

Monitoring Report

Reporting period (Oct to Dec) 2022

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, battery waste 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	244 litters
Empty chemical container	5 bottle x 4.5L/bottle=22.5L
Kitchen waste	90 kg

2. 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, 191 m³ of water has been consuming with an average of 63 m³ monthly.

3. 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 3095 KWH with an average of 1031KWH 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 Dec 2022;

Contracted staff

<u>Age</u>	<u>#</u>	<u>%</u>	<u>Gender</u>	<u>#</u>	<u>%</u>
>18	0	0%	Male	45	88%
18-30	9	18%	Female	6	12%
31-40	28	55%			
41-66	14	27%			
Total	51	100%	Total	51	100%

Average Wages (USD)

Position	#	%	F	M	Age	Monthly	Daily	Hourly
Management	7	14%	29%	71%	35-42	\$ 1,762.93	\$ 80.13	\$ 10.02
Technical	9	18%	22%	78%	28-39	\$ 485.71	\$ 22.08	\$ 2.76
Administrative	6	12%	0%	100%	32-59	\$ 125.89	\$ 5.72	\$ 0.72
Basic-Skilled Basic	13	25%	15%	85%	28-66	\$ 187.62	\$ 8.53	\$ 1.07
Minimum	16	31%	0%	100%	24-54	\$ 194.00	\$ 8.08	\$ 1.01

5. Plantation operation achievement

5.1 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. The only operational activity has been carried out during the report period (Oct to Dec 2022).

	KPI	YTD KPI	YTD Actual	Percent
Establishment	0	0	12	0%
Tending	1,480	1,480	1,481	100%
Clearing	0	0	0	0%
3 disc ploughing	0	0	3	0%
7 disc ploughing	0	0	3	0%
Ripping	0	0	0	0%
Establish weed control before planting	0	0	0	0%
Establish hand weed control	0	0	0	0%
Planting	0	0	3	0%
Fertilizing	0	0	3	0%
Weed control hand	0	0	0	0%
Weed control Mechanical	0	0	0	0%

Weed Control Chemical	0	0	25	0%
Pest Control chemical	0	0	0	0%
Fertilizing	0	0	0	0%
Singling	0	0	0	0%
Pruning	0	0	0	0%
Fire Control	0	1,480	1,456	98%

6. Government and community engagement

7.1 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 task has begun since 2019. During the reporting period, 10 poles have been installed. YTD of number of poles installed is 998 poles.