

Monitoring Report

Reporting period (Jan to March) 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	66 liters
Sawdust (utilized to absorb the spilled oil)	5 kg
Kitchen waste	115 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, 381 m³ of water has been consuming with an average of 127 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 4288 KWH with an average of 1429KWH 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 March 2022;

Contracted staff

Age	#	%	Gender	#	%
>18	0	0%	Male	63	86%
18-30	10	14%	Female	10	14%
31-40	39	53%			
41-66	24	33%			
Total	73	100%		73	100%

Position	#	%	F	M	Age
Management	7	10%	29%	71%	35-42
Technical	8	11%	25%	75%	28-39
Administrative	7	10%	0%	100%	32-59
Basic-Skilled	13	18%	15%	85%	28-66
Basic-Minimum Wage	38	52%	11%	89%	24-63
Total	73	100%			

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 (Jan to March 2022) was fire control which was done by weed control mechanical and weed control by chemical. All the works was done by the contractor.

	KPI	YTD KPI	YTD Actual	Percent
Establishment	71	0		0%
Tending	1,480	1,110	1,456	131%
Clearing	35	0	0	0%
3 disc ploughing	0	0	0	0%
7 disc ploughing	0	0	0	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	0	0%
Fertilizing	0	0	0	0%
Weed control hand	0	0	0	0%
Weed control Mechanical	0	0	0	0%
Weed Control Chemical	0	0	0	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	1,480	1,110	1,456	131%

5.2 Fire

During the reporting period, there were total 06 fire incident occurred. These fire incident was happening outside the plantation.

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, 42 poles have been installed. YTD of number of poles installed is 977 poles.

7.2 Non timber forest product collection

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. It is therefore, a system calls "Permit system" has been putting in place since 2018 for the implementation of NTFP collection. In order to collect the forest products from the concession, the community is required to provide their ID for registration and iron buffalo label sticker in prior the collection can be beginning. No permit is given during the reporting period.

YEAR	ACTIVITY AREA	Number of beneficiary
2018	BAMBOO COLL	19
	CROSSING	4
	GRASS COLL	1
	WOODFUEL COLL	150
	(blank)	1
2018 Total		175
2020	BAMBOO COLL	236
	CROSSING	433
	GRASS COLL	25
	HONEY COLL	2
	MUSHROOM COLL	55
	RATTAN COLL	30
	UNLEASING LIVESTOCK	1
	WILD FRUIT/ VEGT COLL	11
	WOODFUEL COLL	68
	(blank)	1
2020 Total		862
2021	BAMBOO COLL	49
	CROSSING	74
	CYCAS Plant COLL(Brorng)	1
	KIND OF POISONOUS PLANT COLL	2
	RATTAN COLL	3
2021 Total		129
2022	BAMBOO COLL	1
	CROSSING	1
2022 Total		2
Grand Total		1168