

Pua kumbu and its origins...

There are numerous legends surrounding the origin of Pua Kumbu, which centre around the characters of Menggin and Dara Tinchin. The legendary tale tells of Menggin, an Iban hunter who shot a resplendent bird with his blowpipe. He then raced to collect his catch, but discovered, to his surprise, not a bird but a meticulously woven skirt instead. He had never seen such a garment before and thus chose to keep it, unaware that the kain belonged to Dara Tinchin Temaga, the eldest daughter of the divine being known as Singalang Burong.

Dara had been searching everywhere for her lost kain, and when she eventually crossed paths with Menggin, he graciously returned the skirt to her, as she was its rightful owner. Consequently, Dara, despite already being married, decided to marry Menggin and brought him back to her celestial abode, the realm of the Gods. Together, they had a son and named him Sera Gunting. A year passed, when suddenly Dara’s first husband reappeared. In light of this, Dara beseeched Menggin and Sera to return to the mortal Iban world and urged them to wear a jacket called baju burong along with her intricately woven kain for their journey home. From that day onwards, the jacket and kain have been passed down to many Iban women so they can weave the same designs, maintaining a spiritual connection with the Gods.

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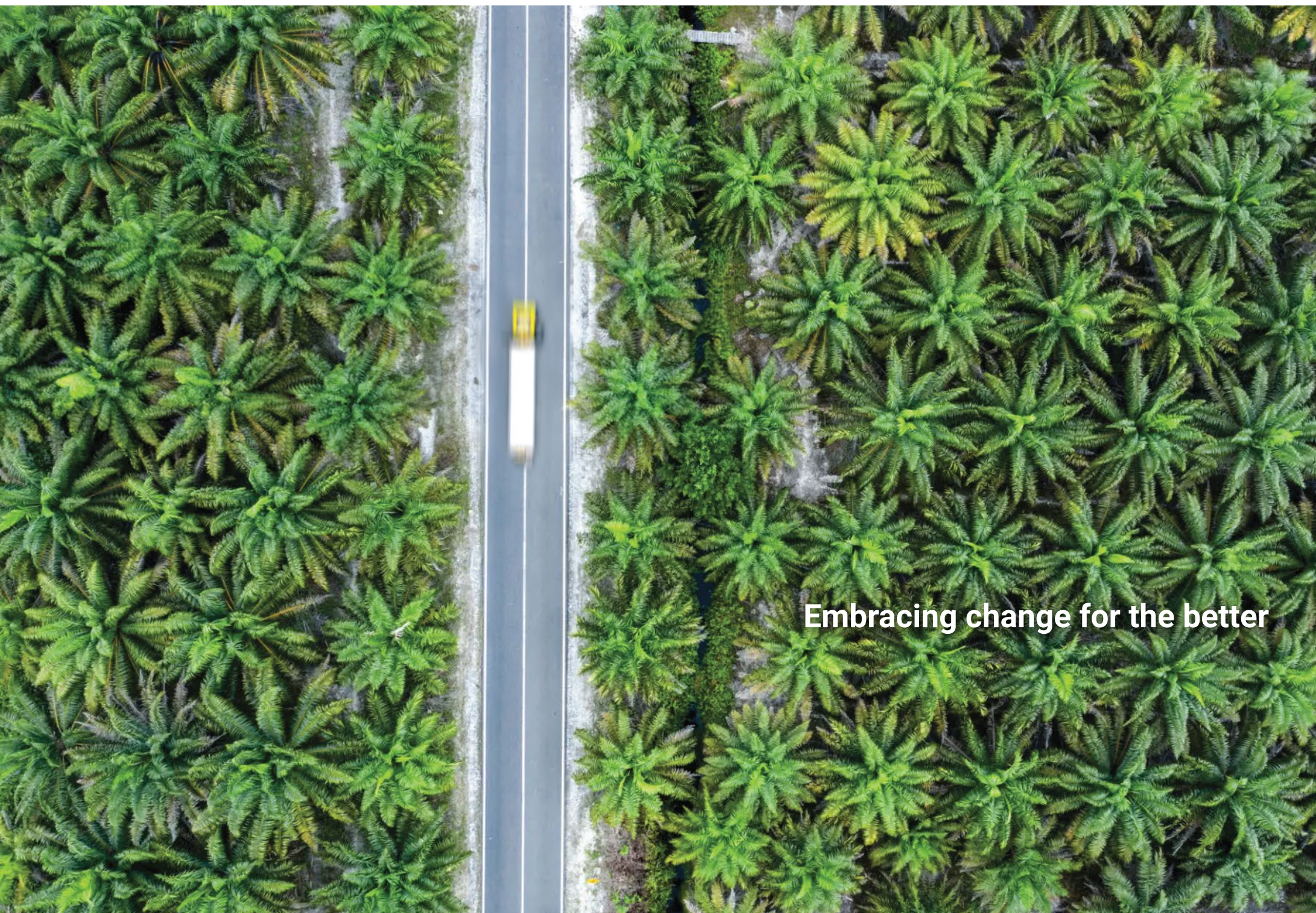
SUSTAINABILITY
REPORT

2022

Weaving Sustainability;
Nurturing Nature.



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We are a major oil palm producer in Borneo, Malaysia, focused primarily but not exclusively, on upstream operations of the palm oil industry, such as the cultivation of oil palm and the milling operations of the cultivated and thence harvested fruits.

Currently, GPSB owns and operates 5 palm oil mills - 4 located in East Malaysia (Sabah and Sarawak) and 1 in Tanjung Selor, Kalimantan, Indonesia. We process fruit from our own as well as surrounding oil palm plantations, to produce crude palm oil (CPO) and palm Kernels (PK).

GPSB has maintained a steady growth since our inception - a growth that is consistently tempered by the realization that profit

and performance cannot and must not come at the expense of our people and our planet.

While it is always much easier said than done, we have always strived over the years to strike a fair and balanced approach in how we operate and grow our business. Our motivation to undertake the best practices in the workplace, guided by good corporate governance and with eyes set firmly on sustainability, has taken us on a most satisfying journey of creative development, renewal and in many ways, even reinvention. This is our journey of sustainability. This is our journey to a better and brighter future for all.

This Report

In 2021, we published our first sustainability report (FY 2020) and followed it up with one for 2021 last year. These reports covered our sustainability performance and achievements as well as outlined our future sustainability plans and initiatives, in accordance with international sustainability reporting standards.

This current report (FY 2022) covers our performance from 1st January 2022 to 31st December 2022 (unless otherwise mentioned), with an emphasis on accuracy, clarity, comparability and reliability, and in continued adherence to international standards of sustainability reporting - Global Reporting Initiatives (GRI) Standards : Core option.

We have identified our stakeholders and our report content is based on our initiatives and operations with respect to their expectations, interests, and benefits. We have placed great emphasis on the wider context of sustainability and have clearly defined the relevant economic, environmental and social impacts.

Additionally, we have provided complementary reporting to reflect our Economic, Social and Governance (ESG) performance for 2022, allowing stakeholders to easily assess and fairly evaluate our performance and efforts.

Steps Taken In Reporting

- 1) GPSB's stakeholders were identified, and report content is based on our initiatives and operations vis-à-vis the various stakeholders' expectations, interests and benefit.
- 2) Emphasis has been placed on reporting GPSB's performance in the wider context of sustainability.
- 3) Clearly define how GPSB's operations have impacted and met economic, environmental and social matters as requested by stakeholders
- 4) Complementary reporting to reflect GPSB's Economic, Social and Governance (ESG) performance for 2022, allowing stakeholders to assess and evaluate GPSB's performance and efforts.

Message from our CEO

In a world where public perception can make or break people, organisations and even governments, striving to pursue sustainability in the oil palm industry is perhaps one of the biggest challenges any company could face.

Despite the concerted efforts of the industry as a whole, the continued negative perception perpetuated by various quarters, unfortunately still leads to a very incorrect perception that ours is a destructive industry. Having said that, this continuous climb up a very slippery slope has made us aim higher and strive harder in our sustainability efforts.

Together with our fellow industry players, we continue to ensure that our industry gets fair treatment by **ensuring our operations meet the highest standards of sustainability.**

These efforts are reflected in the GPSB's Sustainability Report for 2022. In terms of social, environmental and governance perspectives, GPSB continues to set higher standards and new benchmarks not only for itself, but for the industry as well. We have made great strides in providing a working environment that is inclusive, safe and comfortable for our employees. Like many other oil palm companies operating in Malaysia, we suffered some very challenging times in 2022 due to labour shortages, especially among foreign workers.

While we have always valued all our employees including our foreign employees, the labour shortage made us realised to a greater extent, just how valuable all our people are to the company. That is why we at GPSB, will commit to the continuous improvement of working and living facilities for our employees.

Building a safe and conducive work environment together with better accommodation for our employees is a recognition of the value and the dignity of all our people. We are also working with all our contractors for the mutual enhancement of safety and health conditions.

While combating the numerous false perceptions and negative imaging associated with the industry, GPSB has nonetheless soldiered on with our long-term plan to ensure the sustainability of our operations. All our mills and estates are certified under the Malaysian Sustainable Palm Oil (MSPO) certification scheme, which is the national scheme in Malaysia for oil palm plantations.

We operate in an open and informed manner, which is reflected by the improvement in our SPOTT (Sustainability Policy Transparency Toolkit) rating, rising to 54.60% from the previous 52.26%. I'm proud to say that GPSB showed improved scores in various categories under SPOTT including Policy & Leadership, Landmarks, Maps & Traceability, as well as Smallholders & Suppliers.



This has provided much comfort and assurance to our shareholders and other stakeholders that our operations are carried out in a manner that encompasses all aspects of sustainability, be it environmental, social or governance. Throughout 2022, GPSB has also carried out various environmental protection programmes with 3rd party partners.

4 of our estates (Belaga 1, Jelalong 2, Jelalong 6 and Lana 1) also won the 10th Premier of Sarawak Environment Award 2021/2022, a proud achievement indeed for GPSB!

This report also contains various other efforts from 2022 - efforts which continue to increase and intensify, bringing with them ever more visible change and improvement.

One such example is our effort to reduce our Greenhouse Gas Emissions, which we have been recording since 2018 in line with the MSPO requirements. More efficient methods of production, utilization of sustainable energy resources and reduction of waste are steps we have undertaken to further lower our GHG emissions.

The areas where we operate in represent a microcosm of our international society. The various communities who live and thrive off these areas are also our concern and responsibility. Throughout 2022, GPSB has carried out various CSR activities for the benefit and welfare of our communities. Ours is a culture of inclusivity where interaction between GPSB's family and the communities around us is constant, consistent and inter-approachable.

Guided by the UN's Sustainable Development Goals (SDGs) for communities, governance and environmental compliance, GPSB will continue to climb higher and strive harder. This is in our DNA. This is our commitment to all our stakeholders.

Lawrence Chia

Lawrence Chia
Chief Executive Officer (CEO), Glenealy Plantations

Message from our Head of Sustainability



2022 can only be described as a challenging year for the oil palm industry and Glenealy Plantations Sdn Bhd was not immune to the ups and downs that buffeted the industry.

We had to balance our economic interests, fight off a sustained anti-palm oil campaign and continue forging ahead with our sustainable goals and aims. But I am happy to say that GPSB has kept up its side of the bargain, so to speak, by embarking on some major campaigns which we are confident will bear much fruit as the years go by.

Sustainability is such that unfortunately we don't always see the benefits immediately. It is a long and sustained journey. But what is important is that at GPSB, we have planted the seeds. And what is equally encouraging is that the programmes we have embarked on have increasingly involved all levels of our GPSB family, as well as the people and the communities that we interact with.

Since calculating our Greenhouse Gasses value, we continue to strive towards finding ways to reduce our carbon emissions including efforts to increase the usage of renewable energy in our operations as well as reducing waste production where possible.

At GPSB, we will continue to strive to widen sustainability programmes so that everyone at our company, as well as all our stakeholders and communities, will feel equally that sense of achievement - that "I contributed to that" feeling - when the programmes start to bear real and visible fruit, literally and figuratively.

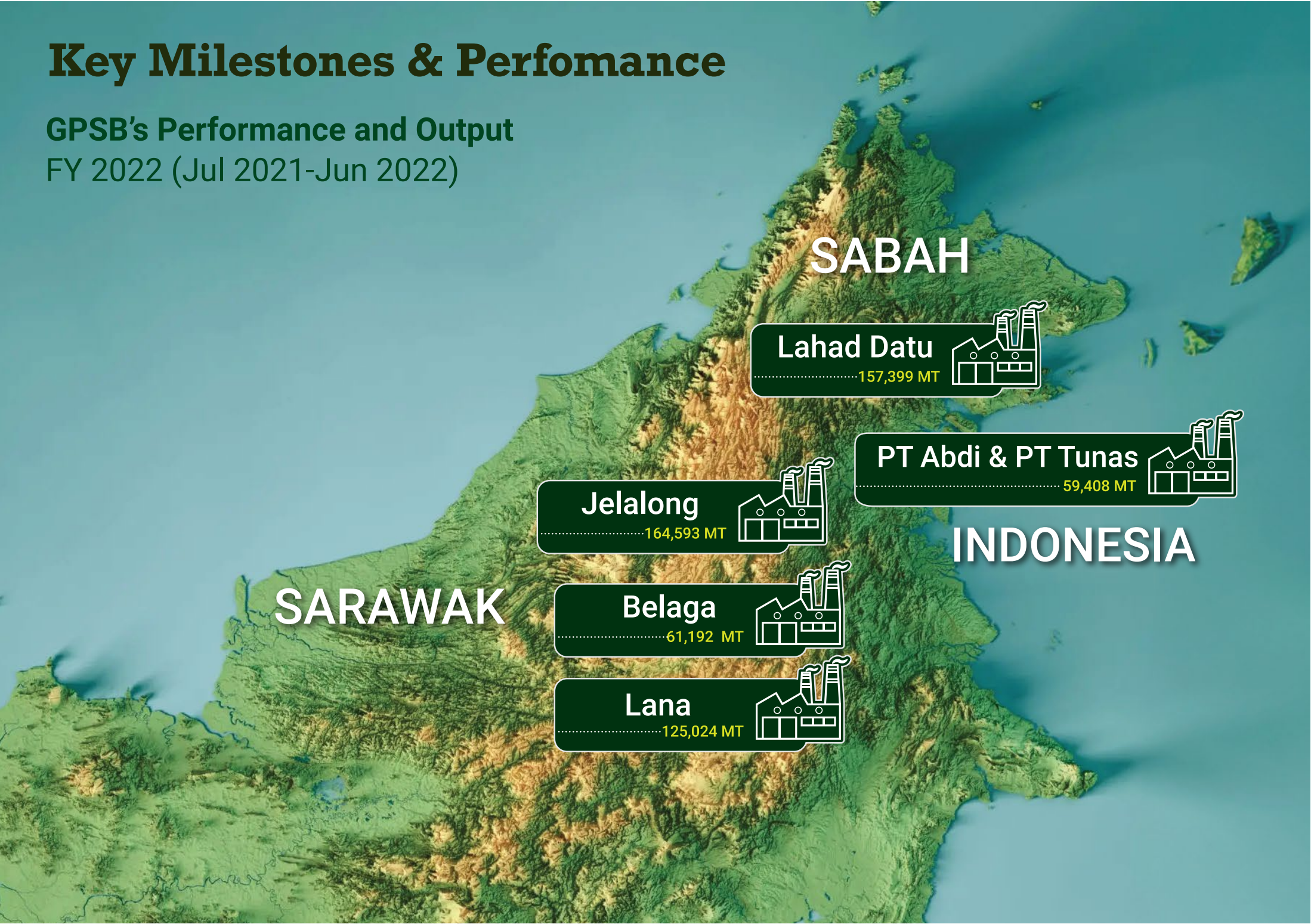
There is never a perfect sense of achievement no matter how much we managed to do in 2022, because the goals and the aims keep increasing. But GPSB is up to the challenge, and while we may encounter setbacks along the way, the path ahead is always clear as we keep faith with our sustainability journey.

Tia Tzee Ling

Tia Tzee Ling
Head of Sustainability
Samling Group

Key Milestones & Performance

GPSB's Performance and Output
FY 2022 (Jul 2021-Jun 2022)



10th Premier of Sarawak Environmental Award 2021/2022

4 estates in Sarawak (Belaga 1, Jelalong 2, Jelalong 6 and Lana 1) were awarded the 10th Premier of Sarawak Environmental Award (PSEA), 2021/2022.



Improved SPOTT Result

3rd year participating in Sustainability Policy Transparency Toolkit (SPOTT).
Improved results in Assessment :

Score of 54.61 for 2022 (up from 52.26 in 2021)
Ranked 11th out of 20 in Malaysia
Ranked 46th out of 100 worldwide

Other Notable Achievements

- 1.) All mills and estates continue certified by MSPO (Annual Surveillance Audit2, 3)
- 2.) All mills MSPO-SCCS continue certified
- 3.) Continued commitment, Implementation and training related to GPSB's sustainability practices and policies
- 4.) Environmental protection programmes in collaboration with 3rd party partners, such as the Sarawak Forest Department, which focused on tree planting and forest degradation mitigation
- 5.) Camera-trapping projects at HBV areas for collection of crucial species' location, population size and interaction data
- 6.) Enriched tree-planting at Riparian and HBV zones

GPSB's Palm Oil Production Performance FY 2022 (Jul 2021-Jun 2022)



Fresh fruit bunches
652,013 MT
FFB from own plantation : 567,616 MT



Crude Palm Oil
145,997 MT

Region CPO volume (own mills) Sarawak

Sarawak : 60% | Sabah : 25% | Indonesia : 15%

GPSB's Key Sustainability Indicators 2022





Ethos, Vision, Mission and Ethos

Our Vision

To be an efficient palm oil producer recognized 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

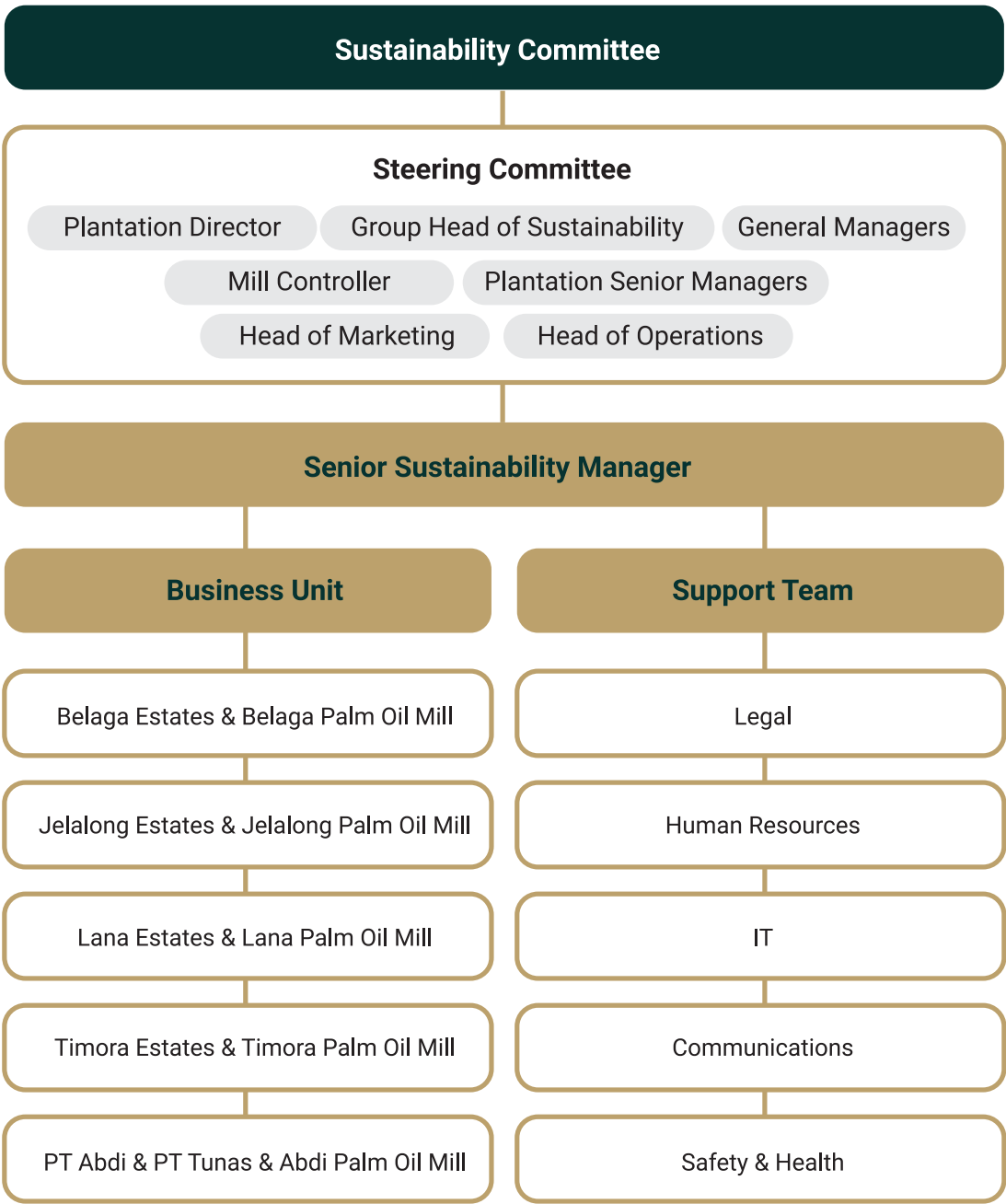
(Sustainability Committee)

At GPSB, we are committed to upholding our sustainability values and making sure they are an integral part of our culture.

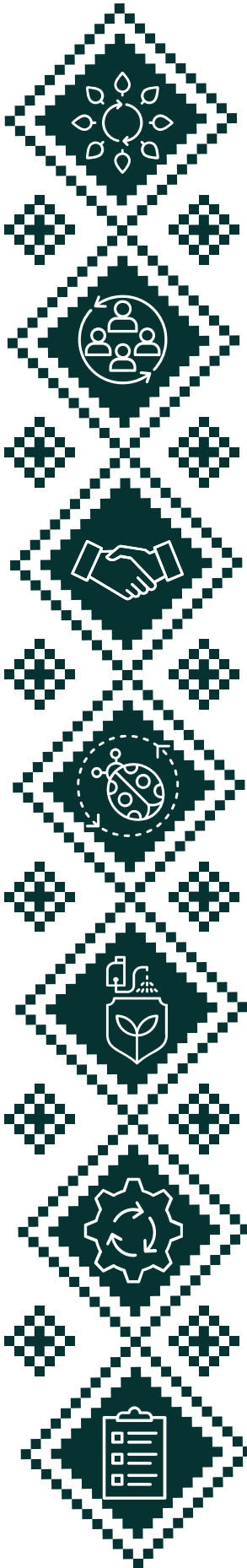
We are dedicated to ensuring that our sustainability practices remain a priority and are continuously being improved on.

Sustainability is very much part of who we are and over time, has become even more entrenched in our day-to-day operations and our psyche, under the charismatic stewardship of effective and motivating leaders who make up our Sustainability Committee.

organisational structure, leading the way, guiding and growing sustainability from top to bottom and from bottom up.



Sustainable Palm Oil Policy



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

Glenealy includes smallholders within the supply chain of its palm oil business while improving their livelihoods.

Natural Resources, Biodiversity and Wildlife Conversation

Glenealy 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

Glenealy 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, Glenealy implements appropriate measures to reduce the enviromental impact arising from our operational activities.

Traceability and Accountability

Glenealy upholds high standards of transparency through traceability reporting. We maintain high standards of accountability by active communication.

Sustainable Palm Oil Certification

For many years now, GPSB has been devoted to the cultivation and procurement of sustainable oil palm, and the production of sustainable palm oil. Our strict sustainability standards have been established to effectively monitor our business activities and interactions with nearby communities and third-party suppliers.

These MSPO standards mould the fundamental principles of how we conduct our operations and interact with local communities and partners.

- 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



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.

Best Practices & Continuous Development

We recognise the importance of adhering to industry standards for agriculture and milling management practices and have taken steps to ensure that our practices meet the necessary certifications.

For us, the bar is always set higher each time; we are always striving to improve and evolve our approach to these practices through innovative activities, upgraded equipment and operational policies and procedures.

By doing so, we are able to create positive transformational results that drive our growth at GPSB.

Soil Management







At GPSB, we strictly adhere to our Oil Palm Standard Operation Manual, issued in July 2021, which enables us to implement the most effective soil management practices. These practices help to improve soil fertility, reduce soil erosion, and address pollution management.

Integrated Pest Management (IPM)

Our implementation of Integrated Pest Management has significantly decreased the reliance on chemical pesticides, which can cause detrimental effects on the environment. To replace these hazardous substances, we use more suitable methods for pest and disease control, such as ecological, physical, biological, and chemical control.
















Approach to Engagement

At GPSB, we recognize the importance of engaging our stakeholders. We listen, we hear, we explain, and we share in order to reach consensus. This is done through multiple channels, which create a groundswell of inclusivity, understanding and support, thus enhancing the viability and overall success of our sustainability efforts. To further strengthen these relationships, we consistently create opportunities to engage with our stakeholders through meaningful activities which benefit all parties.

Stakeholders Group	Mode of Engagement	Focus Area	Value Creation
 Local Communities	<ul style="list-style-type: none"> > Informal sessions > Community events > Community meetings 	<ul style="list-style-type: none"> > Community relations > Fair dispute management > Livelihood improvement through Corporate Social Responsibility (CSR) 	Enagage local communities consistently through formal and informal channels
 Customers	<ul style="list-style-type: none"> > Email and hotline enquiries > On-site visits > Face-to-face meetings > Telephone follow-ups > Annual review and feedback sessions 	<ul style="list-style-type: none"> > Traceability of suppliers' products > Visibility of sustainability initiatives > Leadership commitment > Sustainability policies 	Establish long-lasting relationships with customers and invest in ensuring high quality products and services in line with ethical marketing principles.
 Employees	<ul style="list-style-type: none"> > Employee appraisals > Informal one-to-one sessions > Training 	<ul style="list-style-type: none"> > Occupational health and safety > Grievance procedures 	Engage employees consistently through formal and informal channels
 NGOs	<ul style="list-style-type: none"> > Explore potential partnership with suitable NGOs 	<ul style="list-style-type: none"> > Responsible social and environmental management > Transparency 	Adopt and implement sustainability efforts
 Banks	<ul style="list-style-type: none"> > Face-to-face meetings > Regular inspection / visits by financial institutions > Monthly / Yearly reporting 	<ul style="list-style-type: none"> > Sustainability commitments > Structured sustainability governance > Improved transparency > Good practices in human rights > Corporate Social Responsibility (CSR) efforts for environment and community 	Form trusting and lasting relationships with financial institutions through transparent reporting
 Government and Regulators	<ul style="list-style-type: none"> > Face-to-face meetings > Regular inspection / visits by the agencies > Monthly / Yearly reporting > Regular audits 	<ul style="list-style-type: none"> > Regulatory compliance > Sustainability governance 	Achieve full compliance and seek to raise standards of sustainability practices through regular inspections, audits, and frequent reporting

GRI Standards and UN's SDGs

At GPSB, we evaluate the expectations, concerns, and contributions of our stakeholders through consistent surveys and feedback forums, and we commit to addressing these concerns by taking the necessary steps and action in line with the Sustainable Development Goals (SDGs) of the United Nations. This is of utmost importance in order to progress and reach these objectives.

Priority Issues	GRI Standards	Summary of Initiatives in Glenealy	UN SDGs
 Environmental compliance	GRI 307 Environmental Compliance	<ul style="list-style-type: none"> > Developed the No Deforestation, No Peat, No Exploitation (NDPE) Policy and compliance to MSPO standards > Quality Check systems which evaluate quality of work standards > Mill and estate management to identify areas to improve compliance > Adhering strictly to SOPs and national laws and regulations 	15 LIFE ON LAND 
 Employee occupational safety and well-being	GRI 403 Occupational Safety and Health	<ul style="list-style-type: none"> > Adherence to Occupational Safety and Health (OSH) policy that are tailored to Glenealy operations based on Hazard Identification, Risk Assessment, and Risk Control (HIRARC) 2008 guidelines > Annual training to communicate OSH policy and 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 	8 DECENT WORK AND ECONOMIC GROWTH 
 Protection of human rights	GRI 412 Human Rights Assessment	<ul style="list-style-type: none"> > Adherence to human rights commitment under Sustainable Palm Oil Policy (SPOP) and No Deforestation, No Peat, No Exploitation (NDPE) policy 	8 DECENT WORK AND ECONOMIC GROWTH 
 Protection of local communities	GRI 413 Local Communities	<ul style="list-style-type: none"> > Conflict resolution mechanism to address local communities' concerns > Continued engagement with Community Representative Committees to manage resources for local communities > Plans to formalise 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. 	3 GOOD HEALTH AND WELL-BEING  4 QUALITY EDUCATION 
 Leadership transparency and accountability	GRI 102 General Disclosure	<ul style="list-style-type: none"> > Establishment of Sustainability Committee 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
 Commitment to anti-corruption and anti-bribery practices	GRI 205 Anti-corruption	<ul style="list-style-type: none"> > 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 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
 Accountability, openness, transparency and traceability	GRI 417 Marketing and Labelling	<ul style="list-style-type: none"> > Launched Glenealy 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 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 



ESGs on our Journey of Sustainability

ESGs (Environment, Social and Governance) are integral to our company's mission and values. We strive to be a responsible corporate citizen and to ensure that our activities are conducted in a manner that is socially responsible and environmentally sustainable. This is what we call 'Citizenship in Community'.

We are committed to upholding the highest standards of ethics and corporate governance, which include taking proactive steps to reduce our carbon footprint and engaging in responsible best business practices.

We are also committed to investing in our local communities, providing educational opportunities and providing support that is within our means, as and when in it is needed. In addition, we are dedicated to protecting the rights of our employees and ensuring that our workplace is safe and equitable.

At the end of the day, we realise that we are in fact borrowing the earth from our children and their children. As such, we must do our part to ensure that nature is nurtured and cared for. We have an unending responsibility to care for the environment, and we remain committed to doing so at every given opportunity.



Belaga Recovery Project (BRP)

Rehabilitation and conservation of degraded areas were of utmost importance and top priority in our ESG efforts throughout 2022 - and it is a commitment that we continue to hold steadfast to.

Located in the northern section of the Kapit Division in Sarawak and covering an area of 3,736 ha, the BRP aims to rehabilitate more than twice the HCS liability for GPSB, as calculated through an independent assessment commissioned in April 2020.

In line with the company's adoption of the No Deforestation, No Peat, and No Exploitation (NDPE) policy, the BRP is a major component of GPSB's on-going sustainability efforts to not only display the company's strict adherence to fulfil said requirements but, also presents an opportunity for GPSB to build-up its stakeholders' confidence in the company's total commitment to local and international sustainability standards.

The BRP is designed to start off with the first 5-year conservation management planning exercise with intensive interim activities prior to developing a full management plan that will ensure the complete protection and rehabilitation of the Belaga Recovery Site. The BRP is intended for a long-term conservation endeavour, showing the company's deep-seated sustainability commitment.



To support and sustain the continuous conservation efforts, the BRP has initiated and carried out the following:

Building the Onsite Management Team

In early 2021, the company has established a management committee that includes on-site managers and representatives from the company's headquarters. The committee oversees policy, on-site implementation and funding requirements for the Belaga Recovery site.

Stakeholder Identification

The company engaged in a data collection exercise of the surrounding villages, its demography and the local community's customary rights. The company's engagement with the surrounding villages was key in ensuring that our objectives of conserving the Belaga Recovery Site are accepted by the local communities.

Stakeholder consultation - Open Dialogue

On the 31st of March 2021, 59 participants, including government officers from several departments, local communities, representatives from NGOs, and educational intuitions as well as Belaga Estate management personnel attended a stakeholder open dialogue where the participants were briefed on the objectives of the project, preliminary details of interim management and the recognition of the local community's role in sustaining this project. The participants were encouraged to engage in communication and provide feedback to promote transparency and support the project's implementation.



Local Community Engagement

Since the stakeholder consultation GPSB has contracted a social study and conducted several Focus Group Discussions (FGDs) with local communities who reside within close proximity of the Belaga Recovery Site. This was conducted on the 2nd and 3rd of July 2022 by an independent party.

Boundary Demarcation

Since the initiation of this project, the Belaga recovery onsite team has progressively demarcated the boundary of the recovery site through the marking of tree trunks. In addition, informative signboards were installed at strategic locations along the demarcated boundary.

Ecological Assessment

GPSB initiated the ecological study of the Belaga Recovery Site in August 2022. This included 2 phases of drone mapping, land cover, land use and forest canopy cover classification. A biological assessment surveyed a total of 35 sampling point within the site. The species count has provided the company insight into the conservation value of the recovery site. The assessment recorded a total of 690 species, of which 470 are plants and 220 are animals. A total of 91 plants and 57 animals are classified as either Rare, Threatened and Endangered (RTE), protected or endemic species. Additionally, camera trapping to record mobile species and a preliminary carbon stock analysis was conducted.

Environmental



Tree planting collaboration programme with SFD

GPSB was the main sponsor of the Sarawak Forestry Department led 'Greening Sarawak Campaign' (together with other government agencies), at Similaju Forest Reserve, Bintulu water catchment area.



Riparian zone restoration programme (Jelalong West)

In Oct 2022, GPSB conducted in-situ restoration of degraded area in High Biodiversity (HBV) and eroded riparian area of Jelalong West Estate. This was done to restore degraded areas in High Biodiversity Value (HBV) through in-situ tree planting of dipterocarp species of seedlings, and also to restore the vegetation of the eroded riparian area with tapioca stems.



In-Situ restoration of degraded forest area in HCVF of Belaga 2 estate

In December 2022, we embarked on restoration of a degraded area in HCVF within the Belaga 2 estate. 58 mature seedlings were planted during this exercise.

UPMKB Students Sustainability Internship II

8 students from Universiti Putra Malaysia (Bintulu Campus) interned with GPSB beginning late 2022, focused on sustainability. Activities they were involved in included tree planting, plot sampling, tree identification at HBV areas, maintenance of GPSB's tree nursery, food security project, bio-diversity studies as well as introductory training in the utilization of drones for aerial exercises.



Social



Merdeka Day (Malaysia and Indonesia) and Malaysia Day celebration at Belaga Estate

Various activities were organized on 30th and 31st August 2022, in conjunction with both the Merdeka Days of Malaysia and Indonesia, as well as on Malaysia Day, 16th of September 2022. This was important as GPSB acknowledged not just Malaysians, but also our Indonesian associates as significant and invaluable assets of our company. There was an air of festivity over several days, with talent competitions, inter-family cultural costume competition and even a food and funfair organized, led by the Gender Committee of Belaga Estate.



Opening of Lana 2 Creche Ayah

On 21st October 2022, GPSB opened the Creche Ayah at Lana 2 Estate. GM Mr Andy Lau and SM Jelma Achek inaugurated the opening ceremony. The Lana 2 Estate Gender Committee organized and decorated the premises for the Opening ceremony as well as prepared all the refreshments which were served to guests attending the ceremony. The opening and operation of the creche is very much in-line with GPSB's value of caring for our stakeholders and ensuring a safe environment for them and their families.

Foreign Worker Passport Locker Initiative

We continued to roll-out our Passport Locker initiative which gives our foreign workers free access to travel documents. Briefings and training were also provided to ensure workers were aware of operational procedures.



Baby-sitter Training at Belaga and Lana Estates

In July and October 2022, doctor and nurse from the Ministry of Health conducted training for employees providing babysitting services at our creches in Lana Estate and Belaga Estate respectively. The modular training sessions were to enhance the overall competency levels of caregivers at our creches and covered areas such as childcare safety (diapering and feeding), Cardiopulmonary Resuscitation (CPR) procedure, Automated External Defibrillator (AED) usage, management of choking emergencies, creche cleanliness, child food preparation and knowledge about infectious diseases among children. Medical personnel from Estate clinics were also involved in the training sessions.





Anti-Sexual Harassment training

At GPSB, we consistently stress the importance of a safe and comfortable working environment - where sexual harassment has no place in our operations. To ensure this, anti-sexual harassment training is provided to employees. It is also to equip them with the knowledge and tools needed to identify, avoid and report inappropriate behavior within the workplace. In Feb 2022, training against Sexual Harassment was held at Belaga Estate for our associates. Topics discussed during the training included :



Definition of Sexual Harassment and Harassment in general



GPSB's Policy regarding Anti-Harassment



How to identify sexual harassment / harassment



Types of sexual harassment



Ways to avoid, mitigate and report sexual harassment.



First Aid Refresher Training

GPSB conducts refresher training sessions in First Aid for our employees on a timely basis, provided by competent First Aid training provider besides our Estate Medical Assistants.

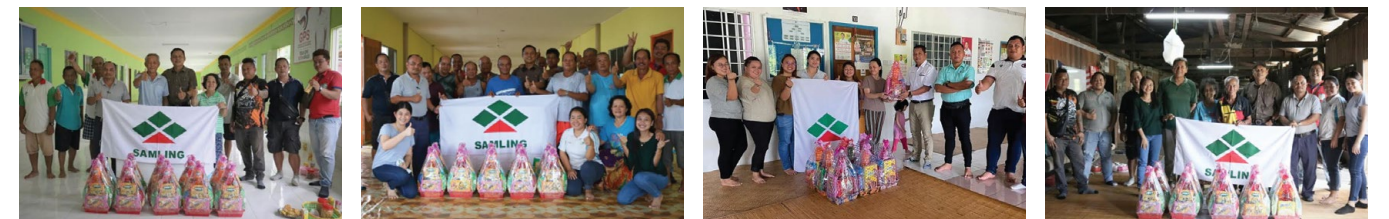


BOMBA Fire Safety Training

To ensure the workers and estate and mill management team are able to respond to and manage incidents related to fire and emergencies as first-responders, firefighting/rescue and incidence management system (IMS) workshops were organized at Jelalong Estate in April 2022 and at Lana Estate in June 2022. The workshops were conducted under the guidance of officers from the BOMBA Malaysia Fire and Rescue Department. Theory and practical sessions ensured that participants were properly trained in victim rescue techniques during fire emergency situations, proper and efficient techniques to extinguish the fire using the fire extinguisher. At Jelalong, the training workshop also included the management of search and rescue for missing persons which is called Incident Management System (IMS). Participants were given an opportunity to present rescue planning and actions, in rescue scenarios.

Corporate Social Responsibility (CSR)

GPSB is dedicated to conducting CSR programmes for the benefit of local communities



Total spent on CSR in cash and kind in 2022

(charitable grants, donations, sponsorship etc)

MYR81,000

(not including expenses for road and bridge routine maintenance)

Looking forward to better things to come...

At GPSB, we are committed to moving forward at a growing pace on our journey of sustainability. We anticipate the opportunities that will arise as we move forward and understand that flexibility and adaptability may be necessary.

Needless to say, challenges will surely come our way, but with a steadfast dedication to progress, we will continue to take firm steps towards our goal, confident that these steps will eventually lead to great strides in sustainability.

We strive for a future that is beneficial to our people, planet, places, and productivity.

Together, we will make a difference.

Together, we will grow and create a brighter, better world for us and our generations to come.



GRI Standards 2016	Disclosure Title	Section Reference & Remarks
GRI 102 : GENERAL DISCLOSURE 2016		

ORGANISATIONAL PROFILE

102-1	Name of organisation	Back cover
102-2	Activities, brands, products and services	Page 3
102-3	Location of headquarters	Back cover
102-4	Location of operations	Page 3
102-5	Ownership & legal form	Back cover
102-6	Markets served	Page 3
102-7	Scale of the organisation	Pages 7 and 8
102-8	Information on employees and other workers	Pages 5, 6, 17, 18, 24, 25 and 26
102-9	Supply chain	Pages 14, 15 and 16
102-10	Significant changes to organization & its supply chain	Page 13
102-11	Precautionary principle or approach	Pages 9, 10, 14, 16, 17, 21 and 22
102-12	External initiatives	Pages 26
102-13	Membership of associations	Member of Malaysia Palm Oil Association and Sarawak Oil Palm Plantation Owners' Association

STRATEGY

102-14	Statememnt from senior decision-maker	Pages 5 and 6
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ETHICS AND INTEGRITY

102-16	Values, principles, standards & norms of behaviour	Pages 11, 14 and 17
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GOVERNANCE

102-18	Governance structure	Pages 11, 13 and 25
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STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	Page 17
102-41	Collective Bargaining Agreements	N.A.
102-42	Identifying and selecting stakehiolders	Pages 17 and 18
102-43	Approach to stakeholder engagement	Pages 17 and 18
102-44	Key topics and concerns raised	Pages 17, 18 and 22

GRI Standards 2016	Disclosure Title	Section Reference & Remarks
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REPORTING PRACTICE

102-45	Entitities included in the cosolidated financial statements	GPSB - Audited Financial Statement 2022/2023
102-46	Defining report content and topic boundaries	Pages 17 and 18
102-47	List of material topics	Page 18
102-48	Restatements of information	N.A.
102-49	Changes in reporting	N.A.
102-50	Reporting period	Page 4
102-51	Date of most recent report	Page 4
102-52	Reporting cycle	Page 4
102-53	Contact point for questions regarding the report	Back Cover
102-54	Claims of reporting in accordance with GRI Standards	Page 4
102-55	GRI Content Index	Pages 29 and 30
102-56	External assurance	N.A.

MATERIAL TOPICS

GRI 307 : Environmental Compliance	Description of any significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	No fines, pages 18, 21, 22 and 23
GRI 403 : Occupational Health and Safety	Descriptions of how occpuational health and safety (OHS) is managed including system, risk management, training, prevention and mitigation, injury rate	GPSB Occuptional Safety and Health (OSH) Policy training, OSH management framework implementation. Page 18, 24, 26
GRI 412 : Human Rights Assessment	Descriptions of human rights aspects are managed with operations including assessments and policy training	Human rights aspects are managed in line with Sustainable Palm Oil Policy and NDPE policy. Pages 24 and 25
GRI 413 : Local Communities	Descriptions on any local communities engagement, impact assessments and development programmes	Social Impact Assessment and stakeholders engagement. Page 17, 22 and 26
GRI 205 : Anti-Corruption	Description on how anticorruption aspects are managed including risk assessments, policies, training and number of incidents reported	Anti-Bribery and Anti-Corruption Policy training and briefing. Page 17 and 28
GRI 417 : Marketing and Labelling	Description on how this aspect is managed, including sourcing and compliance	Adherence to NDPE Policy, supply chain traceability procedure, and compliance to supply chain certification standard. Page 9, 10 and 16

