

Monitoring Report

Reporting period (April to June) 2021

1. Waste consumption

The company has produced both hazardous and non-hazardous waste to serve for the operation of the company. It includes the chemical containers, engine oil, and cooking waste. The hazardous waste will be treated by a registered company where is located at the Kampong Speu town. The following waste types and amount have been recorded and proper disposed.

Type of waste	Unit
Waste oil	100 litters
Empty chemical pesticide container	78 bottle x 4.5L/bottle = 351L
Sawdust (utilized to absorb the spilled oil)	5 kg
Kitchen waste	300 kg

2. Energy consumption

The electricity of the public state still has provided very limited access to the community at the rural areas as same as at the plantation. Since the first establishment of the plantation until to date, the generators have utilized to run for the electricity consumption for the entire office at the plantation. The total electricity consumption during the reporting period was 5083 KWH with an average of 1600KWH monthly.

3. Water consumption

The only water resource supplies for the entire plantation was from the natural creek. Some creek has provided year round while some were having water only during the rainy season. The treatment of the water has been running through the Reverse Osmosis system (RO) for drinking and cooking. During the reporting period, 288 m³ of water has been consuming with an average of 96 m³ monthly.

4. Staffing

100% of all the staff are Cambodian. The staff have held different contract type; casual staff/workers, contracted staff and permanent staff.

- Casual worker- has been employed and paid daily.
- Contracted staff has been employed and contracted for specified and unspecified period.

Staff information as at 30th June 2021;

Day (casual) workers – all field staff

Age	#	%	Gender	#	%
>18	0	0%	Male	3	38%
18-30	1	13%	Female	5	63%
31-40	1	13%			
41-66	6	75%			
Total	8	100%	Total	8	

Contracted staff

Age	#	%	Gender	#	%
>18	0	0%	Male	75	93%
18-30	12	15%	Female	6	7%
31-40	43	53%			
41-66	26	32%			
Total	81		Total	81	100%

Position	#	%	F	M	Age
Management	10	12%	30%	70%	29-63
Technical	11	14%	9%	100%	27-50
Administrative	8	10%	0%	100%	32-59
Basic-Skilled	21	26%	10%	81%	31-52
Basic-Minimum Wage	31	38%	0%	132%	21-63
Total	81	100%			

5. Incident

There was an incident occurred during the reporting period. The staff has got injure from cement concrete mixer while he tried to fix it. The injure was minor and first aid has applied without loss time for staff to stay at the hospital or in-house for treatment.

6. Plantation operation achievement

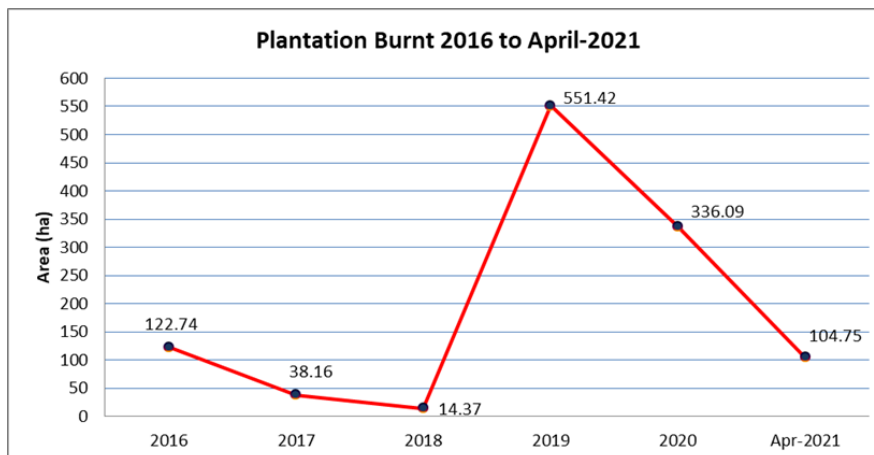
6.1 Establishment & maintenance

Due to the strong outbreak of Covid 19; gathering and travel restriction, the operation of plantation establishment and plantation maintenance has been suspended. During the reporting period, the infilling has been kicked off by the small number of our staff. The infilling was done for the plantation planted in 2020.

	KPI	YTD KPI	YTD Actual	Percent
Establishment	710	544	20	4%
Tending	3,800	2,390	145	6%
Clearing	71	71	0	0%
3 disc ploughing	71	71	0	0%
7 disc ploughing	71	71	0	0%
Ripping	71	71	0	0%
Establish weed control before planting	71	71	0	0%
Establish hand weed control	71	0	0	0%
Planting	71	47	20	42%
Fertilizing	71	0	0	0%
Weed control hand	390	195	0	0%
Weed control Mechanical	0	0	0	0%
Weed Control Chemical	0	0	0	0%
Pest Control chemical	500	400	0	0%
Fertilizing	102	102	0	0%
Singling	133	0	0	0%
Pruning	643	322	0	0%
Fire Control	531	531	145	27%

6.2 Fire

During the reporting period, there were total 7 fire incident occurred, 5 fire incident among the total has burnt and damaged the plantation of 44.44ha. YTD, there were 53 fire incidents, among 23 fire incident burnt the plantation and damaged the 104 ha.



7. Government and community engagement

7.1 Boundary pole installation

The boundary pole installation is part of the corporate social responsibility under sub-activity of adhering positive relations with the community and respect land rights holder. The installation has been begun since 2019. There were 94 poles have been installed between the private land and concession land during the reporting period. YTD, 924 poles have been installed between the concession and private land within the concession.

7.2 Permit system

The company has recognized the customary rights use of the community to collect non timber forest product (NTFP) from the concession as such honey, wild vegetable, bamboo, rattan and fire wood in order to lift up their livelihood. The permission has been granted through a system calls “Permit system” which the communities need to request to the company by specifying the NTFP they would request and the amount. The permission is given with the sticker labelling on their iron buffalos. YTD, 1097 permits have given to the community for different type of products/purposes.

Year/Type of NTFP	Number of Beneficiary
2018	
BAMBOO COLL	19
CROSSING	5
GRASS COLL	1
WILD FRUIT/ VEGT COLL	1
WOODFUEL COLL	150
(blank)	1
2020	
BAMBOO COLL	237
CROSSING	432
GRASS COLL	25
HONEY COLL	2
MUSHROOM COLL	55
RATTAN COLL	30
UNLEASING LIVESTOCK	1
WILD FRUIT/ VEGT COLL	10
WOODFUEL COLL	73
(blank)	1
2021	
BAMBOO COLL	22
CROSSING	30
RATTAN COLL	2
Grand Total	1097