




| Sustainability Topic | Description | Plantation  | Processing  | Distribution and consumption  |
|--|---|--|--|--|
| ENVIRONMENTAL MANAGEMENT | | | | |
| Climate change adaptation | Adapting our business to the physical and regulatory risks posed by climate change. | ● | ● | ● |
| Energy | Reducing our energy use by implementing energy-efficiency measures and exploring the use of renewable sources of energy. | | ● | ● |
| Fire and haze | No burning for new plantings, replantings or other developments in our operations and supply chain. Working with the community to prevent forest fires and responding to any fires that occur in order to minimise the harmful effects on the environment and people. | ● | | |
| Greenhouse gas (GHG) emissions | Measuring, monitoring and reducing GHG emissions across our operations. | ● | ● | ● |
| High Carbon Stock (HCS) forests and High Conservation Value (HCV) areas | Identifying and conserving HCS forests and HCV areas, including protecting and managing peatlands storing high levels of carbon. | ● | | |
| Use of fertilisers, pesticides and chemicals | Minimising the use of fertilisers, pesticides and other chemicals to prevent contamination and pollution, while maintaining soil fertility and high crop yield. | ● | | |
| Waste | Managing waste from our operations by reducing, reusing and recycling where possible. Safely handling and disposal of hazardous waste. | | ● | ● |
| Water | Reducing the use of water by recycling and reusing water where possible. Responsibly managing and treating effluents to prevent water pollution. | ● | ● | |
| Yield Improvement | Investing in research and development to improve yield and reduce pressure on opening new land. | ● | | |
| SOCIAL AND COMMUNITY ENGAGEMENT | | | | |
| Community relations and empowerment | Empowering communities and supporting livelihoods by employing locals and implementing community programmes in education, healthcare and infrastructure development. | ● | ● | |
| Rights of communities and Indigenous Peoples | Respecting the rights to Free, Prior and Informed Consent (FPIC) for local communities and Indigenous Peoples. Maintaining open and constructive engagement with communities to avoid social conflicts or promote the responsible resolution if they do arise. | ● | | |

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| WORK ENVIRONMENT AND INDUSTRIAL RELATIONS | | | | |
| Labour relations and human rights | Promoting fair, equitable and positive relations with our workforce, respecting human and labour rights, ensuring no child or forced labour. | ● | ● | ● |
| Occupational health & safety and employee well-being | Fostering a safe and healthy work environment, preventing any work-related illness, injury and accidents, and promoting the well-being of employees. | ● | ● | ● |
| Talent attraction, retention and development | Managing current and future talent needs through attraction, retention, training and development. | ● | ● | ● |
| Women, diversity and inclusion | Empowering women across the business and in our communities. Promoting a culture of diversity and inclusion in our operations. | ● | ● | ● |
| MARKETPLACE AND SUPPLY CHAIN | | | | |
| Corporate governance, ethics and integrity | Conducting all business activities with integrity and in accordance with the highest ethical and governance standards, in line with GAR's Code of Conduct. | ● | ● | ● |
| Cybersecurity and data protection | Protecting our systems against cyberattacks and safeguarding personal data from intentional or accidental destruction, modification or disclosure. | ● | ● | ● |
| Product quality and safety | Adhering to best practice product quality and safety standards, as well as safeguarding consumers' health. | | ● | ● |
| Supply chain traceability and transformation | Achieving and maintaining traceability of palm oil products to mill and to plantation. Engaging with suppliers to ensure compliance with our policy and responsible practices. | ● | ● | |
| Supplier inclusiveness and smallholder livelihoods | Supporting the socio-economic development and inclusiveness of smallholder suppliers. | ● | ● | |