
ANTI-CORRUPTION			
205-1	Operations assessed for risks related to corruption		Our Group adopts the Control Self-Assessment at all operating levels which would be reviewed quarterly by the Management; Annual Report 2018 - Statement on Risk Management and Internal Control

ENVIRONMENTAL TOPICS

GRI Standards	Disclosure	Page	Reference/Response
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103-1, 103-2, 103-3	Management Approach Disclosure for 'Materials' Topic	18, 21, 54-55	Responsible Supply Chain; Product Stewardship; Resource Management – Effluent Management & Waste Management
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301-2	Recycled input materials used	54-55	Effluent Management Waste Management
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303-1	Interaction with water as a shared resource	53	Resource Management - Water
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303-3	Water withdrawal	53	Resource Management - Water
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103-1, 103-2, 103-3	Management Approach Disclosure for 'Biodiversity' Topic	47	Environment; Flora, Fauna & Conservation ; Fire Prevention Control & Monitoring
304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47-49	Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
304-2	Significant impacts of activities, products and services on biodiversity	47-49	Flora, Fauna & Conservation ; Fire Prevention Control & Monitoring
304-3	Habitats protected or restored	47-49	Flora, Fauna & Conservation
EMISSIONS			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Emissions' Topic	50	Greenhouse Gas Emissions
305-1	Direct (Scope 1) GHG emissions	50	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	50	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	50	Greenhouse Gas Emissions
305-4	GHG emissions intensity	50	Greenhouse Gas Emissions
305-5	Reduction of GHG emissions	50	Greenhouse Gas Emissions
EFFLUENTS AND WASTE			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Effluents and Waste' Topics	54-55	Effluent Management & Waste Management
306-1	Water discharge by quality and destination	54	Resource Management – Water - Effluent Management
306-2	Waste by type and disposal method	55	Waste Management
306-3	Significant spills		No significant spills were reported
306-4	Transport of hazardous waste	55	Waste Management

SOCIAL TOPICS

GRI Standards	Disclosure	Page	Reference/Response
103-1, 103-2, 103-3	Management Approach Disclosure for 'Employment' Topic	26	Workplace
EMPLOYMENT			
401-1	New employee hires and employee turnover	28	Our Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	31	Remunerations & Benefits
401-3	Parental leave	31	Remunerations & Benefits
103-1, 103-2, 103-3	Management Approach Disclosure for 'Occupational Safety & Health' Topic	34	Occupational Safety & Health
OCCUPATIONAL HEALTH AND SAFETY			
403-1	Workers representation in formal joint management-worker health and safety committees	34-38	Occupational Safety and Health
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	34-38	Occupational Safety and Health
403-3	Workers with high incidence of high risk of diseases related to their occupation	34-38	Occupational Safety and Health
103-1, 103-2, 103-3	Management Approach Disclosure for 'Training and Education' Topic	25-33	Our Workforce
TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	31-33	Remuneration and Benefits
404-3	Percentage of employees receiving regular performance and career development reviews	31-33	Remuneration and Benefits; All our employees are subjected to annual performance appraisal.
103-1, 103-2, 103-3	Management Approach Disclosure 'Diversity and Equal Opportunity', 'Non-discrimination', 'Freedom of Association and Collective Bargaining', 'Child Labour', 'Forced and Compulsory Labour' and 'Security Practices' Topics.	28	Our Workforce
DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	28-30	Our Workforce; Annual Report 2018
NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken		No incidents were reported
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	26-28	Our People Policy; Freedom of Association & Collective Bargaining; No violations of right to freedom of association and collective bargaining in any of our operating units for this reporting period.

SOCIAL TOPICS

GRI Standards	Disclosure	Page	Reference/Response
CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labour	26-28	Our Social Policy & Our People Policy; Diversity & Inclusivity; None of our operating units condones use of child labour.
FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	26	Our Social Policy; None of our operating units condones the use of forced or compulsory labour
SECURITY PRACTICES			
410-1	Security personnel trained in human rights policies or procedures		Most of our security personnel are Auxiliary Police which are trained with Genting Plantations's policies and procedures.
103-1, 103-2, 103-3	Management Approach Disclosure for 'Human Rights Assessment' and 'Local Communities' Topics	40	Community
HUMAN RIGHTS ASSESSMENT			
412-2	Employee training on human rights policies or procedures		All our employees are made aware of our Group's Social & People policy
LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments and development programs	40-45	Community
413-2	Operations with significant actual and potential negative impacts on local communities	40-45	Community; None of our operations have significant negative impacts on the local communities where we operate.

Glossary

ABBREVIATION	REFERENCE
BD	Biodiesel
CO₂	Carbon dioxide
CPO	Crude palm oil
CSPO	Crude sustainable palm oil
EES	Economic, Environment, Social Aspects
EFB	Empty fruit bunch
FFB	Fresh fruit bunch
GENP	Genting Plantations
GHG	Greenhouse gas
GMMR	Genting MusimMas Refinery
GPPT	GENP Palm Produce Tracker
GRI	Global Reporting Initiative
Ha	Hectares
HCS	High Carbon Stock
HCV	High Conservation Value Areas
IP	RSPO Supply Chain Module – Identity Preserved
ISCC	International Sustainability and Carbon Certification
ISCC EU	Certification for biofuels for EU market
ISCC Plus	Certification for food, feed, bio-based products, energy and biofuels for non-EU market
ISPO	Indonesian Sustainable Palm Oil
LTIFR	Lost Time Injury Frequency Rate
LTIIR	Lost Time Injury Incidence Rate
m³	Cubic metres
MB	RSPO Supply Chain Module – Mass Balance
MPOA	Malaysia Palm Oil Association
MPOB	Malaysian Palm Oil Board
MPOCC	Malaysian Palm Oil Certification Council
MSPO	Malaysian Sustainable Palm Oil
MT	Metric tonnes
n/a	Not applicable
n.a.d.	No available data
OU_s	Operating units
P&C	RSPO's Principles & Criteria
PK	Palm kernel
PM	Planting material
RM	Ringgit Malaysia (Malaysian Currency)
RP	Refined products
RSPO	Roundtable for Sustainable Palm Oil
RSPO SCC	RSPO Supply Chain Certification
tCO₂eq.	Tonnes of carbon dioxide equivalent
TDI	Tolerable Daily Intake
TJ	TeraJoules

Contact Us

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

Please send your feedback to:

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