



OUR
PEOPLE,
OUR
STRENGTH

Base Data

Category/Indicator	Measurement unit	FY2021	FY2020	FY2019	FY2018	FY2017
ECONOMIC						
Percentage change in sales from 2016 baseline	%	+38%	-13%	-25.6%	-18%	+7%
TRACEABILITY & CERTIFICATION						
Volume sourced						
CPO volume sourced	MT	490,718	447,804	424,197	417,586	419,034
PKO volume sourced	MT	91,849	78,109	70,362	103,177	116,061
By region						
CPO sourced from Peninsular Malaysia	%	94.29%	94.87%	98.14%	95.76%	
CPO sourced from East Malaysia	%	5.71%	5.13%	1.86%	4.24%	
PKO sourced from Peninsular Malaysia	%	100%	60%	91.01%	98.10%	
PKO sourced from East Malaysia	%	0%	40%	8.99%	1.90%	
Certified volume						
CPO sourced that is RSPO SG certified	MT	258,794	224,476	226,989	238,938	
Percentage of CPO sourced that is RSPO certified	%	52.74%	50.13%	53.51%	57.21%	
PKO sourced that is RSPO SG certified	MT	13,132	8,848	3,541	6,465	
PKO sourced that is RSPO MB certified	MT	200	3,198			
Percentage of PKO sourced that is RSPO certified	%	14.52%	15.42%	5.03%	6.34%	
Traceability						
Percentage of CPO traceable to mill	%	100%	100%	100%	100%	
Percentage of CPO traceable to plantation	%	72.93%	75.62%	81.04%	78%	
Percentage of PKO traceable to mill	%	100%	100%	100%	100%	
Percentage of PKO traceable to plantation	%	31.81%	35.01%	21.14%	19.42%	
Suppliers						
Direct suppliers (CPO)	No.	35	39	24	27	
RSPO-certified direct suppliers (CPO)	No.	20	22	14	18	
Suppliers that source from their own plantations	No.	14	16	10	9	
Volume sourced	MT	258,794	224,476	226,989	238,938	
Suppliers that sources from third-party plantations	No.	21	23	14	18	
Volume sourced	MT	231,924	223,328	197,208	178,648	
Direct suppliers (CPKO)	No.	14	13	11	13	

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RSPO-certified direct suppliers (CPKO)	No.	8	8	6	7	
Number of indirect suppliers (PK)	No.	177	261	317	178	
EMPLOYEES						
Total number of employees	No.	580	576	546	525	526
Employee turnover by site						
Port Klang	%	11.33%	9.54%	10.34%	12.84%	9.79%
Dengkil	%	11.07%	8.41%	8.50%	7.90%	15.00%
By facilities and demographics						
Port Klang Total	No.	309	304	275	260	257
Permanent	No.	309	304	275	260	257
Temporary	No.					
Male	No.	237	240	211	198	206
Female	No.	72	64	64	62	51
Dengkil Total	No.	271	272	271	265	269
Permanent	No.	271	272	263	253	255
Temporary	No.			8	12	14
Male	No.	211	213	217	214	218
Female	No.	60	59	54	51	51
By level⁶ and gender						
Senior management	Male	13	4			
	Female	1	1			
Management	Male	24	66	76	70	73
	Female	7	50	48	50	51
Staff and workers	Male	35	383	352	342	351
	Female	40	72	72	63	51
Workers	Male	376				
	Female	84				
Total	Male	448	453	428	412	424
	Female	132	123	118	113	102
Employee turnover	Port Klang	11.33%	9.54%	10.34%	12.84%	9.79%
	Dengkil	11.07%	8.41%	8.50%	7.90%	15%
Parental leave						
Number of employees entitled to parental leave	Male	448	348	329	320	298
	Female	132	66	68	59	53
Number of employees who took parental leave	Male	5	29	20	22	14
	Female	2	7	9	8	6
Number of employees who returned to work after parental leave ended	Male	5	29	20	22	14
	Female	2	7	8	8	6
Number of employees who returned to work after parental leave and are still employed 12 months after their return to work	Male	2	29	19	22	13
	Female	1	7	8	8	6

⁶Our employee categorisation revised in 2021 and data is not comparable to previous years.

Base Data

Category/Indicator	Measurement unit	FY2021	FY2020	FY2019	FY2018	FY2017
Employee ethnicity (Malaysians only)						
Port Klang						
Indigenous (orang asli)	No.					
Malaysian Chinese	No.	62	58	51	48	46
Malay	No.	189	193	172	163	159
Malaysian Indian	No.	35	32	34	33	35
Dengkil						
Indigenous (orang asli)	No.	2	3	3	3	3
Malaysian Chinese	No.	32	33	33	32	32
Malay	No.	204	199	198	190	191
Malaysian Indian	No.	28	32	29	28	29
Employee nationality⁷						
Senior management						
Malaysian	No.	5				
Japanese	No.	9				
Others	No.					
Management						
Malaysian	No.	22				
Japanese	No.	9				
Others	No.					
Staff						
Malaysian	No.	71				
Japanese	No.	4				
Others	No.					
Workers						
Malaysian	No.	455				
Japanese	No.					
Sri Lankan	No.	5				
Port Klang						
Malaysian	No.		283	257	244	240
Japanese	No.		21	18	16	17
Others	No.					
Dengkil						
Malaysian	No.		267	263	253	255
Japanese	No.					
Others - Sri Lankan	No.		5	8	12	14

⁷ Employee nationality and age group data is now broken down by employee category. It was previously broken down by site.

Base Data

Category/Indicator	Measurement unit	FY2021	FY2020	FY2019	FY2018	FY2017
Employee age group⁷						
Senior management						
<30	No.					
30 - 50	No.	5				
>50	No.	9				
Management						
<30	No.					
30 - 50	No.	23				
>50	No.	8				
Staff						
<30	No.	14				
30 - 50	No.	51				
>50	No.	10				
Workers						
<30	No.	141				
30 - 50	No.	260				
>50	No.	59				
Port Klang						
<30	No.		126	115	101	101
30 - 50	No.		135	122	120	116
>50	No.		43	38	39	40
Dengkil						
<30	No.		68	76	80	81
30 - 50	No.		172	165	159	162
>50	No.		32	30	26	26
LABOUR CONDITIONS						
ISF starting wage	MYR per month	1,200	1,200	1,100	1,050	1,000
Legal minimum wage	MYR per month	1,200	1,200	1,100	1,000	900
OCCUPATIONAL HEALTH AND SAFETY						
Total number of accidents	No.	11	9	11	12	17
Port Klang	No.	5	3	4 ⁸	5	4
Dengkil	No.	6	6	7	7	13
Total number of days lost to accidents	No.	268.00	342.00	113.00	173.00	184.00
Port Klang	No.	92.00	89.00	44.00 ⁸	138.00	54.00
Dengkil	No.	176.00	253.00	69.00	35.00	130.00
Total number of man hours worked	No.	1,561,600	1,476,640	1,427,000	1,307,280	1,300,416
Port Klang	No.	887,680	852,640	803,000 ⁸	683,280	628,992
Dengkil	No.	673,920	624,000	624,000	624,000	671,424
Group lost time accident rate (LTAR)	Incidents per 1,000,000 working hours ⁹	7.68	6.09	11.13	9.18	13.07
Port Klang		6.59	3.52	11.05	7.32	6.36
Dengkil		8.90	9.62	11.22	11.22	19.36

⁸ Restated.

⁹ LTAR has been recalculated based on 1 million hours worked. This was previously calculated based on 200,000 hours worked.

Base Data

Category/Indicator	Measurement unit	FY2021	FY2020	FY2019	FY2018	FY2017
Severity rate		24.45	38.00	7.89	14.42	10.82
Port Klang	Average number of lost time per incident	18.6	29.67	5.93	27.6	13.50
Dengkil		29.33	42.17	9.86	5.00	10.00
Fatalities		-	-	-	-	-
Total workers / contractors covered under OSH management system who are not employees	No.	267	233	312	237	210
ENVIRONMENT						
Total water withdrawn	m ³	649,582	665,993	602,344	679,700	766,280
Port Klang	m ³	344,465	337,990	296,746	339,850	383,140
Dengkil	m ³	305,117	328,003	305,598	287,919	299,734
Water withdrawal by source						
Port Klang	Rainwater (m ³)					
	Groundwater (m ³)					
	Municipal water (m ³)	344,465	337,990	296,746	339,850	383,140
Dengkil	Rainwater (m ³)	252	252	63		
	Groundwater (m ³)	35,008	33,061	32,417	15,063	
	Municipal water (m ³)	269,857	294,690	273,118	272,856	299,734
Water discharged by destination						
Port Klang	Surface water (m ³)	77,709	77,853	73,724	72,187	81,035
	3rd party water (m ³)					
Dengkil	Surface water (m ³)	106,799	100,519	104,164	98,680	99,744
	3rd party water (m ³)					
Water consumption intensity						
Group	Water consumed per tonne finished product (m ³ /MT)	0.78	0.897	0.849	1.001	1.051
Port Klang	Water consumed (m ³)	266,756	260,137	223,022	339,850	383,140
Dengkil	Water consumed (m ³)	198,918	227,484	201,434	287,919	299,734

Base Data

Category/Indicator	Measurement unit	FY2021	FY2020	FY2019	FY2018	FY2017
Energy usage (imported electricity)						
Total	MWh	80,929.3	81,884.8	80,440.9	78,751.1	78,506.4
Port Klang	MWh	51,165.3	52,313.0	50,887.9	48,766.0	47,646.8
Dengkil	MWh	29,764.0	29,571.7	29,553.0	29,809.2	30,859.6
Natural gas usage by boiler						
Total	MMBtu	1,278,107	1,279,564	1,216,406	1,179,269	1,205,000
Port Klang	MMBtu	609,538	607,574	537,655	528,694	538,719
Dengkil	MMBtu	668,569	671,990	678,751	650,575	666,281
Energy usage intensity						
Group	GJ/MT product	2.75	3.03	3.15	3.00	2.79
GHG emissions (Scope 1 & Scope 2)						
Total	MTCO ₂ e	165,683.8	167,213.8	161,374.8	157,090.6	158,664.9
Port Klang	MTCO ₂ e	90,077.0	91,354.4	84,903.2	82,477.9	82,222.9
Dengkil	MTCO ₂ e	71,243.8	75,859.3	76,471.6	74,612.7	76,442.0
Waste management						
Port Klang total non-scheduled waste	MT	4,743	4,467	1,752	827	700
Total landfilled	MT	113	166	164	124	125
Total bleaching earth repurposed	MT	4,630	4,301	1,588	703	574
Dengkil total non-scheduled waste	MT	18,420	16,734	13,222	12,973	12,562
Total landfilled	MT	166	565	154	138	217
Total bleaching earth repurposed	MT	18,254	16,169 ¹⁰	13,068	12,835	12,345
Port Klang total scheduled waste sent to scheduled waste disposal facility	MT	46.26	67.20	50.69	100.86	73.14
Dengkil total scheduled waste sent to scheduled waste disposal facility	MT	32.04	27.89	22.39	34.42	32.51

¹⁰ Restated from SR2020 due to changes in calculation methods.

Contact

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