

Glenealy Plantations

SUSTAINABILITY REPORT

2021

FROM
SMALL
STEPS TO
GIANT
STRIDES

Contact Us

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From
Little
Seeds

Grow
Mighty
Trees.



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Set Goals

Achieve Results

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 Tanjong 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

GPSB 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 GPSB'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) GPSB'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 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 2021, allowing stakeholders to assess and evaluate GPSB's performance and efforts.

A Message from our CEO

When we released the first Sustainability Report for Gleanealy 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 when 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, life 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.

Laurence Chia

Laurence Chia

Chief Executive Officer (CEO), Gleanealy Plantations



Key Milestones & Performance

GPSB's Performance and Output
Notable Achievements

SABAH

Lahad Datu

45 tonnes/hour
9,898 ha



Jelalong

40 tonnes/hour
11,663 ha



SARAWAK

Belaga

30 tonnes/hour
5,538 ha



Lana

40 tonnes/hour
6,574 ha



INDONESIA

PT Abdi &
PT Tunas

45 tonnes/hour
5,006 ha



- 1) All mills and estates certified by MSPO (Annual Surveillance Audit2, 3)
- 2) All mills MSPO-SCCS certified
- 3) BPOM, JPOM 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



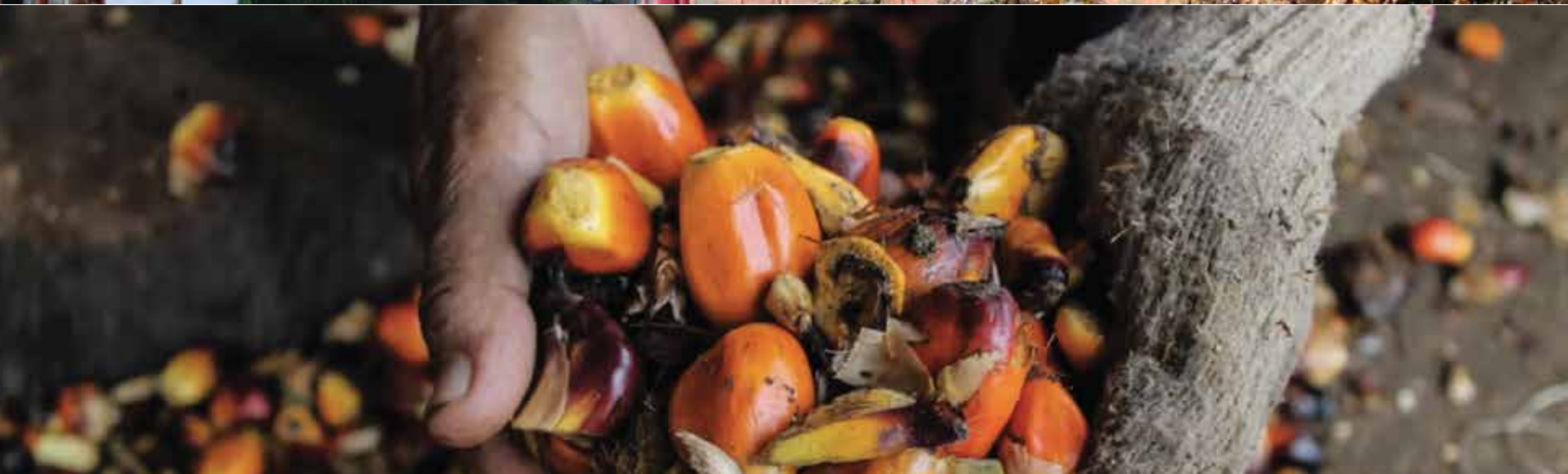
Greenhouse Gas Monitoring Plans
FY2020/2021

0.88 GHG
(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

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

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



MSPO certification covers all aspects of palm oil production, from the field to the final product. It includes general principles as well as stringent criteria for all parties involved in palm oil production, from the independent family farmers who tenf the trees which produce the oil-rich fruit to the organisations that assist these smallholders to the palm oil mills which process the oil.

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 MS2530 certified.
















Approach to Engagement

At GPSB, 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.

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) 	Engage 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

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.

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) policies that are tailored to Glenealy operations based on Hazard Identification, Risk Assessment, and Risk Control (HIRARC) 2008 guidelines > Annual training to communicate OSH policies 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 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

ESG is in our DNA



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 *Dryobalanops 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 preventive 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 Reovery



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 projects 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 communes 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.



Belden Gimán, 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 durian 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 Pawah and Punan Biau 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 Jelalong Estate team and **funded signboards** for Jalan Minah (Rumah Ado), by Lana Estate.



Donation of food supplies to residents at Rh. Lasah Ak Mering longhouse, during the lockdown in Oct 2021, comprising of rice, coffee, sugar, cooking oil and biscuits

Donation of food supplies during quarantine and lockdown to those affected at Punan Bah, Punan Data Bah and SK Punan Bah



Funding of facility upgrade of Klinik Kesihatan Punan Bah as well as donation of portable BP reader, pulse oxymetre, stethoscope and furniture

Donation for the construction of Punan Bah Surau



Donation of gravelled stones and sand to Rumah Nyalang Tahe, Belaga



Donation of school uniforms, stationery and school shoes to students in Belaga and Lana



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.



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



Workers' quarters upgrade

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



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

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 Jelalong Estates to expose undergraduates to conservation, protection and biodiversity



Policy Training

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



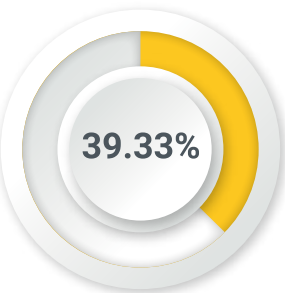
Technology & Innovation

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

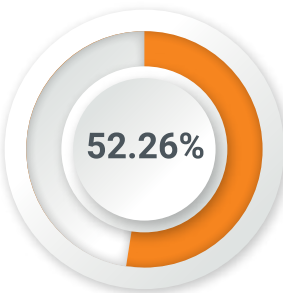


Continued Certification

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



2020



2021

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...**



GRI Content Index

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

ORGANISATIONAL PROFILE

102-1	Name of organisation	Page 3, 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	Page 3, Back cover
102-6	Markets served	Page 3
102-7	Scale of the organisation	Pages 7 & 8
102-8	Information on employees and other workers	Pages 17, 18, 23, 25, 26 & 27
102-9	Supply chain	Pages 14 & 16
102-10	Significant changes to organization & its supply chain	N.A.
102-11	Precautionary principle or approach	Pages 10, 11, 14, 16, 20, 21 & 22
102-12	External initiatives	Pages 24, 26 & 27
102-13	Membership of associations	Member of Malaysia Palm Oil Association and Sarawak Poil Palm Plantation Owners' Association

STRATEGY

102-14	Statememnt from senior decision-maker	A Message From Our CEO (pages 5 & 6)
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ETHICS AND INTEGRITY

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

102-18	Governance structure	Pages 11 & 13
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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 & 18
102-43	Approach to stakeholder engagement	Pages 17 & 18
102-44	Key topics and concerns raised	Pages 17 & 18

GRI Standards 2016	Disclosure Title	Section Reference & Remarks
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REPORTING PRACTICE

102-45	Entities included in the cosolidated financial statements	GPSB - Audited Financial Statement 2021/2022
102-46	Defining report content and topic boundaries	Pages 17 & 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	Pages 4 & 5
102-52	Reporting cycle	Pages 4 & 5
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 & 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 20, 21 & 22
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 occupational safety and health (OSH) management framework, Page 23 & 25
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 15, 25, 26 & 27
GRI 413 : Local Communities	Descriptions on any local communities engagement, impact assessments and development programmes	Pages 23, 24, 25 & 26
GRI 205 : Anti-Corruption	Description on how anticorruption aspects are managed including risk assessments, policies, training and number of incidents reported	Pages 18 & 27
GRI 417 : Marketing and Labelling	Description on how this aspect is managed, including sourcing and compliance	Adherence to NDPE policy and supply chain traceability. 14, 15, 16 & 27

