

R I M B U N A N S A W I T B E R H A D
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Mission

To enhance
Stakeholders' values

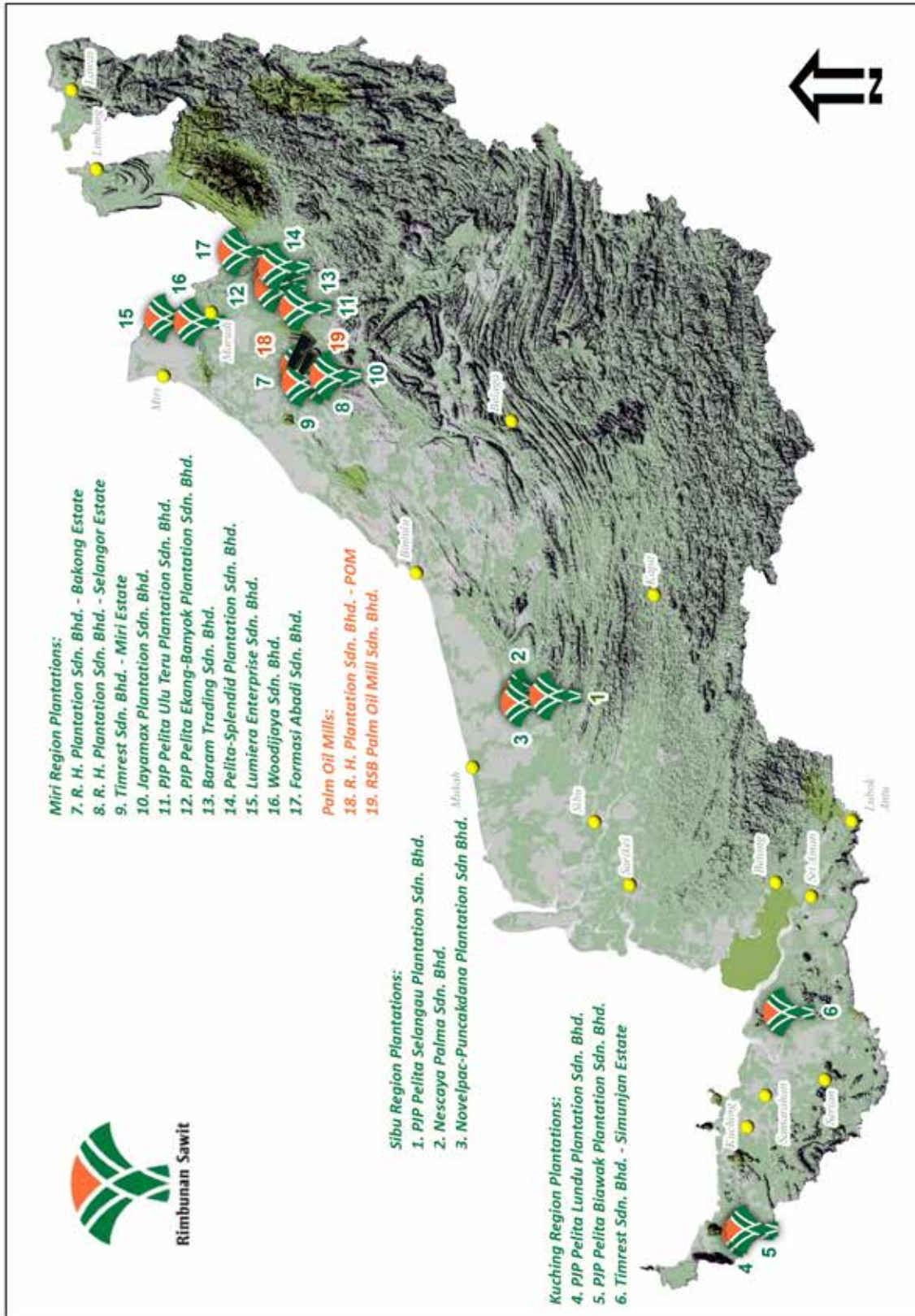
To provide high quality
products and services to
our customers

To provide job opportunities and
lifelong learning
opportunities at the workplace
and local community

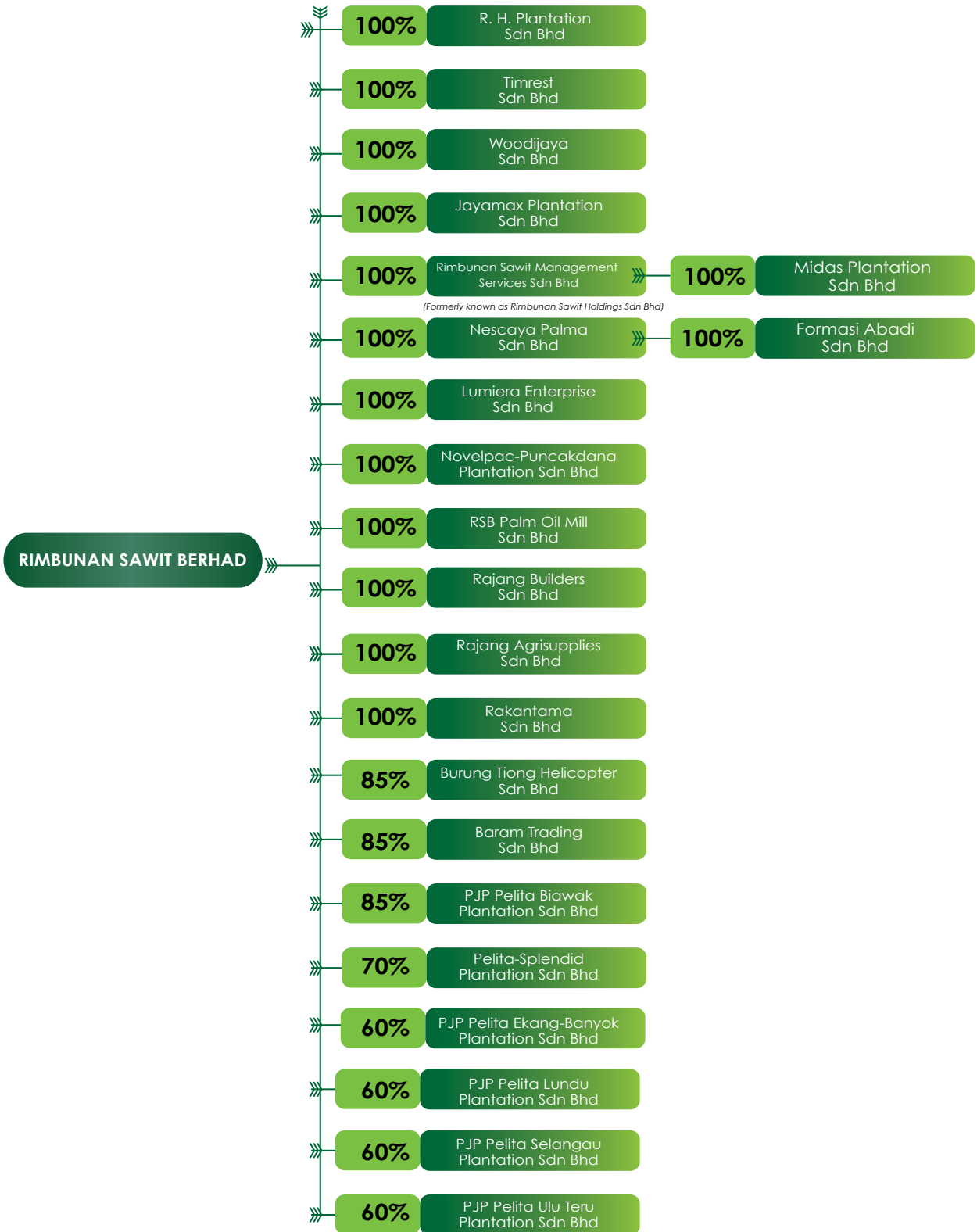
Vision

To be a leading agri-business & plantation
group in Asia Pacific

LOCATIONS OF OPERATIONS



CORPORATE STRUCTURE



CORPORATE INFORMATION



Board of Directors

Tiong Chiong Ong
(Chairman/
Non-Independent Non-Executive Director)

Tiong Kiong King
(Vice Chairman/
Non-Independent Non-Executive Director)

Tan Sri Datuk Sir Diong Hiew King @ Tiong Hiew King
(Executive Director)

Dato' Jin Kee Mou
(Chief Executive Officer)

Tiong Chiong Ie
(Non-Independent Non-Executive Director)

Bong Wei Leong
(Independent Director)

Tiong Ing Ming
(Independent Director)

Company Secretaries

Toh Ka Soon (MAICSA 7031153)

Voon Jan Moi (MAICSA 7021367)

Registered Office

North Wing, Menara Rimbunan Hijau
101, Pusat Suria Permata, Jalan Upper Lanang
96000 Sibul, Sarawak
Tel : 084-218555
Fax : 084-219555
E-mail : rsb@rsb.com.my
Website : www.rsb.com.my

Share Registrar

Symphony Share Registrars Sdn Bhd
Level 6, Symphony House
Pusat Dagangan Dana 1
Jalan PJU 1A/46
47301 Petaling Jaya
Selangor Darul Ehsan
Tel : 03-78418000
Fax : 03-78418152

Auditors

Crowe Horwath (AF: 1018)
Chartered Accountants
1st Floor No.1
Lorong Pahlawan 7A2
Jalan Pahlawan
96000 Sibul, Sarawak

Stock Exchange Listing

Listed on Main Market of Bursa
Malaysia Securities Berhad
Stock name : RSAWIT
Stock code : 5113

Principal Bankers

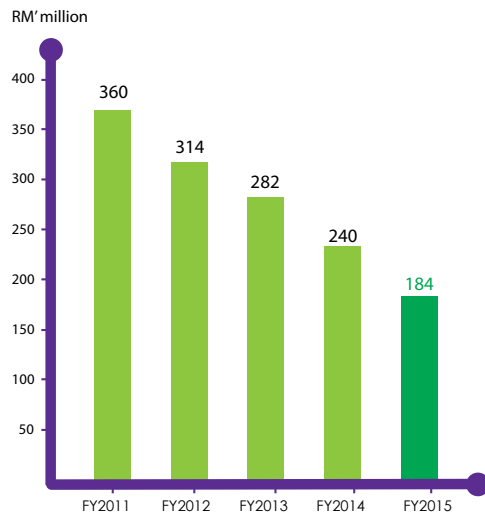
RHB Bank Berhad
Malayan Banking Berhad
Bank of China (Malaysia) Berhad
Hong Leong Bank Berhad
CIMB Bank Berhad
Public Bank Berhad
Bank Pertanian Malaysia Berhad
AmBank (M) Berhad
Alliance Bank Malaysia Berhad



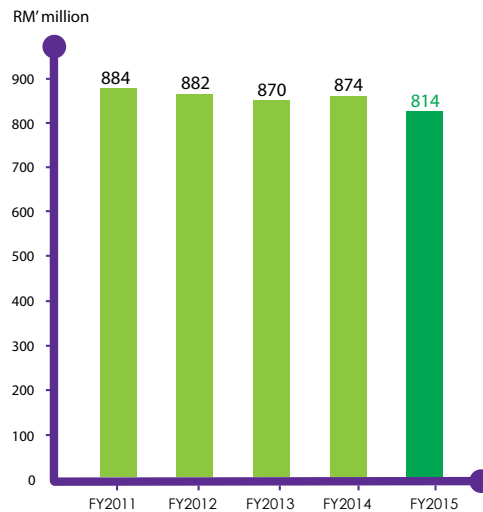
FINANCIAL HIGHLIGHTS

Financial Performance	2015 RM'000	2014 RM'000	2013 RM'000	2012 RM'000	2011 RM'000
Revenue	184,209	239,684	282,234	313,867	359,568
Profit/(Loss) After Taxation	(67,175)	2,753	(1,892)	19,982	69,712
Equity attributable to owners	814,366	874,311	869,541	882,370	884,295
Total Assets	1,652,814	1,642,537	1,613,877	1,567,845	1,612,408
EBITDA	29,749	77,587	62,939	95,562	159,651
Net Asset per Share (sen)	51	58	58	59	59

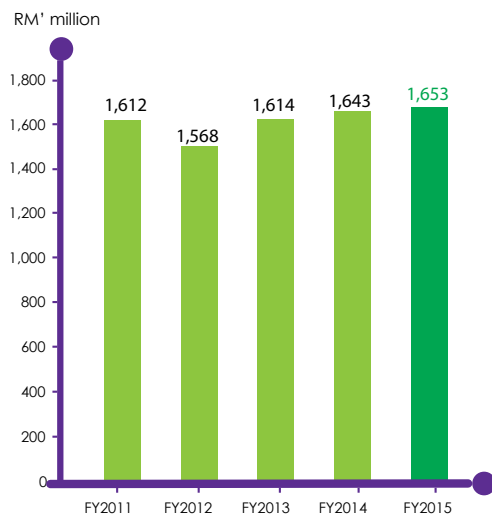
REVENUE



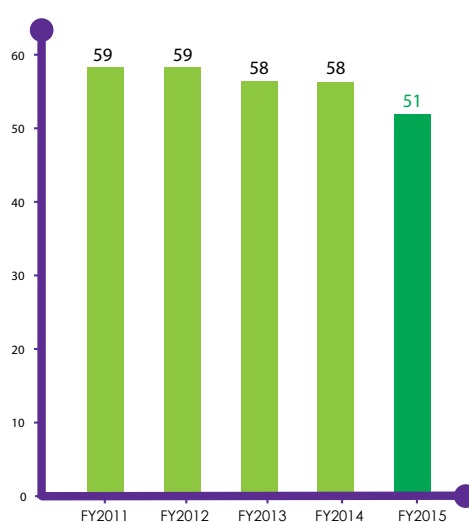
EQUITY ATTRIBUTABLE TO OWNERS



TOTAL ASSET



NET ASSET PER SHARE (sen)



CHAIRMAN'S STATEMENT



Dear Shareholders,

On behalf of the Board of Directors of Rimbunan Sawit Berhad ("RSB" or the "Company") and its subsidiaries (the "Group"), I am pleased to present to you the Annual Report and Audited Financial Statements of the Group for the financial year ended 31 December 2015.

FINANCIAL HIGHLIGHTS

With the challenging operating environment, the Group revenue for 2015 had contracted by 23% to RM184 million as both selling price and volume have reduced as compared to 2014. Crude Palm Oil ("CPO") price retreated to RM2,056 per tonne as compared to 2014 of RM2,256 per tonne while sales volume had reduced by 16% as compared to that recorded in 2014. For Palm Kernel ("PK"), both its selling price and volume have shrank by 8% and 12% respectively.

With weak commodity price coupled with rising operating costs, the Group recorded loss before tax of RM74 million in 2015 as compared to profit before tax of RM6.9 million in 2014.

DIVIDEND

The Board did not recommend final dividend to be paid for the financial year ended 31 December 2015.

CORPORATE DEVELOPMENT

The introduction of SAP System in 2014 and subsequently established through phases in the Group has been one (1) of the core method for data capturing and ideally, a measure to control cost by data analysis and communication. In February 2015, the Group took another step into upgrading its SAP system and also the IT services it provides to individual estate. This is as an effort to capture GST implications onto its trades and operation. Another effort to help reduces the operation's cost is through the development of the dashboard system. This dashboard system enables gathering of information from all estates through latest satellite communication system for timely monitoring, control and decision making; this directly compliments the SAP system established within the Group. With the upgrade in the IT system, we hope that in the years to come, better decision could be made to bring better benefits to the Company and its shareholders.



CHAIRMAN'S STATEMENT (CONT'D)

OUTLOOK AND PROSPECTS

In 2015, global economic activity remained subdued. Growth in emerging market and developing economies accounted for over 70 percent of global growth were facing a decline for the fifth (5th) consecutive year. In advanced economies, a modest and uneven recovery is expected to continue, with a gradual further narrowing of output gaps. The picture for emerging market and developing economies is diverse but in many cases challenging. The slowdown and rebalancing of the China economy, lower commodity prices, and strains in some large emerging market economies will continue to weigh on growth prospects in the coming years.

2015 also witnessed palm oil prices plummeting to historic low, like many major commodities in the world, palm oil price was also affected by the sluggish demand due to slow growth in global economy, high stockpile, currency fluctuation, lack of workers and geo-political issues. The unfavourable weather and floods also aggravated the productivity of our oil palm plantation.

The positive rating by the two (2) renowned international rating agencies indicates that the outlook for Malaysian economy remains favourable. This development augur well for the Malaysian economy, although tough challenges are expected to arise along the way this year. The key bullish factors for prices are risk of lower palm oil supplies due to prolonged dry weather by the El Niño and higher biodiesel mandates in Indonesia and Malaysia. Factors capping the CPO price upside currently include high global soybean stocks, low crude oil prices and slower global economic growth.

The Ministry of Plantation Industries and Commodities ("MPIC") is optimistic over the outlook for the Malaysian palm oil industry, saying measures to reduce the CPO stockpile has started to show success. The measures involve an increase in the use of B7 biodiesel and towards the higher blend B10 programme which required higher local consumption of palm oil. To further cut the stockpile, the Malaysian government had allocated RM100 million as an incentive, aimed at replanting 83,000 hectares of unproductive oil palm plantations nationwide.

In order to mitigate the attacks on the palm oil, governments of Malaysia and Indonesia rightly coordinate efforts to combat unjustified negative perceptions about the industry. The two (2) countries have agreed to establish the Council of Palm Oil Producing Countries ("CPOPC"). By joining forces, both countries have an opportunity to exert their influence on the market and catalyze the harmonization of sustainability standards as well as the competitiveness of palm oil.

Going forward, 2016 will be a more challenging year for the Group. The Group will continue to strengthen and strategize the long-term growth plan to ensure the Group move in line with the wake of economy recovery ahead particularly the world commodity market.

ACKNOWLEDGEMENTS

With utmost pleasure, I would like to express my heartfelt appreciation to all my fellow Board members for their firm support and commitment.

On behalf of the Board, I would like to thank the Management team including each and every one of our staff for their continuous hard work and dedication to the Group. I would like to take this opportunity to welcome our new Chief Executive Officer, Dato' Jin Kee Mou who joined us on 1 July 2015.

Most importantly, I must thank our shareholders, valued customers and suppliers, business associates, bankers, government bodies and all the other stakeholders for their unwavering support and constant assistance to the Group.

Tiong Chiong Ong
Chairman

31 March 2016

CHIEF EXECUTIVE OFFICER'S REVIEW OF OPERATIONS

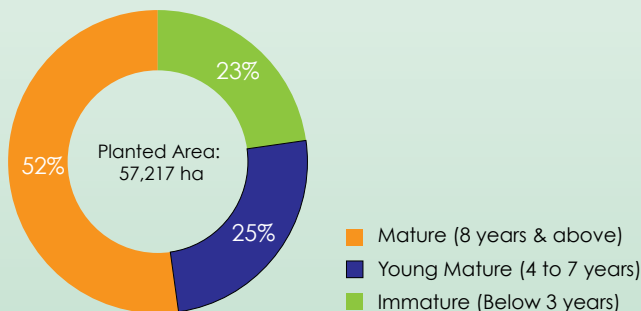


Oil Palm Plantation Operation

As at 31 December 2015, the Group's oil palm planted area stood at 57,217 hectares representing 62% of the Group's total land bank of 92,312 hectares. An area of 416 hectares with aged palms which have reached its maximum economic life span had been felled in 2015 for replanting purpose.

Production of fresh fruit bunch ("FFB") for the year under review had dropped by 9.1% to 396,530 metric tonnes as compared to the previous year of 436,169 metric tonnes. Shortage of harvesting workers, inclement weather condition, coupled with replanting of the aging palms, have led to lower volume of crop production. However, the Group will endeavour to improve the field condition for a better FFB yield per hectare in the next financial year.

Palm Age Profile
As At 31st December 2015



Labour shortage plaguing the oil palm industry has not spared the plantations in our Group as well. In order to cope with this challenging operating environment, strenuous efforts viz. revising of rates and incentives, providing better accommodation, tending to their (labour) needs and welfare were made to position the Group as an employer of choice for both local and foreign workers.

Emphasis on fertilizer application has been given due impetus so that such costly activity is undertaken well to sustain good crop production. The Group has also taken steps to intensify areas feasible for mechanization for activities like infield collection, fertilizer application and weedicide spraying by upgrading field infrastructures. This measure is inevitably necessary as a way forward in alleviating labour dependency.



CHIEF EXECUTIVE OFFICER'S REVIEW OF OPERATIONS (CONT'D)

Palm Oil Mill Operation

The Group's palm oil mill produced 40,736 metric tonnes of Crude Palm Oil ("CPO") and 9,208 metric tonnes of Palm Kernel ("PK") in 2015. The production had recorded a drop of 7.3% and 14.4% respectively as compared to the previous year whilst the mill achieved 20.35% oil extraction rate and 4.60% kernel extraction rate during the year under review.

The Group's new palm oil mill with designed capacity of 60 metric tonnes per hour is scheduled to be commissioned by 2016. Upon full operation, the mills are expected to raise overall processing capacity and a better performance in 2016.

In the continued pursuit of lowering the carbon footprint, the mill is capturing the methane biogas for flaring, and also recycle to gas engine for power generation as renewable energy. Polishing plant at effluent treatment system is continuously instituted to ensure that final discharge quality meets strict environmental standards. The Group is also moving towards featuring a "zero waste" oil mill with a composting plant to convert by-products from the mill into organic composting fertiliser for the estates.

Conclusion

The Group is fully cognizant of sustainability imperatives to handle and produce palm oil products in an economically-viable, socially-responsible and environmentally-conscious manner. The Group maintained its certification in accordance to the leading national and international standard, namely ISO 9001:2008 Quality Management System. Plans are underway to obtain Malaysian Palm Oil Board's Code of Good Agricultural and Milling Practice certification for our estates and mills prior to the certification of Malaysian Sustainable Palm Oil ("MSPO") for mill.

Indeed, good practices in all related domains particularly agronomic, agricultural, ecological, environmental, human resources and management remained as an integral part of the Group efforts towards fulfilling the stakeholders' aspirations.



Dato' Jin Kee Mou
Chief Executive Officer

31 March 2016

PROFILE OF DIRECTORS



**TAN SRI DATUK SIR DIONG HIEW
KING @ TIONG HIEW KING**
Aged 81 / Malaysian
Executive Director

Tan Sri Datuk Sir Diong Hiew King @ Tiong Hiew King was appointed to the Board of Rimbunan Sawit Berhad ("RSB") on 14 February 2006 and was subsequently appointed as Executive Chairman on 15 February 2006. He was redesignated as Executive Director on 19 December 2012. Tan Sri Datuk Sir Tiong is a businessman with vast and extensive experience in various business sectors including media and publishing, oil and gas, mining, fishery, manufacturing, information technology, timber, tree plantation, oil palm plantation and mills.

Over the years, Tan Sri Datuk Sir Tiong has started and built up the Rimbunan Hijau Group of Companies ("RH Group"). Currently, he is the Executive Chairman and Managing Director of RH Group, a large diversified conglomerate which has interests in various businesses in Malaysia comprising of timber harvesting, processing and manufacturing of timber products, plantations and other businesses around the world.

He is the founder of an English newspaper named The National in Papua New Guinea. He is currently the President of The Chinese Language Press Institute Limited. In June 2009, he was bestowed the Knight Commander of the Most Excellent Order of the British Empire (K.B.E.), which carries the title "SIR", by Queen Elizabeth II of the United Kingdom, in recognition of his contribution to commerce, community and charitable organisations.

In 2010, he was awarded "Malaysia Business Leadership Award 2010 - The Lifetime Achievement Award" by the Kuala Lumpur Malay Chamber of Commerce, in recognition of his entrepreneurship and his contribution to the country. Tan Sri Datuk Sir Tiong is the Executive Chairman of Sin Chew Media Corporation Berhad ("Sin Chew"), a wholly-owned subsidiary of Media Chinese International Limited, a company listed in Malaysia and Hong Kong. He is also the Chairman of the Board of Trustee of Yayasan Sin Chew, and currently serves as the Executive Chairman of RH Petrogas Limited, a listed company in Singapore. He also serves as a director of other private limited companies.

During the financial year ended 31 December 2015, Tan Sri Datuk Sir Tiong attended five (5) out of six (6) Board meetings held. His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.



PROFILE OF DIRECTORS (CONT'D)



TIONG CHIONG ONG
Aged 57 / Malaysian
Non-Executive Chairman

Mr. Tiong Chiong Ong is a businessman. He was appointed to the Board of RSB on 14 February 2006 and was then appointed as Managing Director of RSB on 15 February 2006. On 1 October 2015, he was redesignated as Non-Executive Chairman of RSB. Mr. Tiong graduated with a Bachelor of Law and Economics from Monash University, Australia in 1984 and joined RH Group in 1986. Mr. Tiong started his career as a chambering student and underwent chambering at Skrine and Co. in Kuala Lumpur for nine (9) months. He is a member of CPA Australia and is a member of the Victorian and Sarawak Bar and the Malaysian Institute of Accountants.

Mr. Tiong has more than 24 years of experience in various capacities in the timber and plantation and industries. He also holds directorship in several private limited companies.

Under his leadership, RSB was presented the 2012 Top Award for the Best Performing Stock in the Plantation Sector by the EDGE Billion Ringgit Club, Malaysia.

In 2013, Mr. Tiong was presented the IPD HRD Leadership Award by the Institute of Professional Development, Open University Malaysia in acknowledgement and in recognition of his exemplary leadership and outstanding contribution to the promotion of Human Capital Development efforts in the plantation industry.

During the financial year ended 31 December 2015, Mr. Tiong has attended five (5) out of six (6) Board meetings held. His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.



TIONG KIONG KING
Aged 68 / Malaysian
*Non-Independent
Non-Executive Vice Chairman*

Mr. Tiong Kiong King is a businessman and was appointed to the Board of RSB on 14 February 2006. Subsequently, he was appointed as Non-Independent Non-Executive Vice Chairman on 15 February 2006. He is also the Chairman of Remuneration Committee and members of Audit Committee and Nomination Committee.

Mr. Tiong joined the RH Group in 1975 where he has held various positions including being a Director in one (1) of the subsidiaries of RSB since December 1997. He has more than 44 years of managerial experience in the timber industry in various capacities. Mr. Tiong also sits on the boards of Subur Tiasa Holdings Berhad, a public listed company and several private limited companies. Currently, Mr. Tiong also held key posts in several non-government organizations. Amongst others, he is the Honorary President for Sibu Chinese Chamber of Commerce and Industry, Vice President of World Federation of Fuzhou Association Limited, Chairman of Persekutuan Persatuan-Persatuan Foochow Sarawak, Vice President of the World Zhang Clan Association Limited and Vice President of Persekutuan Klan Zhang Negeri Sarawak.

Mr. Tiong has attended four (4) out of six (6) Board meetings held during the financial year ended 31 December 2015. His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.

PROFILE OF DIRECTORS (CONT'D)



DATO' JIN KEE MOU
Aged 50 / Malaysian
Chief Executive Officer

Dato' Jin Kee Mou was appointed to the Board of RSB on 1 July 2015. He graduated with a Bachelor of Engineering in Civil and Computing Degree from Monash University, Australia in 1990. He is a member of Institution of Engineer Malaysia.

Dato' Jin started his career in engineering consultancy and subsequently obtained his professional qualification (P.E) in 1996. He joined Jaya Tiasa Holdings Berhad as an engineer in 1995 and facilitate engineering and project management globally. He is also actively engaged with business development in Jaya Tiasa Group especially the development of oil palm business.

When Jaya Tiasa Group began diversifying into the oil palm business in 2004, Dato' Jin was entrusted to lead the establishment of plantations and crude palm oil mills. He has more than 11 years extensive experience and in-depth knowledge in oil palm industries. He is the Chairman of RSB Risk Management Committee.

As Dato' Jin was only appointed on 1 July 2015, he has attended the two (2) Board meetings held during the period from 1 July 2015 to 31 December 2015. His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.



TIONG CHIONG IE
Aged 45 / Malaysian
*Non-Independent
Non-Executive Director*

Mr. Tiong Chiong Ie, a businessman, was appointed to the Board of RSB on 14 February 2006. He graduated with a Bachelor of Business in Information System from Monash University, Australia in 1994. Mr. Tiong joined the RH Group in 1996 and has more than 20 years of managerial experience in the timber, transportation provider and shipping industry. He is also a member of Remuneration Committee.

Mr. Tiong holds directorships in Hornbilland Berhad and several private limited companies. Mr. Tiong has attended four (4) out of six (6) Board meetings held during the financial year ended 31 December 2015.

His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.



PROFILE OF DIRECTORS (CONT'D)

BONG WEI LEONG
Aged 48 / Malaysian
Independent Director



TIONG ING MING
Aged 58 / Malaysian
Independent Director



Mr. Bong Wei Leong was appointed to the Board as an Independent Director of Rimbunan Sawit Berhad ("RSB") on 14 February 2006 and was subsequently appointed as Chairman of RSB on 19 December 2012. On 1 October 2015, he relinquished the position as Chairman of RSB and remained as Independent Director. Mr. Bong Wei Leong is a businessman. He graduated with a Bachelor of Business (Accountancy) and Bachelor of Law from Queensland University of Technology, Australia in 1993. Mr. Bong was a Partner of a public accountants firm prior to starting his own practice in 2004. He has more than 22 years of experience in providing auditing, accounting and taxation services to various clients. He is a member of the Malaysian Institute of Accountants and the CPA Australia. Mr. Bong also sits on the boards of a public listed company, CCK Consolidated Holdings Berhad and one (1) of the subsidiaries of RSB.

Mr. Bong is the Senior Independent Director to whom concerns regarding the Company may be conveyed. He is the Chairman of Audit Committee and Nomination Committee. He is also a member of Remuneration Committee. During the financial year ended 31 December 2015, Mr. Bong attended all the six (6) Board meetings held. As at 30 March 2016, he holds no share in RSB Group.

Notes:

- a) Tan Sri Datuk Sir Diong Hiew King @ Tiong Hiew King and Tiong Kiong King are brothers and is the father and uncle of Tiong Chiong Ong respectively. Both Tan Sri Datuk Sir Diong Hiew King @ Tiong Hiew King and Tiong Kiong King, and Tiong Chiong Ong are the uncles and cousin of Tiong Chiong Ie respectively. Apart from these, the other Directors have no family relationship with each other or the major shareholders of RSB.
- b) None of the Directors have been convicted of offences within the past 10 years.
- c) None of the Directors has any conflict of interests with the Company.

Mr. Tiong Ing Ming is a registered quantity surveyor of the Board of Quantity Surveyors, Malaysia and a member of the Institution of Surveyors Malaysia. He was appointed to the Board of RSB on 14 February 2006. He graduated with a Bachelor of Building (Hons) from University of Melbourne, Australia in 1982 and began his career in a consulting quantity surveying practice since 1994. Mr. Tiong is members of Audit and Nomination Committees. He also sits on the board of Subur Tiasa Holdings Berhad.

Mr. Tiong has attended all the six (6) Board meetings held during the financial year ended 31 December 2015. His shareholdings in RSB Group as at 30 March 2016 are disclosed on page 137 of this annual report.

SUSTAINABILITY AND CORPORATE RESPONSIBILITY



INTRODUCTION

Rimbunan Sawit Berhad ("RSB") established since 2005 has undergone massive transformation in terms of business and diversity within its trade. As a prudent and prominent member of the palm oil industry, the organization is committed to continuously create value and aid in community development as well as improvement of its working place; to provide a positive impact for the State's development and area sustainability.

In 2015, RSB has played its role in the community development and extending its roles in corporate social responsibility; building sustainable agricultural practice, positive local development and assisting State's project in rural development. RSB is committed in every aspect of improvement for its holistic growth and its reputation.

A. MARKETPLACE

RSB is sustainable in terms of the approach to the business as well doing right by the marketplace. Shareholders, stakeholders and business partners set the benchmark for RSB to perform. They are the fundamental of how RSB sustains the business process and the quality of the yield.

Quality Yield & Excellent Services

At RSB, we believe in the concept of excellent services, where business processes are continuously improved for the sake of servicing our internal and external business partners. Throughout the year 2015, the Company has implemented a series of business process e.g. omitting redundant administrative processes to decrease waiting time for delivery of goods and services. Prompt issuance of goods to vendors, certification of yield production to guarantee quality goods, provide after sales consultation to dedicated vendors; are among the efforts to boost communication and commitment between all parties, to ensure a well manage marketplace.

Our palm oil mill, has gone through massive overhaul and equipment renewal to provide quality and refined product. The introduction of new experts and effective work processes have led to a sustainable cycle of production where we minimize our resource usage without sacrificing our yield quality. This is something RSB strives to provide, for its business partners and also for the rest of the community.



ISO Certificate (Malaysia)



ISO Certificate (UK)



Harvester & FFB piles



SUSTAINABILITY AND CORPORATE RESPONSIBILITY (CONT'D)

A. MARKETPLACE (CONT'D)

Stakeholder's Engagement

RSB believes and invests in a strategic and pro-active dialogue with its key stakeholders not only to share thoughts and views, but also to deepen the Company's insights into governmental, societal and customer trends, drivers and needs which is in line with primary goal of the Company, to provide quality services.

The Company wants to achieve its engagement objectives in a focused manner by taking part in stakeholder dialogues on relevant topics. It aspires to resolve issues, receive endorsement and build trust, and, by doing so, create more shared values. In recent platform of engagement, through community services and seminars, RSB has been in constant dialogues to improve our business processes; part of the reasons for efficiency improvement is credited to the feedback and contribution from critical stakeholders. Removing barriers from communication through dialogues and roundtable talks has shown significant improvements not just in creating a more friendly business environment but more so, in cultivating a wholesome multilevel discourse and engagements.

Corporate Governance

The year 2015 has seen some changes in RSB in terms of corporate governance; with the introduction of a new and capable team of management, the Company stride with a series of new business improvement, extending the positive impact from their predecessor.

New compliances with regards to safeguarding Company's data and private information of the business has improve clients' and customers' trust in RSB despite the downward trend of growth affected by the recent economic turmoil. The recent completion of SAP system implementation in RSB also shows a more integrated communication and systematic data exchange between its business units.

Recent boost and review on Company's policies which affect the employees' wellbeing is an effort to strengthen commitment between employees' and employer. Providing a sense of job security and boosting unity amongst the employees ensure job satisfactions; such will contribute towards the overall morale growth and also more co-operation between business units.



Dividend repayment



Donation to school

SUSTAINABILITY AND CORPORATE RESPONSIBILITY (CONT'D)



B. ENVIRONMENT

Sustainable and critical plantation development are core consideration factor for us being in the agricultural industry. To understand the impact of agricultural business towards the ecosystem, we at RSB have carried out researches and comply with systematic conservation method to meet the challenges and pressures of sustainable ecosystem requirement.

Environmental Conservation Practice

The approaches by RSB towards environmental sustainability are based on several efforts which include minimizing carbon footprint pre and post production of goods and services. Techniques such as zero-carbon emission during replanting, zero wastage mill management concepts and manageable greenhouse gas emission are implemented to mitigate ecosystem impacts.

Good Agricultural Practice ("GAP") is heavily emphasized in the plantation operation such as the application of empty fruit bunch ("EFB") to reduce synthetic fertilizer usage and promote organic fertilization of the planting area. Polishing plant, a technology in the mill aspect to treat mill's effluent in the aspect of mill production; anaerobic effluent ponds are placed as well to treat methane discharge to be converted as renewable energy for electrical generation. These are some of the prominent examples to show that we closely monitor our carbon footprint and playing our roles in the conservation of the environment.

Biological Control

In managing pest and weed control, we have introduced biological and livestock management program which includes livestock rearing projects and the erection of roosting posts for barn owls in the estates ("oil palm") to mitigate the environmental impact caused by hazardous chemical when we resort to using it. Through biological control, many positive impacts can be seen such as livestock grazing within the estate improves soil condition as the droppings resulting from these would leverage the nutrition loss from the earth; barn owl acts as a natural predator to rat, reducing the amount of said pest subsequently reducing losses. Through such sustainable control, the usage of synthetic fertilizer and pest control chemical can be successfully reduced not just to reduce cost but also to manage the ecosystem within the estate better.

C. COMMUNITY

RSB and its subsidiaries, in many area, are situated in the heart of it. With great presence comes great responsibility, we try to deliver our best to support these communities. Funding, caring and providing sustainable local economy are among the few of the activities that we can do to support these areas.

Conserving Culture & Promoting Education

As a pioneer in local plantation economy, we uphold the Native Customary Rights on the plantation land in Sarawak; efforts such as rural development, dividend repayment, negotiation, land talks and sponsoring cultural events within the area are efforts to manage the communication between all parties. We, appreciate their culture and local growth so that these community can be on the constant development to improve their lifestyles. Efforts to uphold education and introducing information technology through donations and also community training are among the commitment we partake to grow with the community.

RSB together with local institution and volunteers established an on-the-job practical or training to provide the younger generation opportunities to elevate their socioeconomic status; as a result, many among these participants have successfully graduated with diplomas and also secured many job opportunities provided by RSB as well as local SMEs.



SUSTAINABILITY AND CORPORATE RESPONSIBILITY (CONT'D)

D. WORKPLACE

Training & Relationship Development

At RSB, we encourage continuous learning and improvement hence the initiative to provide compulsory in-house training by our in-house expert on subject matter. This initiative not only provides opportunity for employees to grow but also allows discourse and counter discourse to happen in a controlled and civilized manner.

More often than not, we encourage employees to improve their skill with professional certification and many of them have worked towards being accredited, on their subject matter. Mentors and mentees system has been introduced via managers and subordinates relationship, we encourage them to communicate with each other and breakdown communication barriers through team building exercises.

In-house training by in-house experts are scheduled periodically for further and continuous improvement for those partaking. These trainings are treated as an added value for employees when applied in their daily tasks. We believe that through providence of professional skill and applications of it would ameliorate the capability of each staff so that they represent a capable workforce and individual in the society.

Work-Life Integration

We value the commitment of the staff and workforce of the Company, hence the management continuously tries to provide a comfortable working environment. Mass or group activities have been introduced in the Company to provide an avenue for employees to destress. Community services, blood donation drives and club activities are also pushed for greater involvement of staff to the community and also to help propagate their social interaction as to familiarize the staff with surrounding community.



Work-life balance



Volleyball Competition



Badminton Competition

SUSTAINABILITY AND CORPORATE RESPONSIBILITY (CONT'D)



Workforce Diversity

At RSB, we practise a strict no discrimination culture as our workforce consists of many different tribes, religion and races. We consistently promote culture that embraces diversity when determining composition of our Board and employees (at all level) from a diverse pool of qualified candidates. The balanced proportionality between male and female workforces shows that RSB acknowledges the contribution from both end of spectrum. Though work may differ from department to department or operation to operation, the service and production chain still involves all spectrum of the workforce. In a nutshell, we consider all aspects when establishing the balance and diversity of the Company so that the benefit yield from it channeled for the benefit of the Group.



Chinese New Year Dinner



Christmas High Tea



Gawai Dinner



Labour Day Celebration



Staff Training



Training - Heavy Equipment Programme