Glenealy Plantations

SUSTAINABILITY REPORT

2021

FROM SMALL STEPS TO GIANT STRIDES
Contents

From Little Seeds Grow Mighty Trees.

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An Overview of Glenealy Plantations Sdn Bhd

We are a major oil palm producer in Borneo, focusing mainly (but not exclusively) on upstream operations of the palm oil industry: the cultivation of oil palm and the milling operations of the cultivated fruits.

We currently own five palm oil mills which process fruit from our own as well as surrounding plantations, to produce crude palm oil (CPO) and palm kernels (PK). Four of these mills are located in East Malaysia (Sabah and Sarawak) while the fifth is located at Tanjung Selor, Kalimantan, Indonesia. While we have grown significantly over the years, we have also sought to temper this growth increasingly with an unbending commitment to our products, our people, our stakeholders, our communities and our planet.

With this in mind, we have adopted a fair and balanced approach, in line with our vision, while striving to achieve our mission. Our motivation to undertake best sustainable practices, good corporate governance, high standards of safety, health and welfare of not just our workforce but our stakeholders in general, has led us on a journey which began with small steps which have grown into ever bigger strides.

This Report

GPBS presented our first Sustainability Report for the year 2020 in 2021, which covered our sustainability performance and achievements and also laid out an outline for our future sustainability efforts and initiatives.

Our 2021 report is a continuation of the reporting of our sustainability efforts and achievements to our various stakeholders and other interested parties. Future sustainability efforts and initiatives outlined in our previous report act as a standard of comparability for our performance in 2021. In the same breath, we must emphasize that many unforeseen factors over which we had no, or highly limited control, did pose challenges to the aforementioned plans.

This report covers GPBS’s operations from 1st January 2021 to 31st December 2021 (unless otherwise indicated), with emphasis on accuracy, clarity, comparability and reliability, adhering to international standards of sustainability reporting - Global Reporting Initiatives (GRI) Standards: Core option.

Steps taken in reporting

1) GPBS’s stakeholders were identified and report content is based on our initiatives and operations vis-a-vis the various stakeholders’ expectations, interests and benefit.

2) Emphasis has been placed on reporting GPBS’s performance in the wider context of sustainability.

3) Clearly define how GPBS’s operations have impacted and met economic, environmental and social matters as requested by stakeholders.

4) Complementary reporting to reflect GPBS’s Economic, Social and Governance (ESG) performance for 2021, allowing stakeholders to assess and evaluate GPBS’s performance and efforts.
A Message from our CEO

When we released the first Sustainability Report for GlenElea Plantations Sdn Bhd (GPSB) in 2021 (for FY 2020), it was an achievement that not only brought us great pride, but also one which threw down the gauntlet to us: how do we sustain this journey, increase our efforts and perhaps even surpass expectations?

With so many things wreaking havoc not only in Malaysia but across the globe practically the whole of 2021, we knew that what lay ahead of us would be nothing short of a great challenge. This, plus the major (and more often than not catastrophic) effects of climate change that are affecting our world today, has been a rather rude but necessary wake up call for everyone.

In hindsight, we probably underestimated these challenges, because nobody could tell what the winds would carry nor where they would blow. But even as these challenges unfolded and complications manifested before our very eyes, we at GPSB knew that the best option for us was to ride the turbulent waves, ensuring that we kept our sight firmly on safety – safety of our people, safety of our planet, safety of places, and yes, safety of our productivity.

We need to move our consciousness to a much higher level, to press the reset button as needed. Hence our clarion call of Nurture, Culture, Nature. This is more than just Yin and Yang; it is a delicate balancing act, which continues to evolve and change. And our answer to it all is to stand together, stand steadfast, and shoulder to shoulder.

In 2021 especially, our people came together and our outreach to local communities as well as various other stakeholders allowed us all to move forward, inching our way along even as things came at us seemingly with the sole purpose to block our path. We maintained and even upgraded our standards and practices: who would have thought that the pandemic with its social distancing requirements would instead turn into even more opportunities for us to engage with local communities and stakeholders?

In response to the COVID-19 pandemic, we kept ourselves safe and we helped to keep our friends safe in all possible manner, from sanitation to vaccination and more - and we also kept our sustainability actions safe. All in all, it threw GPSB many challenges in 2021, but together we were able to avoid the blows...you could say that together, we rolled with the punches.

Progress may have been challenged, but it has been there. Even in the face of all its challenges, last year saw us taking firm strides forward in terms of human rights and continued improvement of living conditions for our people, and the safeguarding of labour rights and zero child labour.

2021 also saw the roll-out and introduction of our Belaga Recovery Plan, a major success in our efforts to protect and rehabilitate the environment. This came to fruition after a major exercise of data collection, study, review, planning and commitment. As we continue to drive the BRP together with our stakeholders, especially our neighbouring communities, we are certain that it will be an example, perhaps even a benchmark, for others to follow.

And it is in this spirit of togetherness, that step by step, we will continue to move forward and make bigger strides in sustainability in times to come, guided by the United Nations’ Sustainable Development Goals (SDGs).

At GPSB, we have already successfully instituted initiatives which meet several of these SDGs. Marching forward on our journey to a sustainable future, we are confident that we will deliver even more effective and meaningful results for the benefit of our people, our planet, our places and our productivity.

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Lawrence Chia

Lawrence Chia
Chief Executive Officer (CEO), GlenElea Plantations
Key Milestones & Performance

GPSB’s Performance and Output

Notable Achievements

1) All mills and estates certified by MSPO (Annual Surveillance Audit, 3)
2) All mills MSPO-SCCS certified
3) BPOM, JIPOM and LPOM certified Italian National Scheme (INS)
4) GPSB commits to HCS Loss Recovery Plan (Aug 2021)
5) 2nd year participating in Sustainability Policy Transparency Toolkit (SPOTT) - results improve from 39.33% to 52.26%
6) Continued commitment, Implementation and training related to GPSB’s sustainability practices and policies
7) Environmental protection programmes in collaboration with 3rd party partners, such as Universiti Putra Malaysia, Bintulu Campus (UPMKB), which focused on tree planting and forest degradation mitigation
8) Camera-trapping projects at HBV areas for collection of crucial species’ location, population size and interaction data
9) Enriched tree-planting at Riparian and HBV zones
At a glance
GPSB’s Key Sustainability Indicators

- **Greenhouse Gas Monitoring Plans FY2020/2021**
  - 0.88 tCO₂e/t

- **Monitoring of Traceability Progress FY2020/2021**
  - 100% of Fresh Fruit Bunches (FFB) traceability to plantation level

- **Supplier Compliance FY2020/2021**
  - 99.9% Fresh Fruit Bunches MSPO Certified
Ethos, Vision and Mission

Our Vision
To be an efficient palm oil producer recognised for our balanced responsibilities towards our communities, natural resources and economic performance.

Our Sustainability Mission
To care for people and communities; to protect natural resources; aim for prosperity and continuous improvement; to be a responsible corporate citizen to our communities.

Ethos
In order to successfully execute our Mission in Sustainability, and to work towards making our Vision in Sustainability a reality, our Ethos revolves around the following values and principles, building the firmest of foundations:

Integrity
Because like the human spirit, nothing is of value if it is not born of, and guided by, integrity; integrity will be our constant guide.

Eye on Sustainability
Managing natural resources with sustainability firmly in mind, spirit and approach: from beginning to end.

Excellence in performance
To strive for excellence in everything we do, so as to be able to deliver best value to our stakeholders.

Collaboration and Cooperation
Commitment to engagement with our local communities and stakeholders, realizing that the journey of sustainability is a collective and collaborative effort.
Organisational Chart
(Sustainability Committee)

Sustainability is part of our DNA at GPSB. It is something we take very seriously and are fully committed to.

Sustainability practices are very well-embedded in our day-to-day operations and are taken into consideration every step of the way, in every decision we make.

To ensure that sustainability is at the forefront of our operations, GPSB has an effective Sustainability Committee in place in our organisational structure, leading the way, guiding and growing sustainability from top to bottom and from bottom up.

Sustainable Palm Oil Policy

Over the years, GPSB has been committed to sustainable palm oil production and sourcing, having introduced and implemented strict sustainability policies that target our operations at every level and our interactions with local communities and third-party partners.

These policies were not only introduced but form the core values of how we approach our business operations and our relationship with local communities and partners.

- **No Deforestation, No Peat, No Exploitation (NDPE) Policy**
  We strive to uphold the principles of NDPE policy throughout our business operations by continuously improving our transparency and responsible sourcing network.

- **Respect the Rights of Local Communities**
  Open and continuous consultations with local and indigenous communities is a priority in new development areas. No development will proceed without the Free, Prior and Informed Consent (FPIC) of landowners and users with legal rights.

- **Inclusion of Smallholders within the Supply Chain**
  Geneealy includes smallholders within the supply chain of its palm oil business while improving their livelihoods.

- **Natural Resources, Biodiversity and Wildlife Conversation**
  Geneealy ensures the protection of rare, threatened, and endangered wildlife species by implementing national and international best practices for biodiversity and wildlife conservation.

- **Minimising Chemicals and Pesticides**
  Geneealy looks to minimise the use of pesticides and inorganic fertilisers throughout the life cycle of each planting within our operations by initiating good practices on soil management and integrated pest management.

- **Waste Management**
  In compliance with regulations concerning all types of pollutants and waste generation, Geneealy implements appropriate measures to reduce the environmental impact arising from our operational activities.

- **Traceability and Accountability**
  Geneealy upholds high standards of transparency through traceability reporting. We maintain high standards of accountability by active communication.
Sustainable Palm Oil Certification

Key to our sustainability efforts is ensuring that all our estates are professionally, legally and responsibly managed. This is evidenced by the fact that all our oil palm operations have obtained the Malaysian Sustainable Palm Oil (MSPO) certification, which is the mandatory standard imposed by the Government of Malaysia.

Our MSPO Certification, obtained in 2019, covers seven graded aspects of palm oil production from field to final product:

1) Management commitment and responsibility
2) Transparency
3) Compliance and legal requirements
4) Social responsibility, health, safety and employment conditions
5) Environment, natural resources, biodiversity and ecosystems
6) Best practices
7) Development of new plantings

![Certificate Images]

To view our certificates in detail, please visit our website: www.glenealyplantations.com.my

Best Practices & Continuous Development

We strongly believe that adopting industry standards for agriculture and milling management practices are merely the tip of the iceberg when it comes to best practices in the workplace.

As such, even as we strive to ensure that our practices meet the industry standards for certification, we are constantly evolving and improving in our approach to agriculture and milling practices.

Engaging diligently in innovative activities, upgrading of equipment and operational policies and procedures ensure that our operations continue to develop and improve with time.

Such positive transformational results are catalysts for our continued growth at GPSB.

Soil Management

We implement the industry’s best management practices in soil management which enables soil fertility, reduces soil erosion and addresses pollution management. This is precisely and stringently governed by Glenealy’s Oil Palm Standard Operations Manual, issued August 2017.

Integrated Pest Management (IPM)

Our practice of IPM has significantly reduced the use of chemical pesticides which cause negative impact on the environment. Instead of dangerous and harmful chemical pesticides, we use more compatible methods for pest and disease control that include ecological, physical, biological and chemical controls.

Supply Chain Certification

All the 4 palm oil mills in Malaysia under Glenealy Plantations obtained the Malaysia Sustainable Palm Oil Supply Chain Certification Standard (MSPO SCCS) starting January 2020.

Sustainability Certification

All Glenealy Plantation’s mills and plantations are MSPO MS22530 certified.
Approach to Engagement

At GPSL, we fully understand that engagement with our stakeholders, via multiple channels, is key to the success of our sustainability efforts. To achieve this, we take an approach of continuously building on these relationships through various engagement activities at every possible opportunity.

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<th>Focus Area</th>
<th>Value Creation</th>
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<td>Local Communities</td>
<td>Informal sessions</td>
<td>Community relations</td>
<td>Engage local communities consistently through formal and informal channels</td>
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<td></td>
<td>Community events</td>
<td>Fair dispute management, Livelihood improvement through Corporate Social Responsibility (CSR)</td>
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<td></td>
<td>Community meetings</td>
<td></td>
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<tr>
<td>Customers</td>
<td>Email and hotline enquiries</td>
<td>Traceability of suppliers’ products, Visibility of sustainability initiatives, Leadership commitment, Sustainability policies</td>
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<td></td>
<td>On-site visits</td>
<td>Establish long-lasting relationships with customers and invest in ensuring high quality products and services in line with ethical marketing principles</td>
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<td>Face-to-face meetings</td>
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<td>Telephone follow-ups</td>
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<td>Annual review and feedback sessions</td>
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<td>Employees</td>
<td>Employee appraisals</td>
<td>Occupational health and safety, Grievance procedures</td>
<td>Engage employees consistently through formal and informal channels</td>
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<td></td>
<td>Informal one-to-one sessions</td>
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<td></td>
<td>Training</td>
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<tr>
<td>NGOs</td>
<td>Explore potential partnership with suitable NGOs</td>
<td>Responsible social and environmental management, Transparency</td>
<td>Adopt and implement sustainability efforts</td>
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<tr>
<td></td>
<td>Face-to-face meetings</td>
<td>Sustainability commitments, Structured sustainability governance, Improved transparency</td>
<td></td>
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<tr>
<td></td>
<td>Regular Inspection / visits by financial institutions</td>
<td>Good practices in human rights, Corporate Social Responsibility (CSR) efforts for environment and community</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Monthly / Yearly reporting</td>
<td>Form trusting and lasting relationships with financial institutions through transparent reporting</td>
<td></td>
</tr>
<tr>
<td>Banks</td>
<td>Face-to-face meetings</td>
<td>Sustainability governance</td>
<td>Achieve full compliance and seek to raise standards of sustainability practices through regular inspections, audits, and frequent reporting</td>
</tr>
<tr>
<td></td>
<td>Regular Inspection / visits by the agencies</td>
<td>Regulatory compliance, Sustainability governance</td>
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<tr>
<td></td>
<td>Monthly / Yearly reporting</td>
<td></td>
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<td></td>
<td>Regular audits</td>
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Assess, Address & Advance, in line with UN’s SDGs

Following the assessment that was carried out in a survey with our stakeholders to gauge their expectations, concerns and input, we continue to address these matters and align our actions to the United Nations’ Sustainable Development Goals, as pursuing such initiatives is of utmost importance in order to advance and achieve these goals.

<table>
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<th>Priority Issues</th>
<th>GRI Standards</th>
<th>Summary of initiatives in Genelya</th>
<th>UN SDGs</th>
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<tr>
<td>Environmental compliance</td>
<td>GRI 307 Environmental Compliance</td>
<td>Developed the No Deforestation, No Peat, No Exploitation (NDPE) Policy and compliance to MSTPO standards, Quality Check systems which evaluate quality of work standards, MIIN and estate management to identify areas to improve compliance. Adehering strictly to SOPs and national laws and regulations.</td>
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<tr>
<td>Employee occupational safety and well-being</td>
<td>GRI 403 Occupational Safety and Health</td>
<td>Adherence to Occupational Safety and Health (OSH) policies that are tailored to baseline operations based on Hazard Identification, Risk Assessment, and Risk Control (HIRACO) 2006 guidelines, Annual training to communicate OSH policies and their implementation, Voluntary programmes to promote health awareness and safety at workplace, Establishment of estate clinics, Safety and health Committee was established to oversee OSH practices and incidents at mills and plantations, OSH representatives at each mill and estate</td>
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<tr>
<td>Protection of human rights</td>
<td>GRI 412 Human Rights Assessment</td>
<td>Adherence to human rights commitment under Sustainable Palm Oil Policy (SPDP) and NDPE policy</td>
<td></td>
</tr>
<tr>
<td>Protection of local communities</td>
<td>GRI 413 Local Communities</td>
<td>Conflict resolution mechanism to address local communities’ concerns, Continued engagement with Community Representatives Committees to manage resources for local communities, Pledges to formalize Corporate Social Responsibility (CSR) activities based on needs and importance, COVID-19 medical support and assistance for local communities, Funding for infrastructure projects including learning centres, roads and bridges</td>
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<tr>
<td>Leadership transparency and accountability</td>
<td>GRI 102 General Stoolaukee</td>
<td>Establishment of Sustainability Committee</td>
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<tr>
<td>Commitment to anti-corruption and anti-bribery practices</td>
<td>GRI 205 Anti-corruption</td>
<td>Adherence and implementation of revised Anti-Bribery and Anti-Corruption (ABAC) Policy, Communication and training on revised Anti-Bribery and Anti Corruption (ABAC) policy for employees</td>
<td></td>
</tr>
<tr>
<td>Accountability, openness, transparency and traceability</td>
<td>GRI 417 Marketing and Labelling</td>
<td>Launched Genelya website in August 2020 to improve transparency, Adherence to the No Deforestation, No Peat, No Exploitation (NDPE) policy, Frequent review of sustainability strategies to ensure transparency</td>
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</tbody>
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Environment

1) “Nurturing Nature” : tree planting collaboration with Universiti Putra Malaysia, Bintulu Campus.

Rehabilitation of a degraded area in Nirwana Forest, through ex-situ tree planting of 2 commercial dipterocarp species namely Dypobalanops lanceolata and Shorea macrophylla, in line with the Government’s programme to plant 100 million trees.

Approximately 100 persons from GPSB, UPM lecturers, staff and Forestry undergraduates and representatives from various agencies such as Bintulu Development Authority, Natural Resources and Environmental Board, Department of Environment and Sarawak Forestry Department, participated in this landmark event.

2) Identifying and Protecting HBV and Riparian zone

Permanent signage identifying the sites was put up; erosion preventative measures in riparian zone; production of source of food for wildlife and habitat inducement.
3) Biodiversity Assessment Programme

Identified the rare, threatened and endangered (RTE) species with the site areas and implemented management plan to protect them; utilization of camera trapping data for further assessment; training on biodiversity provided to employees; installation of artificial nests to attract more hornbills to the protected areas; awareness campaign to educate young children about the need to protect rare, threatened and endangered species.

4) No Open burning; Hot Spot monitoring

At GPSB, a strict ‘No Open Burning’ policy applies, including that of household waste. Daily monitoring is carried out for Fire Hot Spots within oil palm concessions, with a monthly report produced.

5) GHG reduction via installation of solar energy lighting

More solar energy lighting systems have been installed in various areas, including roadsides, employee quarters, security posts, mess and offices.

6) The Belaga Recovery Project: A commitment to HCS Loss Recovery

31st March 2022 marked an important date in GPSB’s history. On that day, our company reached a major milestone as we took a big step forward in conservation and environmental efforts, with the first engagement session with major stakeholders and interested parties for the Belaga Recovery Project.

When GPSB adopted the NDPE (No Deforestation, No Peat, No Exploitation) policy in April 2020, we commissioned a study to determine the group’s High Carbon Stock (HCS) liability because of our oil palm operations. The study covered our oil palm concessions in both Malaysian and Indonesia for the period January 2016 to September 2020.

In Jan 2021, the study determined that our HCS stock area loss amounted to 1,853ha. We shared this information with stakeholders from our supply chain to impress upon them our commitment to transparency and active engagement.

Resulting from this, the GPSB HCS Loss Recovery Project in May 2021 identified a suitable area to be designated and set aside for HCS liability compensation, in line with our firm commitment to our NDPE policy. The site identified is located in Belaga, in the northern section of the Kapit Division, in Sarawak. It encompasses an area of 3,736ha, which is double the calculated HCS liability coverage.

We then carried out the necessary land cover mapping by drone, over 2 phases, the 2nd of which was completed in early March 2022. On 31st March 2022, GPSB’s Belaga Recovery Project was presented to important stakeholders and members of the community - the first of ongoing consultations with stakeholders as this project continues to grow.

Representatives from Forest Department Sarawak, Sarawak Forestry Corporation, Malaysia Palm Oil Board, Universiti Putra Malaysia, World Wildlife Fund and several schools as well as residential communities in the area were present, and the participants were also taken for a site visit to the border of the project area within the Paong FMU.

Belgen Gimun, GPSB Sustainability Executive sums it up well, saying, “The Belaga Recovery Project is the first of its kind that GPSB is undertaking and we hope it will create a ripple-effect: that others will be encouraged to follow our example.”
Social

Outreach COVID-19 Vaccination Programme and COVID-19 Preventive Measures

In cooperation with various parties from the Malaysia Ministry of Health (KKM), GPSB successfully rolled-out and completed the COVID-19 vaccination programme for all our employees (foreign and local) and their dependants from June to Aug 2021. Besides the vaccination programme, strict health and safety protocols and measures were implemented to ensure employees and their dependants were safeguarded against the pandemic as best possible.

Bearing fruits

Timora Complex is rich with with vegetables and fruits such as dundan and rambutan; these fruit trees and vegetable farms are tended by the Timora team and the harvests are shared among employees and members of the the local community.

Food donation to single mothers as well as OKUs residing in Punan Bah, Punan Data Bah, Punan Sama, Tanjung Pewah and Punan Blau in July 2021.

GPSB also provided Food Aid to flood victims at Rh. Lasah Ak Mering longhouse, Sungai Pesu Tubau in Jan 2021 by the Jelakong Estate team and funded signboards for Jalan Minah (Rumah Ato), by Laka Estate.
Employees' Health, Safety and Well-being

Consistent training for employees and contractors is carried out for added awareness especially about safety in the workplace. OSH noise assessment was also carried out by a professional noise assessor, for the well-being of workers' hearing.

Employee Working Conditions and Engagement

At GPSB, our employees are protected by our full compliance with workers' employment conditions as stipulated in the Sabah & Sarawak Labour Ordinance. We also engage with employees and their leaders constantly to obtain their feedback and opinions.

Staff Sports & Teambuilding

To encourage and inculcate an active and healthy lifestyle amongst our team.

Gender Committee

Formed among female employees to meet and organise related activities such as training on reporting of sexual harassment.

Fish Pond preparation and fish fry donation

For the local community in Lana, as part of the economic empowerment programme.

Workers’ quarters upgrade

Continuous work has been done to improve living conditions for our employees.

Food Security Programme

In order to secure, provide and supply fresh food and produce for our internal community at the lowest possible cost to them.
Governance

Engagement with suppliers
Communicating GPSB’s NDPE Policy & Sustainable Palm Oil Policy to major FFB suppliers

Supporting Higher Education
Sustainability-related internship programmes for UPM students at Jelalang Estates to expose undergraduates to conservation, protection and biodiversity

Policy Training
Continuous training programmes to ensure awareness and respect of GPSB’s sustainability policies

Technology & Innovation
Introduction of trade mechanism to facilitate e-wallet payroll system. Usage of drone for aerial monitoring.

Continued Certification
Ensuring the continued and effective certification for GPSB at various levels, with the relevant bodies and authorities.

Transparency
Continued participation in SPOTT (Sustainable Policy Transparency Toolkit), an initiative developed by Zoological Society of London (ZSL), which assesses commodity producers, processors and traders on their public disclosure regarding their organisation, policies and practices related to environmental, social and governance (ESG) issues.

GPSB’s SPOTT score increased to 52.26% in 2021, from 2020’s score of 39.33%

Going Forward

What’s on the Horizon?

There are plans, and there are plans. Going forward, we at GPSB look forward to all the opportunities that lie ahead of us on our continued journey of sustainability. Changes may be required as we go along; flexibility in approach will be key.

But with an attitude and approach grounded in commitment towards betterment, we continue to firmly put one foot in front of the other, always keeping our eyes on the goals of our sustainability journey. We will persevere and achieve what we set out for.

Every journey begins with a single step: we have taken several steps thus far and with every step, we will move forward to our goal of a sustainable future for our people, our planet, our places and yes, our productivity.

And we trust that together, our steps forward will surely and firmly become big strides that make a difference...

Closing of gaps identified in the social audit
Continuous improvement of workers’ housing and living conditions and general welfare
Carry out Social Impact Assessment (SIA) – MSPO revised standard
Continuous improvement and enhanced safety and health conditions for employees and other stakeholders such as contractors
Enhanced engagement with internal and external stakeholders

Social Awareness Campaign
Sustainability Focus
2022/23

Environment

Continued development of the Belaga Recovery Project
Conduct High Conservation Value (HCV) assessments - MSPO revised standards
Continued calculation and improvement of GHG; MPOC calculator - MSPO revised standards
Enhanced Tree Planting activities, Bio-D assessments, and systematic inventory maintenance
Continued collaboration with external partners and stakeholders for environmental protection

Continued engagement and activities with local communities
Prepare, initiate and drive annual CSR plan
Continued engagement with ad hoc CSR activities
Keep a pulse on community relations and requirements

CSR

Transition of MSPO revised standard MS2530:2022 and continued certification
Continued participation and improve results in SPOTT
GPSB website updates
Preparation of annual Sustainability Report
Comply with legal requirements
Continued training and retraining
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