

Monitoring Report

Reporting period (July to Sept) 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 | 40 liters |
| Empty chemical pesticide container | 2 bottle x 4.5L/bottle = 9L |
| Sawdust (utilized to absorb the spilled oil) | 6 kg |
| Kitchen waste | 270 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 4105 KWH with an average of 1368KWH 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, 466 m³ of water has been consuming with an average of 155 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 September 2021;

Contracted staff

| Age | # | % | Gender | # | % |
|--------------|-----------|-----|--------------|-----------|------|
| >18 | 0 | 0% | Male | 45 | 90% |
| 18-30 | 8 | 16% | Female | 5 | 10% |
| 31-40 | 28 | 56% | | | |
| 41-66 | 14 | 28% | | | |
| Total | 50 | | Total | 50 | 100% |

| Position | # | % | F | M | Age |
|--------------------|-----------|-------------|-----|------|-------|
| Management | 7 | 14% | 29% | 71% | 35-42 |
| Technical | 9 | 18% | 11% | 89% | 31-49 |
| Administrative | 7 | 14% | 0% | 100% | 32-59 |
| Basic-Skilled | 15 | 30% | 13% | 87% | 28-66 |
| Basic-Minimum Wage | 12 | 24% | 0% | 100% | 24-54 |
| Total | 50 | 100% | | | |

5. Incident

There was an incident occurred during the reporting period. The staff has got injure from cable truck while he was fixing 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 only work done was fire prevention or fire control which was done by internal heavy equipment.

| | KPI | YTD KPI | YTD Actual | Percent |
|--|--------------|--------------|------------|-----------|
| Establishment | 710 | 686 | 29 | 4% |
| Tending | 3,800 | 2,890 | 202 | 7% |
| 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 | 71 | 0 | 0% |
| Planting | 71 | 71 | 29 | 42% |
| Fertilizing | 71 | 47 | 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 | 500 | 0 | 0% |
| Fertilizing | 102 | 102 | 0 | 0% |
| Singling | 133 | 0 | 0 | 0% |
| Pruning | 643 | 482 | 0 | 0% |
| Fire Control | 531 | 531 | 202 | 38% |

6.2 Fire

During the reporting period, there was one fire case occurred which damaged 2.45 ha of the plantation (Mahogany and Acacia). YTD, there were 54 fire incidents, among 24 fire incident burnt the plantation and damaged the 107.2 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 11 poles have been installed between the private land and concession land during the reporting period. YTD, 935 poles has been installed at the boundary.

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, 1151 permit has given to the community as below table.

| ACTIVITY DATE | ACTIVITY AREA | Number of beneficiary |
|--------------------|------------------------------|-----------------------|
| 2018 | BAMBOO COLL | 19 |
| | CROSSING | 5 |
| | GRASS COLL | 1 |
| | WILD FRUIT/ VEGT COLL | 1 |
| | WOODFUEL COLL | 150 |
| | (blank) | 1 |
| 2018 Total | | 177 |
| 2020 | BAMBOO COLL | 236 |
| | CROSSING | 432 |
| | GRASS COLL | 25 |
| | HONEY COLL | 2 |
| | MUSHROOM COLL | 55 |
| | RATTAN COLL | 30 |
| | UNLEASING LIVESTOCK | 1 |
| | WILD FRUIT/ VEGT COLL | 10 |
| | WOODFUEL COLL | 68 |
| | (blank) | 1 |
| 2020 Total | | 860 |
| 2021 | BAMBOO COLL | 41 |
| | CROSSING | 68 |
| | KIND OF POISONOUS PLANT COLL | 2 |
| | RATTAN COLL | 3 |
| 2021 Total | | 114 |
| Grand Total | | 1151 |