

We are Cenviro. Growth is more than a mere target, it is passion filled with innovation. 2015 marks the beginning of our journey that will shape the region's future sustainability.

The partially-completed puzzle represents the excellent progress we have made. However, like a puzzle, many challenges cannot be solved immediately. Several technologies have been finalised and are well-established in Cenviro. The cover also symbolises future prospects that are in various stages of their life cycles.

The pieces of the jigsaw puzzle will all fall in place to reinforce our position as Malaysia's leading integrated waste management solutions company.



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This report highlights the sustainability activities of Cenviro Sdn Bhd and its subsidiaries in 2015.

ABOUT THIS REPORT

(G4-28, G4-29, G4-30)



REPORTING PERIOD

- 1 January to 31 December 2015, unless specified.

REPORTING CYCLE

- Annually

COVERAGE

- Cenviro and its subsidiaries Kualiti Alam Sdn Bhd (Kualiti Alam), Kualiti Khidmat Alam Sdn Bhd (Kualiti Khidmat Alam), Kualiti Kitar Alam Sdn Bhd (Kualiti Kitar Alam), Cenviro Special Builders Sdn Bhd (CSB) and Kualiti Alam (Lahat) Sdn Bhd (KAL).
- E-Idaman Sdn Bhd (E-Idaman) is a Joint-Venture Company (JVC). Environment Idaman Sdn Bhd (ENVI), Environment Idaman (Kedah and Perlis), Green Resource Recovery Sdn Bhd (GRRSB) and Environment Idaman (Perak) Sdn Bhd are subsidiaries of E-Idaman.
- Subsidiaries are all companies in which Cenviro holds a majority stake or has direct management control. A JVC refers to a contractual agreement between Cenviro and a third party company for executing a particular business undertaking. References to 'Cenviro', 'the Cenviro Group', 'the Company', 'the Organisation' and 'we' refer to Cenviro and/or its affiliates and subsidiaries.

GUIDELINES

- **Principal Guideline**
 - ◇ Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines
- **Additional Guidelines**
 - ◇ Bursa Malaysia's Corporate Social Responsibility (CSR) Framework
 - ◇ Silver Book: The Putrajaya Committee Government-Linked Companies (GLC) Transformation Manual

RELIABILITY AND RELEVANCE OF INFORMATION DISCLOSED (G4-32)

- The GRI Content Index Service "In Accordance" Option Core.

ASSURANCE AND VERIFICATION

- Independently verified by Bureau Veritas Certification (M) Sdn Bhd (Bureau Veritas) and the assurance statement can be found on page 108-111.

FEEDBACK

This report is available to all stakeholders in hard copy on request or can be downloaded from our corporate website www.cenviro.com. For further enquiries, please contact (G4-5, G4-6, G4-31):

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VISION

The Leader in Integrated
Environmental Solutions

MISSION

To provide Innovative and
Sustainable Waste Management
and Renewable Energy Solutions

POSITIONING STATEMENT



The Trusted Partner in Environmental Solutions

CORE VALUES



Quality



Teamwork



Accountability



Passion



Safety

Q-TAPS

ORGANISATION STRUCTURE (G4-7, G4-8, G4-9)



**KHAZANAH
NASIONAL**



100%



cenviro

The Leader in Integrated Environmental Solutions



A Cenviro Company

Kualiti Alam (100%)

Downstream Hazardous Waste Management involving the Treatment and Final Disposal of Hazardous Waste



A Cenviro Company

Kualiti Khidmat Alam (100%)

Upstream Hazardous Waste Management involving the Marketing, Transportation and Packaging of Hazardous Waste



A Cenviro Company

Kualiti Kitar Alam (100%)

Midstream Hazardous Waste Management involving the Recycling and Recovering of Hazardous Waste



A Cenviro Company

Cenviro Special Builders (100%)

Project Management Consultants, Engineering, Procurement, Construction and Commissioning Services



A Cenviro Company

Kualiti Alam (Lahat) (70%)

Satellite Facility undertaking the Collection, Treatment and Disposal of Scheduled Waste for the Northern Region



E-IDAMAN

E-Idaman (50%)

Integrated Solid Waste Management involving the Collection, Public Cleansing, Treatment, Recovery and Final Disposal of Solid Waste



OUR AREA OF EXPERTISE (G4-4)

Cenviro stands for 'Clean Environment' and is the flagship of Khazanah Nasional Berhad's (Khazanah) investment in sustainable development. Cenviro spearheads strategic environmental services initiatives in its mission of becoming a leading player in providing innovative and sustainable waste management and renewable energy solutions.



Through our Group of Companies namely Kualiti Alam, Kualiti Khidmat Alam, Kualiti Kitar Alam, Cenviro Special Builders, Kualiti Alam (Lahat) and E-Idaman, we offer an array of innovative environmental products and services comprising downstream, midstream and upstream hazardous waste management as well as integrated solid waste management. Services include treatment and disposal; packaging and labelling; logistics and transportation; recycling and recovery; operation and maintenance services; research and technology development; integrated sludge management and tank cleaning services; and technical and consultancy services.

Cenviro, through its subsidiary Kualiti Alam, owns and operates Malaysia's only integrated Waste Management Centre (WMC) in Negeri Sembilan. The centre is licensed to handle 76 of the 77 categories of scheduled wastes listed under the Environmental Quality (Scheduled Wastes) Regulations 2005.

Moving away from a **cradle to grave** concept to a **cradle-to-cradle** concept, Cenviro offers a one-stop solution service with state-of-the-art facilities to meet stringent local and international standards. We have been recognised for our excellence with various certifications including ISO 9001, ISO 14001, OHSAS 18001, MS 1722 and ISO/IEC 17025.

The Kualiti Alam WMC in Negeri Sembilan covers an area of 245 acres, probably the largest single facility of Integrated Waste Management in the world.

These facilities have the capacity to store, treat and dispose of more than 100,000 tonnes of all classes of hazardous waste annually.

Committed to continuously caring for a cleaner and livable environment, Cenviro consistently develops and commercialises leading edge technologies in waste management, renewable energy and human capital development for future sustainability.



As the largest integrated environmental solutions provider, we continue to build on our position as an environmental pioneer.

Our aim is to be the regional champion in delivering environmental solutions.

BUILDING OUR SUSTAINABILITY STRATEGY



A MESSAGE FROM THE CEO

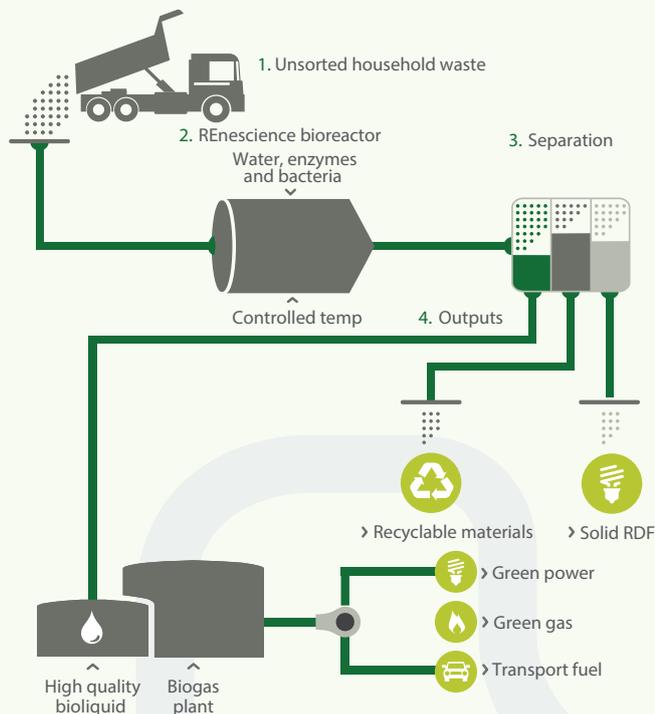
(G4-1, G4-13, G4-22, G4-23)

2015 WAS A RECORD YEAR FOR CENVIRO. IT WAS THE YEAR OF INVENTION AND INNOVATION IN WHICH REVOLUTIONARY IDEAS WERE BORN.

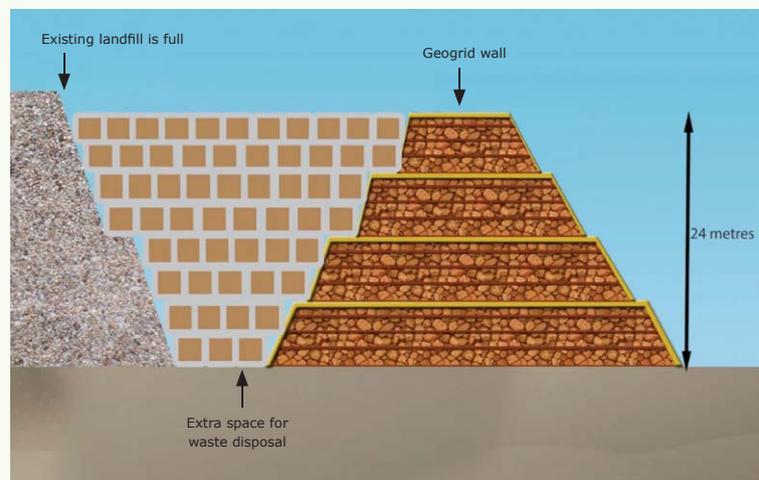
We made significant progress in a number of key areas during the year and laid strong foundations on which our sustainability strategy can be built. Our success is apparent as the Company achieved solid financial growth but we are convinced that a company's achievements should be measured by more than just economic performance.

All innovation happens for a reason. As the largest integrated environmental solutions provider, we continue to build on our position as an environmental pioneer. Our aim is to be the regional champion in delivering environmental solutions. I am delighted to share our progress towards achieving this goal in 2015.

We started talking to DONG Energy in 2014 and inked a joint development agreement in 2015. We aim to carry out tests in 2016 to enable us to do a full socio, technical and economic feasibility study.



Kualiti Alam's existing secured landfill that operated for 15 years, reached its maximum capacity in 2015. The management challenged themselves in an attempt to increase the capacity of the existing full secured landfill. In the spirit of sustainability, an innovative methodology was conceived to build a vertical secured landfill using a geogrid wall. The design is for a 24m high geogrid wall along the 1.7km parameter of our existing secured landfill that will increase the capacity by approximately 3.4 million MT, extending the life of the existing secured landfill by 30 years without having to utilise new land.



A MESSAGE FROM THE CEO

I am proud to share the progress of our state-of-the-art integrated training centre. The Centre of Excellence (COE) was approved by the Board in April 2015 and construction work will begin in 2016. The COE aims to develop national institutional knowledge and provide innovative and reliable solutions for the complete spectrum of waste management and renewable energy which will be the first of its kind in the country.

5.4 acres of land have been allocated for the COE, which forms part of an EcoPark. The COE focuses on waste management and is set in 100 acres of land adjacent to the existing WMC. The COE is scheduled for completion in early 2017.

Our JVC, E-Idaman, shared our passion for growth in 2015. E-Idaman introduced a revolutionary way of composting food waste. The Cowtec system accelerates the composting process to a mere 15 days. The Cowtec system collects the biogas generated from waste decomposition which can be used for cooking, generating electricity and composting fertiliser. In the future, we aim to work with JPSPN, SWcorp and other ministries, municipalities



Centre of Excellence

Where work, lifestyle and innovation meets in a sustainable environment

and authorities to implement this technology in schools, hotels, hospitals and any major organic or food waste generators or community composting programmes.

Waste management is a crucial aspect affecting the economic status of a country and the lifestyle of its population. The Solid Waste and Public Cleansing Management Corporation Act 2007 contains provision for recycling and has a special allocation for the separation of wastes at source. The government has made it mandatory to separate solid waste at source from 1 September 2015.

ASINGKAN DEMI MASA DEPAN ANAK-ANAK KITA

PENGASINGAN SISA PEPEJAL DI PUNCA

MULAI 1 SEPTEMBER 2015 SEMUA PREMIS DIWAJIBKAN MENGASINGKAN SISA PEPEJAL

*Berkuatkuasanya di negeri-negeri yang mengamalkan Akta Pengurusan Sisa Pepejal dan Pembersihan Awam 2007 (AKTA 672): Kuala Lumpur, Putrajaya, Johor, Melaka, Negeri Sembilan, Pahang, Perak dan Perlis.

KEMENTERIAN KESEJAHTERAAN BANDAR, PERUMAHAN DAN KERAJAAN TEMPATAN



Kualiti Alam's Emergency Response Command Centre

In line with the government's objective to encourage and enhance public practice to reduce, reuse, recycle and recover, Cenviro conceived the idea of the 'Recycle for Life' concept together with MyKasih Foundation.

'Recycle for Life' is a recycling programme that rewards cash through the use of a smartcard. It is Cenviro's corporate social responsibility programme, the first of its kind in the country.



Another area that I feel compelled to highlight is the extraordinary upgrading of all aspects of safety in 2015. We have made significant progress in this area, which has given rise to many of the safety initiatives that were introduced throughout the year. Firstly, we established an Emergency Response Command Centre (ERCC). The ERCC is now the central command and control facility responsible for carrying out the principles of emergency preparedness and emergency management in Kualiti Alam's waste management centre. It operates 24 hours-a-day, 7-days-a-week.

The ERCC is equipped with two fire tenders including one HAZMAT vehicle and an ambulance. Secondly, our plant is now equipped with a full range of firefighting equipment including mobile foam extinguishers, breathing apparatus, foam and water spray nozzles, chemical protective suits and fire bunker suits. More than ever, health and safety is at the forefront in every job we do. Our people are regularly informed and receive training to improve their safety. We also provide health and safety information to our suppliers and subcontractors. Our commitment to safety and health is paramount.

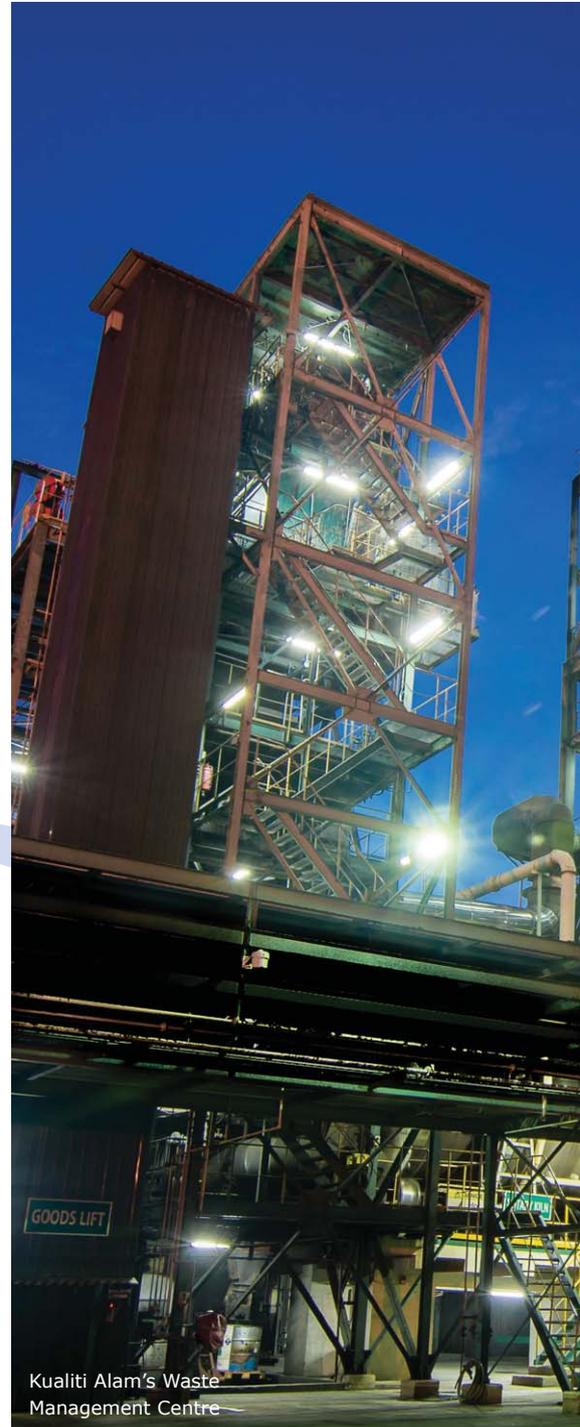
A MESSAGE FROM THE CEO

Since the company was acquired by Khazanah, we continue to improve our performance, credentials and workforce. Our workforce increased by 26.77% in 2015 and we went to great lengths to recruit the most talented individuals. Our recruitment strategy concentrates on identifying and attracting candidates who share the same aspirations as our vision and mission. Cenviro also conducted a salary benchmarking exercise to compare its salary and benefits with other companies in the sector. Results show that our remuneration packages are more competitive than the benchmark. However, we continue to redefine our benefits and remuneration packages to help retain our talents. For example, in 2015, we adjusted and upgraded our hospitalisation benefits.

Passion and competency are vital qualities for our team as being in our industry requires a solid understanding of the full ecosystem of waste management. It is imperative that our people perform their duties and job functions competently while adhering to legal requirements. It is my responsibility to ensure that we have a competent team to lead the journey. In 2015, 13 members of top management attended and passed the Certified Environmental Professional in Scheduled Waste Management (CEPSWAM).



We want to continue to be
PUBLICLY RECOGNISED
as an industry leader in
**SUSTAINABLE BUSINESS
PRACTICES**



Kualiti Alam's Waste
Management Centre



Moving Forward

We are excited about the future and welcome the chance to present new ideas and solutions that deliver sustainable results to our stakeholders. My team and I are driven by passion and innovation: we want to continue to be publicly recognised as an industry leader in sustainable business practices. We signed a sales and purchase agreement for the acquisition of Shan Poomam, which specialises in handling scheduled and non-scheduled waste, recovery, refining and asset management including e-waste recycling, chlorofluorocarbon (CFC) recovery and ingot manufacturing. This will be an integral part of our growing journey to be your trusted partner in environmental solutions by providing integrated services.

As part of our commitment to investing in renewable energy, we are financing, building and operating Malaysia's first scheduled waste to energy plant. A groundbreaking ceremony was held at our WMC in April 2015. The SWTE1 is under construction and is scheduled to be operational in the second quarter of 2017. It will treat up to 33,000 MT per year of all types of incinerable hazardous waste per year and produce 3.4 MWh of green power which will be exported to the Grid.

Acknowledgement

This report allows us to disclose our sustainability initiatives to you. It highlights our progress, achievements and plans moving forward and follows the Global Reporting Initiative (GRI) guidelines. Once again, we have commissioned an independent third party, Bureau Veritas, to verify the accuracy of the report. I hope you will be part of our journey and we look forward to giving you updates of our activities in 2016.

I would like to take this opportunity to extend my gratitude to all our stakeholders for your continuous support and trust in us. On behalf of the Board, I would like to express my deepest appreciation to our shareholders, to the management and Cenviro family for their continuous teamwork, dedication, commitment and contribution.



Khalid Bahsoon
Chief Executive Officer

CONTINUOUS ENGAGEMENT WITH OUR STAKEHOLDERS

We engage with multiple stakeholder groups in a variety of formal and informal settings. Engagements range from meetings with local, regional and national groups to ongoing dialogue with local community members, employees, suppliers, partners and authorities.

Stakeholder engagement is instrumental to our business and sustainability strategies. As active members of society, we have a vested interest in strengthening the fabric of local communities for mutual prosperity. Our license to operate depends on support from not only host governments but broader society and the communities in which we operate in particular. Our relationship with stakeholders is well founded and based on open and participatory engagement.



Who Are Our Stakeholders? (G4-24, G4-25, G4-26, G4-27)

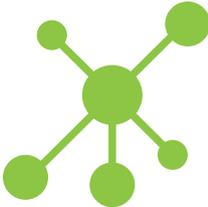
Our stakeholders consist of Khazanah, governments, local authorities and regulators, local communities, business partners, investors, non-governmental organisations and the media. Our main stakeholder groups, their indicative expectations and importance to us are summarised in the table below.

Our Stakeholders and How We Engage With Them

Stakeholder Group	Engagement Activities	Frequency	Expectations of Cenviro
Governments such as the Ministry of Natural Resources and Environment (NRE) and the Ministry of Urban Wellbeing, Housing and Local Government (KPKT) 	<ul style="list-style-type: none"> Meetings Seminars and Forums Collaboration Programmes 	<ul style="list-style-type: none"> Regularly Ad hoc Quarterly 	<ul style="list-style-type: none"> Complying with relevant rules and regulations Helping the government resolve environmental issues Supporting government efforts to appreciate, conserve and protect the environment
Khazanah 	<ul style="list-style-type: none"> Board Meetings Regular Meetings Briefings Joint Activities and Engagement Materiality Survey 	<ul style="list-style-type: none"> Regularly Regularly Ad hoc Upon request Annually 	<ul style="list-style-type: none"> Cenviro's business plans and strategies, financial performance, project updates and new initiatives Corporate Responsibility (CR) initiatives
Local authorities and regulators such as the Department of Environment (DOE), Solid Waste Corporation (SWCorp) and Municipal Council 	<ul style="list-style-type: none"> Regular Meetings Progress Updates Compliance Reports Visits and Inspections Materiality Survey 	<ul style="list-style-type: none"> Regularly Ad hoc Monthly Ad hoc Annually 	<ul style="list-style-type: none"> Complying with relevant rules and regulations Helping the local authorities and regulators resolve environmental issues Actively supporting the greening of the environment

CONTINUOUS ENGAGEMENT WITH OUR STAKEHOLDERS

Stakeholder Group	Engagement Activities	Frequency	Expectations of Cenviro
Business Partners 	<ul style="list-style-type: none"> • Committee and Members Meetings • Seminars, Forums and Workshops • Collaboration Programmes • Materiality Survey • Annual Sports Carnival with the DOE and key stakeholders 	<ul style="list-style-type: none"> • Regularly • Ad hoc • Upon request • Annually • Annually 	<ul style="list-style-type: none"> • Cenviro's responsible operations and services • Cenviro's current business standing
Local Community 	<ul style="list-style-type: none"> • Dialogue Sessions • Local Community Visits by Kualiti Alam Personnel • Local Community Programmes • Philanthropic Activities • Roadshows • Materiality Survey 	<ul style="list-style-type: none"> • Regularly • Quarterly • Upon request • Ad hoc • Annually • Monthly • Monthly • Annually 	<ul style="list-style-type: none"> • Impact operations have on local surroundings • Responsible operations • Cenviro's nature of business and services • Community outreach programmes • Educational excellence activities
The Public 	<ul style="list-style-type: none"> • Awareness Programmes • Brand Engagement Campaign 	<ul style="list-style-type: none"> • Regularly • Upon request 	<ul style="list-style-type: none"> • Cenviro's nature of business and services • Responsible operations
Employees 	<ul style="list-style-type: none"> • Company's Direction Q&A Sessions • Safety Briefings • Induction Training • Townhall Sessions • Employee Long Service Awards • Scheduled Waste Management Training • Brand Engagement Campaigns • Joint Consultative Committee (JCC) • Kelab Sukan dan Kebajikan Kualiti Alam (KESUKA) Programmes • Employee Sustainability Survey • Materiality Survey • Employee Birthday Celebration 	<ul style="list-style-type: none"> • Regularly • Each new hire • Each new hire • Quarterly • Annually • Regularly • Quarterly • Quarterly • Annually • Annually • Annually • Quarterly/every 2 months 	<ul style="list-style-type: none"> • Employees benefits and rights • Career development opportunities • Work-life balance • Equal workplace opportunities • Gauging the effectiveness of sustainability initiatives • Workplace safety • Cenviro's core values

Stakeholder Group	Engagement Activities	Frequency	Expectations of Cenviro
Customers 	<ul style="list-style-type: none"> • Customer Satisfaction Survey • Customer Hotline • Materiality Survey 	<ul style="list-style-type: none"> • Annually • E-Idaman Active Hotline 8am-8pm/7 days a week • Annually 	<ul style="list-style-type: none"> • Fair pricing • Quality of service • Credibility of Cenviro • Level of assurance when dealing with Cenviro
Suppliers and Contractors 	<ul style="list-style-type: none"> • Meetings with the Security, Safety, Health, Environment, Fire & HAZMAT (SSHEFH) and Procurement Departments • Contractor Management Programme • Vendor Development Programme • e-bidding • Materiality Survey 	<ul style="list-style-type: none"> • Quarterly • Annually • Upon request • Annually 	<ul style="list-style-type: none"> • Fair procurement practices • Informative tendering process • Updates on Cenviro's business standing • Vehicle training for contractors
Media 	<ul style="list-style-type: none"> • Interviews • Media Briefings • Press Releases 	<ul style="list-style-type: none"> • Upon request • Ad hoc • Upon request 	<ul style="list-style-type: none"> • Cenviro's new business and initiatives • Cenviro's significant events

MATERIALITY (G4-14, G4-19)

Cenviro performed materiality analysis as part of the development of this report and in-line with the GRI G4 objectives. Materiality analysis allows us to take a close and considered look at the sustainability issues that are of the highest concern to our stakeholders and that could significantly affect our Company's ability to execute its business strategy. We are passionate about performing objective materiality analysis as it highlights areas both of opportunity and risk. The results are also useful for refining our overall strategic reporting approach and improving performance.

Our materiality analysis was carried out by an independent consultant in accordance with the AA1000 Stakeholder Engagement Standard Guidelines and has been verified by Bureau Veritas. We identified, mapped and prioritised stakeholders and included the analysis of the results. We also adopted the guidance notes on accountability and the criteria defined by the GRI G4.

Our materiality analysis was carried out by an independent consultant in accordance with the

**AA1000
Stakeholder
Engagement
Standard
Guidelines**



The Methodology

Cenviro commissioned an external consultant to perform a Materiality Survey during the 1st half of 2016 to ensure impartiality and secure the anonymity of the respondents. We sought feedback from representatives of the following major stakeholder groups whose views are pivotal:



We reached out to a total of 234 respondents during this exercise. Their responses were analysed and represent the views of stakeholders. Given the sample size, we are confident that the survey provides an accurate picture of stakeholders' opinions.

We asked respondents to rate the importance they placed on 35 matters related to our economic, environment and social performance.

MATERIALITY

Sustainability Areas Assessed in the Materiality Analysis

ECONOMIC



- Market presence
- Contributions to nation building
- Corporate governance
- Business ethics

ENVIRONMENT



- Energy consumption
- Materials management
- Water management
- Managing emissions, effluents and waste from operations
- Environmental impact from transportation
- Compliance with environmental laws and regulations
- Managing environmental cost

SOCIAL



- Employment and benefits
- Occupational Safety and Health
- Employee training, education and career development
- Diversity and equal opportunity
- Equal remuneration
- Internal engagement and communication
- Respecting human rights standards
- Non-discrimination
- Prevention of the employment of children
- Prevention of forced labour
- Protection of employees' rights
- Considering the rights of the local community throughout our operations
- Anti-corruption
- Impact of operations on local surroundings
- Activities and engagement with the local community
- Anti-competitive behaviour
- Relationship with relevant authorities
- Provision of information on Cenviro's services
- Marketing and communications
- Sustainable procurement
- Suppliers and supply chain partners training
- Quality management system
- Customer satisfaction
- Customers' privacy

We asked each respondent to judge the importance of each sustainability issue on a scale of 'very unimportant' (1) to 'very important' (5) with (3) being neutral. Respondents could complete the Materiality Survey in either English or Bahasa Malaysia.

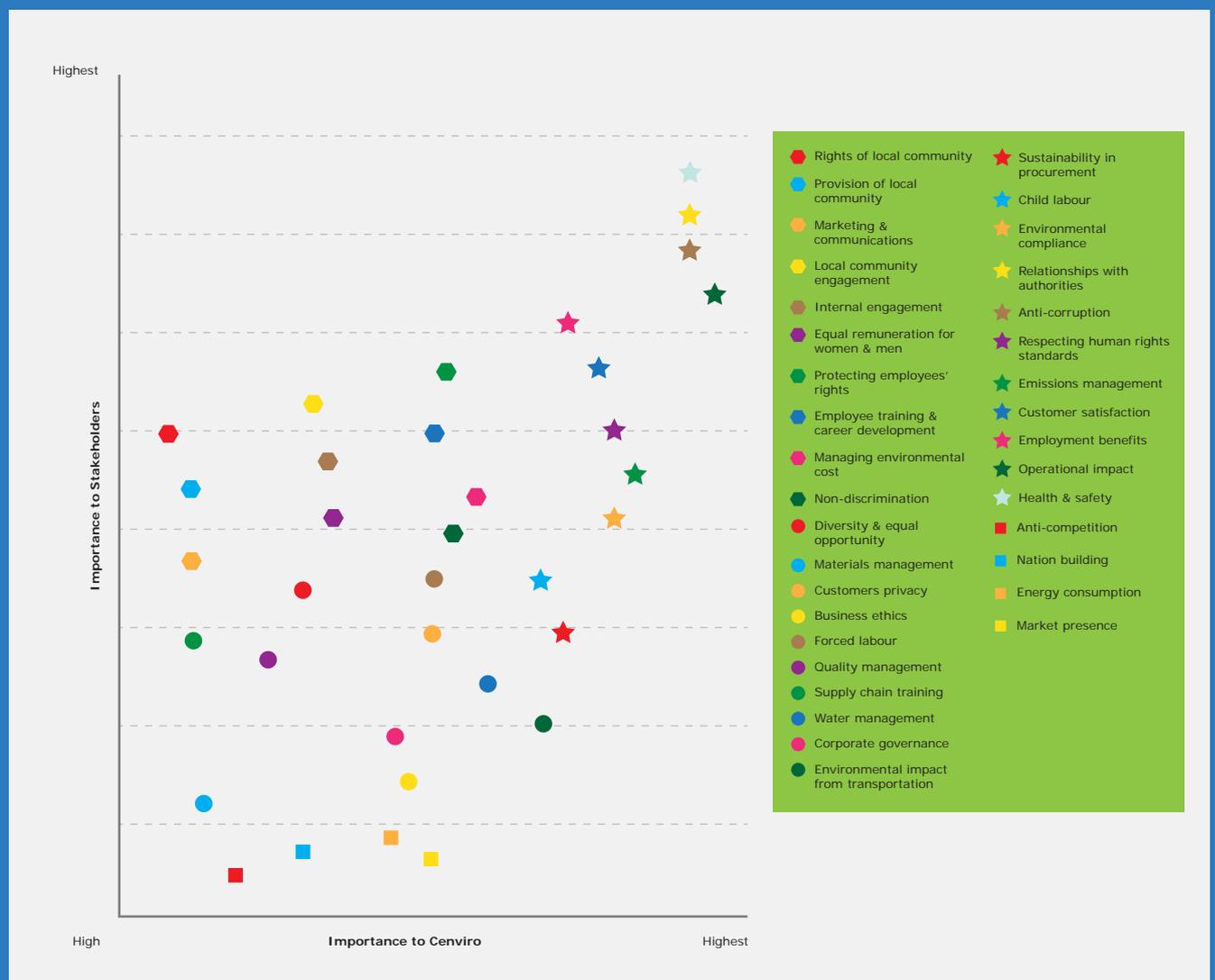
As expected, the highest number of responses was from our employees. A separate average score was calculated for the 35 matters within each stakeholder group before obtaining an average rating from all nine stakeholder groups.



The same survey was completed by 18 members of the Board and senior management which represented the views of Cenviro.

The Results

We considered scores over 3 as above average. Our stakeholder scores ranged from 3.94 to 4.67 and Cenviro's scores varied from 3.81 to 4.71. All issues are important to a larger or lesser degree. A scale from high to highest was adopted as even the lowest scores fell into the important category. The matrix is presented in the following diagram.



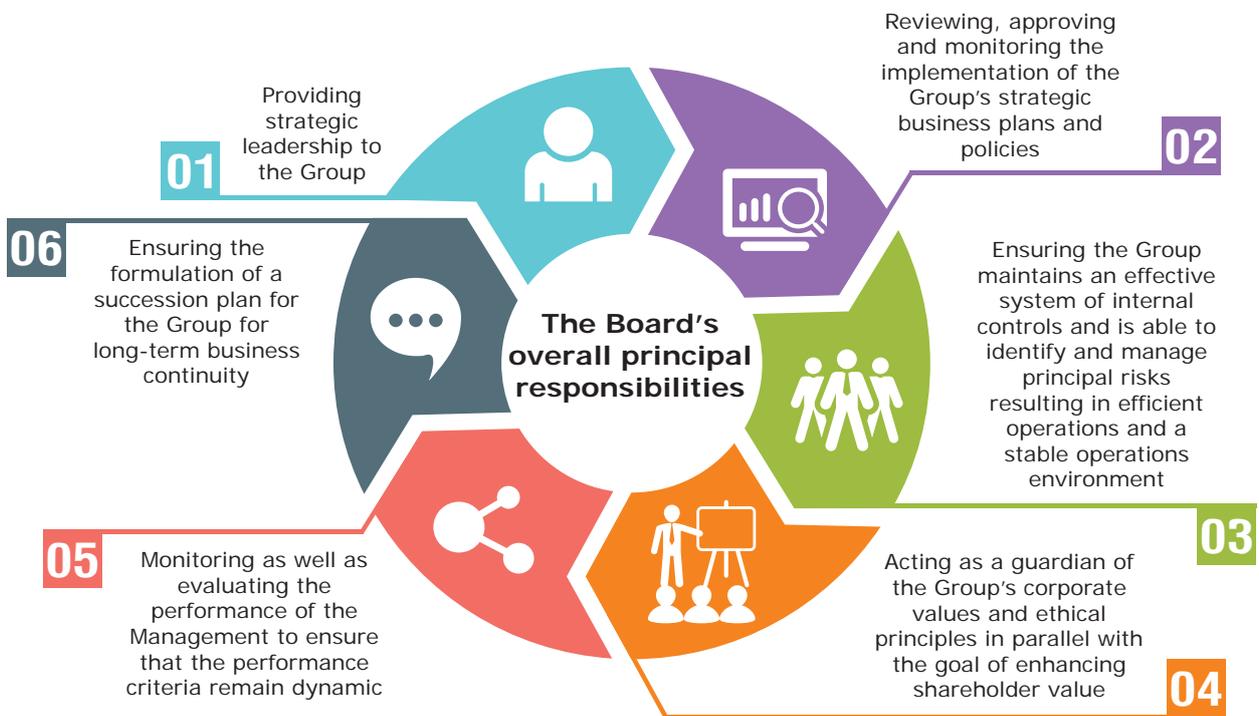
CORPORATE GOVERNANCE

The Board of Directors (“Board”) of Cenviro recognises that good corporate governance is fundamental to the success of the business. Not only has it helped establish the Company’s credibility and bolster its corporate reputation, it has also enhanced shareholder value, strengthened customers’ trust in the businesses and improved the Group’s overall competitive positioning.

The Board

The Company is led and overseen by an effective Board which is responsible for governing the business and affairs of the Group to create value for its shareholder. It also seeks to align the interests of all stakeholders and sets the tone for the Group where ethics and values are concerned.

In discharging its roles and responsibilities, the Board is guided by the Company’s Articles of Association and is committed to ensuring that the highest corporate governance standards are adhered to. The Board’s overall principal responsibilities are presented in the chart below:





from left
Ahmad Farouk Mohamed, Loh Tzu Anne, YBhg Dato' Seri Ismail Shahudin, Khalid Bahsoon, Shahazwan Mohd Harris

Board of Directors (G4-34)

The Board consists of individuals who are highly experienced in their respective fields. No individual or group of individuals can dominate the decision-making powers and processes.

Board Composition

Name	Designation	Age	Meeting Attendance	Status
YBhg Dato' Seri Ismail Shahudin	Chairman	64	8/8	Non-Independent Non-Executive Director
Khalid Bahsoon	CEO	46	8/8	Non-Independent Executive Director ("CEO/Executive Director")
Ahmad Farouk Mohamed	Director	43	7/8	Non-Independent Non-Executive Director
Shahazwan Mohd Harris	Director	44	6/8	Non-Independent Non-Executive Director
Loh Tzu Anne	Director	40	8/8	Non-Independent Non-Executive Director

CORPORATE GOVERNANCE

Our directors bring on board a wealth of knowledge and experience in business development, finance, accounting/audit as well as risk, project and transformation management and general management skills that are drawn from the relevant industries that they operate in. A brief profile of each Board member outlining their qualifications, experience and skills can be viewed on the company website www.cenviro.com.

It is widely recognised that the roles of the Chairman and the CEO/Executive Director (ED) must be clearly demarcated. The Chairman is responsible for leading the Board and ensuring it performs in an effective manner.

The Chairman, YBhg Dato' Seri Ismail presides over the Board of the Company. He ensures that the Board is well informed and effective; that members, both individually and as a group, have the opportunity to air differences, explore ideas and generate the collective views and wisdom necessary for the proper decision-making of the Board.

CEO/ED, En Khalid, has extensive experience and knowledge in the waste management industry. He is responsible for the day-to-day management of the business and operations of Cenviro Group. He also ensures the successful implementation of policies and directions as formulated by the Board. The distinct and separate duties and responsibilities of the CEO/ED and the Chairman ensure the balance of power and authority in relation to the establishment of a fully effective Board.





Board Meetings

Unless there are urgent matters, the Board meets at least quarterly to review financials and projects as well as the operational and business performance of the Group. Board meetings for the ensuing financial year are scheduled in advance before the end of the current financial year to allow directors to plan ahead and accommodate them in their respective meeting schedules. Special meetings are held where any direction or decisions are required expeditiously from the Board between the scheduled meetings.

A director who has either a direct or indirect interest in any proposal or transaction, which is being presented to the Board for consideration, will declare his or her interest and abstain from deliberation and voting of the same at the Board Meeting.

In 2015, four ordinary and four special Board meetings were held. The details of these meetings are presented in the following table.

Board Meetings and Attendance

Date	Type of Board Meeting	Attendance (%)
23 January 2015	Special	80
4 March 2015	Ordinary	100
15 April 2015	Special	80
27 May 2015	Ordinary	100
11 August 2015	Special	80
26 August 2015	Ordinary	100
8 November 2015	Special	100
9 December 2015	Ordinary	100

CORPORATE GOVERNANCE

Management Team

Cenviro's management team comprises talented professionals with decades of experience and impressive track records of success across the waste industry. Reporting to the Board, it defines and disseminates the Company's vision for future growth and success. Team members utilise a unique combination of knowledge, skills and expertise for the betterment of the Company.

From left to right

1. **Muhammad Fauzan Baharudin** Manager
Security, Safety, Health Environment & Fire & HAZMAT
2. **Nurulhuda Faisol** Manager Legal
3. **Yee Hui Min** Company Secretary
4. **Kamarulbahrin Mohd Suki** Deputy General Manager
Marketing – Scheduled Waste, Logistics and Packaging
5. **Zaki Abd Aziz** Sr General Manager Business Development/
Project & Technical
6. **Lim Kwee Yong** Chief Finance Officer





From left to right

7. **Khalid Bahsoon** Chief Executive Officer

8. **Mogens Straarup** Chief Technical Officer

9. **Idris Sulaiman** Deputy General Manager Operations

10. **Amirul Bahri Abd Malek** Deputy General Manager
Clinical Waste, Projects & Environmental Support Services

11. **Ismawati Mohd Shah** Senior Manager
Corporate Communications

12. **Faridah Ab Ghani** Senior Manager
Human Resource & Administration



CORPORATE GOVERNANCE

Enterprise Risk Management (ERM)

Cenviro initiated the ERM programme throughout the Group. ERM aims to enhance the decision-making process in order to fulfil Cenviro's strategic objectives and maximise returns to stakeholders. The Group also aims to create a risk attuned environment to safeguard its assets and maintain its reputation. The ERM programme implementation began in June 2015 with the delivery of several ERM training and brainstorming workshops for all risk owners and co-owners of the respective departments. The Board approved the ERM Risk Profiling and Assessment Report (Risk Register) for the Group on 24 February 2016.

Conflict of Interest

Employees are not permitted to engage in any activity that can be detrimental to Cenviro's interests. They may hold shares in quoted public companies. However, permission must be sought from the management before substantial shareholdings are acquired or directorships held.

Upon receipt of the Employee Code of Conduct when joining the company, all employees must declare all interests. Employees must not participate in or influence the purchase of goods and services from any party that they stand to obtain a direct or indirect interest or benefit.

Whistle-blowing Policy (G4-56)

Cenviro's Whistle-blowing Policy provides a mechanism for employees and vendors to report instances of unethical behaviour, actual or suspected fraud, dishonesty or violation of the Company's Code of Conduct or Ethics Policy.

Employees and vendors may use three provided channels – a hotline, email and website – to report their concerns to the independent service provider. This Whistleblowing Programme is expected to commence in May 2016.



FINANCIAL PERFORMANCE

(G4-17, G4-DMA, G4-EC1)

In 2015, the economic outlook remained gloomy due to unanticipated commodity and currency turbulence. Despite this, we are pleased to deliver a strong financial performance for the year with revenue increasing by 27.81% from RM151 million to RM193 million. Earnings before interest, tax and depreciation (“EBITDA”) also increased by 24.56% from RM57 million to RM71 million in 2015. The Group remains financially stable with a cash and cash equivalents balance of RM70 million and a low debt to equity ratio of 0.03. The good financial performance was primarily driven by meeting the collection and treatment target of scheduled waste while maintaining strong cost control and continuous process efficiency improvement.

Our healthy financial footing places us in good stead to explore potential business opportunities by focusing on value creation for all stakeholders and ensure sustainable financial growth for the Group.



Financial Performance	2013	2014	2015
	RM'000	RM'000	RM'000
Revenue	145,723	150,579	193,341
EBITDA	48,623	57,382	71,079
Profit Before Taxation	39,186	55,785	95,097
Net Profit Attributable to a Shareholder	30,387	44,277	78,964
Total Assets	247,476	291,219	414,567
Shareholder's Equity	149,977	194,041	325,195

Key Financial Ratios			
Return on Equity	18.06%	25.74%	30.42%
Debt/Equity Ratio	0.15	0.08	0.03

Value Distributed (%) to the Recipients



ECONOMIC

Our business strategy is very focused and effective. We are accountable and performance driven. Providing innovative and value-added services, we consistently deliver services that customers and business partners need.





ECONOMIC (G4-DMA, G4-PR1, G4-PR2)

Innovation is the cornerstone of sustained economic growth and prosperity. We continue to bring value to the economy, directly and indirectly. With more than 20 years of experience and professionalism, we are now the largest integrated environmental solutions provider in the country.

We provide innovative and sustainable waste management as well as renewable energy solutions that tackle environmental challenges the world is facing today. With a long-term plan to create sustainable value for a globally competitive Malaysia, we are committed to consistently develop and commercialise leading-edge technologies in waste management, renewable energy and human capital development for future sustainability. Our aim is to be the regional champion in environmental solutions.



Sustainable Procurement (G4-12, G4-DMA, G4-EC9)

Cenviro is committed to building and driving a sustainable supply chain. We engage with our suppliers on key sustainability issues such as energy use, greenhouse gas emissions and waste reduction. The environmental impact of using raw materials in products and responsible sourcing are key focus areas.

Our vendor evaluation assesses environmental, health and safety commitments. An Occupational Safety and Health (OSH) system, certifications, recycling and other aspects of social compliance are also checked.

We strive to maintain a diverse supplier base that reflects the markets and communities in which the company operates. We target 30% Bumiputera participation and procure products and services locally whenever possible. Malaysians must hold 51% of shares for a company to qualify as a local supplier.

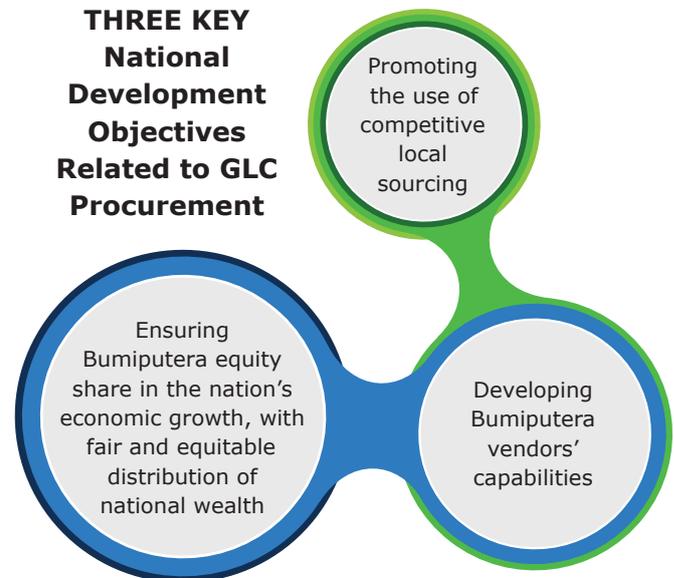
Supplier Environmental Performance Rating

(G4-DMA, G4-EN32)

Supplier Management	Rating (%)		
	2013	2014	2015
Performance of suppliers relative to environmental components of programmes and procedures	61	60	67

Our procurement practices meet the requirements of the **Red Book: Procurement Guidelines and Best Practice** adopted by GLCs.

THREE KEY National Development Objectives Related to GLC Procurement



Breakdown of Suppliers by Type

Item	Local (including Bumiputera)	Foreigner	Total
No. of Suppliers	312	10	322
Percentage (%)	97	3	100

ECONOMIC

Provision of Employment

The goal of community sustainability is to establish local economies that are economically viable and socially responsible. We aim to make a positive difference to the communities where we operate and seek ways to assist them. We prioritise the hiring and development of local people.

Cenviro also offers industrial training at its divisions to students from local colleges and universities. The programme provides hands-on work experience from the beginning. Students work directly with inspiring and experienced professionals. The students acquire skills and experience that may be invaluable in their careers.

Our JVC E-Idaman participated in various career fairs organised throughout the nation in 2015.

Career Fairs in 2015

Career Fair by Pusat
Kerjaya Amanjaya,
Ipoh, Perak

**AMANJAYA
CAREER CENTRE
IPOH, PERAK**

14 JANUARY 2015

Career Fair with
Suruhanjaya Komunikasi
Multimedia, Majlis Belia
Daerah

**DEWAN
DATO' MADI,
YAN, KEDAH**

13 DECEMBER 2015

E-Idaman also welcomes students for industrial training programmes where they are attached to various departments and service units for real-life experience. 25 students with different backgrounds in Science Geomatics, Environmental Engineering, Accountancy and Business Management were recruited in 2015 under its industrial training programme.

Ensuring Future Business Sustainability

At Cenviro, we define business sustainability as business models and decisions that create economic value and benefit the world today and tomorrow. We believe that sustainable businesses are resilient as they create economic value, healthy ecosystems and strong communities.

REnescience

DONG Energy is an energy company with a portfolio of renewables in offshore wind, bioenergy and energy solutions. DONG Energy is 59% owned by the Danish Government. It is the largest energy company in Denmark and one of the leading energy groups in Northern Europe.

DONG Energy is developing and commercialising its proprietary waste refinery technology, REnescience. This technology can be used in the pre-treatment, liquefaction and separation of municipal solid waste and turning it into bio-liquid, a valuable resources for recovery and energy production.

Since August 2014, Cenviro and DONG Energy have been working together on a first of its kind, integrated waste management concept in Malaysia using REnescience technology.



The REnescience technology is very suitable for the Malaysian waste characteristics whereby high moisture content in the municipal solid waste is seen as an advantage rather than a problem. The integrated technology concept can produce a high electrical energy output while boosting the recycling rate from co-mingled domestic waste.

Moving forward, Cenviro and Dong Energy will collaborate on pipeline waste management projects in Malaysia. Both parties intend to formalise the partnership further by forming a joint venture company if the various projects being pursued have a positive outcome.

Strategically, this collaboration is an opportunity for Cenviro to develop a sustainable model, consequently enabling a competitive price for a waste treatment facility to the Government of Malaysia (GoM). The experience gained from this collaboration would also strengthen Cenviro's capability in technology development as well as operations and maintenance knowledge.

Scheduled Waste to Energy Plant (SWTE1)

As part of our commitment to investing in renewable energy, we are financing, building and operating Malaysia's first scheduled waste to energy plant.

The SWTE1 is currently under construction at our WMC and is scheduled to be operational in the second quarter of 2017.

WITH AN ANNUAL CAPACITY OF 33,000 MT PER YEAR, IT WILL BE ABLE TO TREAT ALL TYPES OF INCINERABLE HAZARDOUS WASTE AND PRODUCE 3.4 MWh OF GREEN POWER.

The plant's design strictly adheres to the stringent parameters of air pollutant emissions imposed by both the Malaysian and European Union regulations.



Scheduled Waste to Energy Plant 100 tpd/3.4 MWh

ECONOMIC



Centre of Excellence (COE)

Cenviro is in the midst of developing a COE as a national interest to accelerate waste industry development. Amongst others, the objectives of the COE are to:

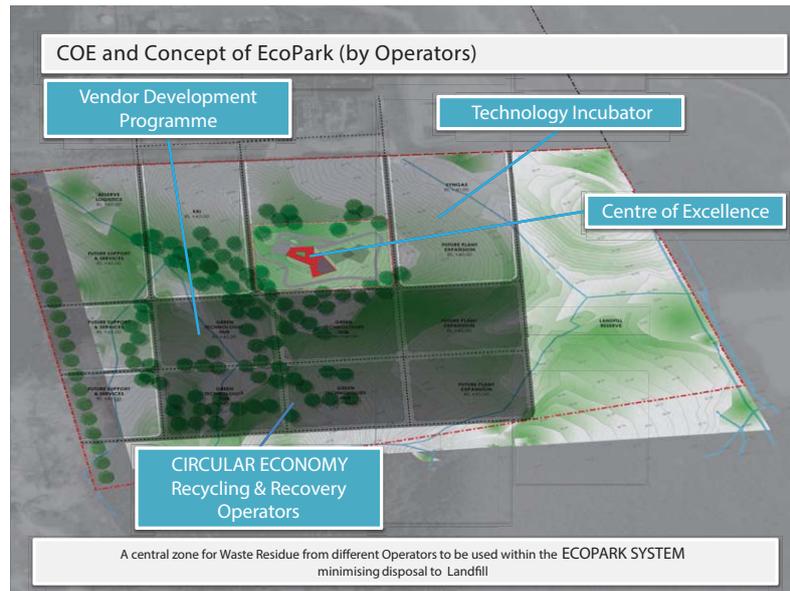
- Raise standards and capabilities of the industry;
- Drive public outreach initiatives;
- Facilitate the development of an EcoPark;
- Serve as a growth catalyst for the waste management industry;
- Facilitate the creation of innovative solutions for waste management and turn waste into resources;
- Provide operations and maintenance capability building specific to Waste to Energy facilities; and
- Cooperate with Government agencies to establish the necessary waste management training and development programmes.

This integrated training centre will be the first that is dedicated to waste management in Malaysia. 5.4 acres of land have been allocated to the COE, which forms part of an EcoPark set in 100 acres of land adjacent to the existing WMC.

The concept and design of the COE were approved by the Board in April 2015.

COE Focus Area

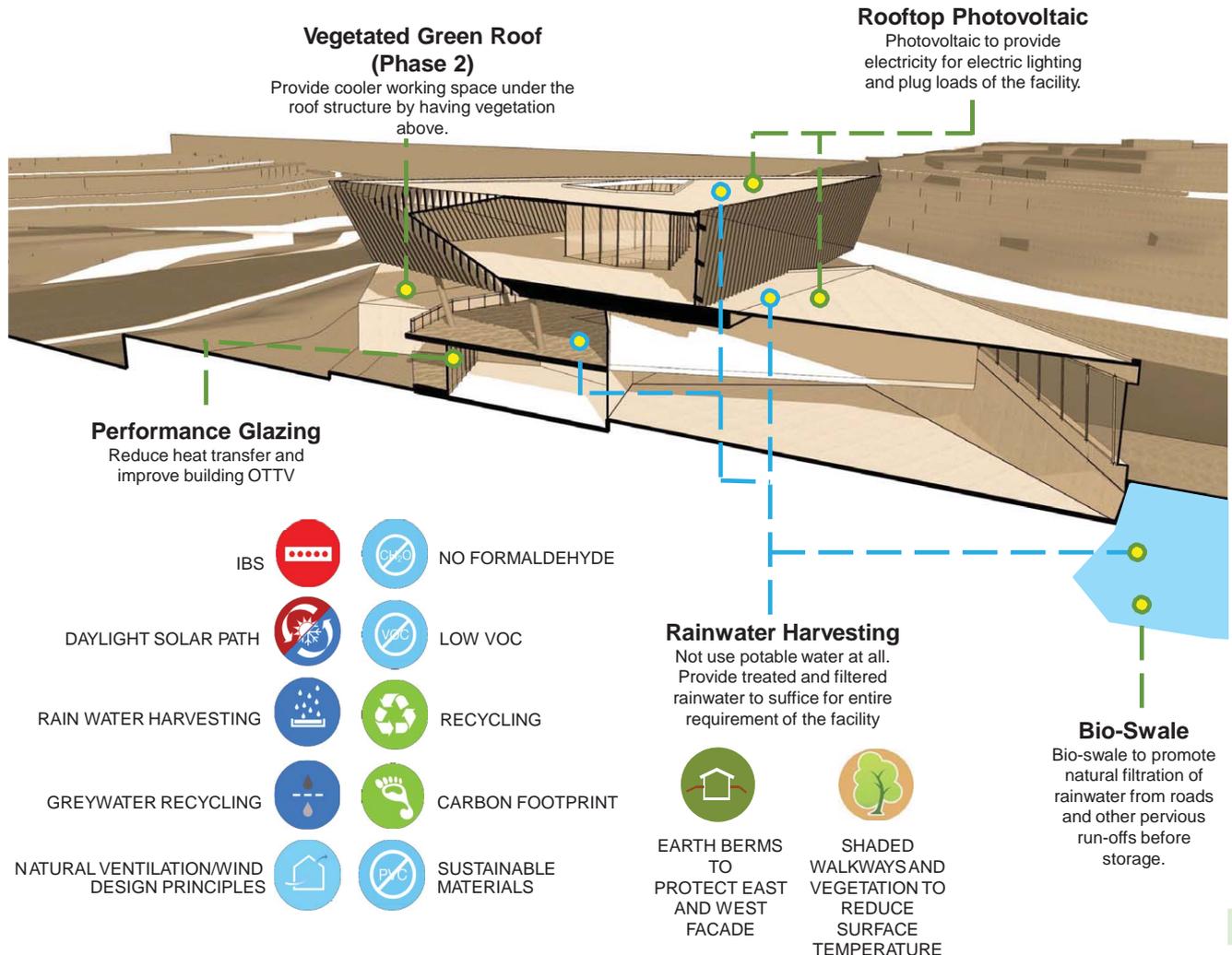
The COE's development trusts consist of education and training, community, environmental conservation, and capability and knowledge management. These trusts are in line with Khazanah's capacity building agenda for the nation and also support the national transformation agenda.



COE Green Features

The COE building is targeting a Platinum Green Building Index (GBI) rating and its construction is based on a bio-climatic design with green features. The COE construction is scheduled for completion in early 2017.

- 
EFFICIENT LIGHT FITTINGS
- 
ELECTRIC CHARGING STATION
- 
NATIVE / ADAPTIVE VEGETATION
- 
LOW - e GLASS
- 
CEILING FANS IN MOST SPACES
- 
HIGH FLOOR TO CEILING HEIGHTS



ECONOMIC

COWTEC® Food Waste Digester

E-Idaman recognises the importance of community anaerobic digestion (AD) in municipal solid waste management. AD produces compost and usable methane gas while reducing organic waste that is otherwise destined to landfill.

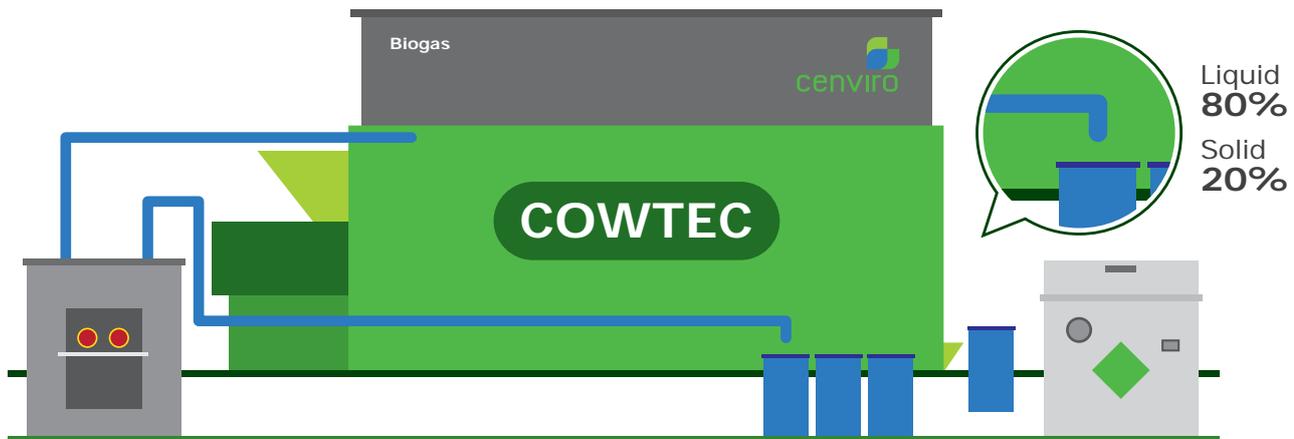
Cenviro has sole distributor rights to expand Cowtec in Malaysia. E-Idaman installed Cowtec units, with AD technology from Thailand, in Pulau Tuba and Kulim. This project aims to prove the AD Community concept and its overall importance in municipal solid waste management.

Malaysian solid waste contains between 35 and 60% organic fraction depending on the area. Cenviro, a 50% owner of E-Idaman, understands the importance of this process and believes it should be implemented nationwide. Composting is a simple way to add nutrient-rich humus which fuels plant growth and restores vitality to depleted soil. Traditionally, composting may take several months but this new technology accelerates the process to only 15 days.

Waste is composted anaerobically and methanogenic bacteria break down the waste. Unlike other composting machines, the Cowtec system collects the biogas generated from waste decomposition. The released biogas typically consists of between 50 and 70% methane, 24 and 50% carbon dioxide and 3% hydrogen sulphide with trace amounts of nitrogen, hydrogen and oxygen.

Most of the carbon dioxide and corrosive hydrogen sulphide is removed. The resulting gas contains 60% methane and can be used for direct heating or generating electricity.

The Cowtec system is self-sustaining: the digesting bacteria need not be replenished when in continuous operation. Currently, E-Idaman is converting 500kg/day of food waste to between 30,000 and 60,000 litre/day of biogas. In the future, we aim to work with JPSPN, SWcorp and other ministries, municipalities and authorities on small scale AD. This may include schools, hotels, hospitals and any major organic or food waste generators.



Cowtec Anaerobic Digestion System

Sources of Raw Materials and Products from Cowtec® Anaerobic Digester

FEEDSTOCK



INNOVATIVE & SUSTAINABLE GREEN TECHNOLOGIES

Valuable Incubator

Multiple Function & Applications

Automatic Self-sustaining Microbes Production Machine

PRODUCTS FROM COWTEC® ANAEROBIC DIGESTOR

LIQUID COMPOST



Produce EM

Anaerobic Composting Plants

DRY COMPOST



Soil Conditioner

Make Granular & Fertiliser

BIOGAS



Biogas Stove, Lamp

Biogas Gen-set, Water Pump

Biogas Shredder

CBG

Charging Battery for LED lights

ECONOMIC

Secured Landfill

Increasingly, our customers are actively working to keep their waste to a minimum. We design, build and operate our landfill site to minimise the impact of scheduled waste on the local and regional environment. Our landfill site adheres to best management practices, such as:

- Screening incoming loads to ensure that only acceptable scheduled waste is placed in our landfill.
- Using double-liner systems to capture leachate, the moisture that percolates out of the waste mass, so that it can be properly treated.
- Optimising waste compaction rates so we can use existing landfill space as efficiently as possible.
- Installing landfill gas collection systems to capture and control air emissions.

- A green wall
- Works as soil reinforcement

What is a Geogrid Wall?

- Flexible
- Fast and easy to construct

- Structure designed for durability
- Better resistance to dynamic characteristics

Secured Vertical Landfill

In 2015, the existing secured landfill at the WMC was close to full capacity. We had a major problem of finding adequate space for incoming waste.

Our team conceptualised a strategic vision to create more air space at our existing landfill. The Secured Vertical Landfill Project was born and construction commenced in March 2015.



Over the next four years, a 24m high geogrid wall will be built along the 1.7km parameter of our existing secured landfill. This first phase (Phase 1) will provide additional capacity of 1.5 million MT and increase the lifespan initially by 15 years without using new land.



Innovative Secured Vertical Landfill



Innovative Secured Vertical Landfill at Kualiti Alam under construction on existing utilised secured landfill without impacting operations - 30+ years of extended life

Moving Forward

We plan to incorporate separate subcells to segregate the organic and inorganic waste. This approach ensures we can manage the leachate and gas emissions based on the characteristics of various types of waste streams. We are also examining opening smaller subcells and introducing cover systems during operations. This will minimise water precipitation into the landfill waste while reducing the amount of leachate and treatment cost.

We recognise that we must continuously adapt to an evolving field. New technologies emerge and there are changes to regulations governing the types of wastes we

can treat. These changes affect our engineering decisions, operating practices, staffing levels and general facility management.

We are working to improve our landfill management and become more proactive in environmental management. We will continuously improve our operating practices to streamline our landfill and environmental management.



ENVIRONMENT

Protecting and improving the environment leads our business strategy. We strive to be good environmental stewards by conserving natural resources, developing renewable resources, reducing emissions and protecting habitats for future generations. Our environmental commitment is evident every day; it governs how we work, the materials we buy and the decisions we make.



ENVIRONMENT

Thinking green is a core component of our business strategy. There is no conflict between economic prosperity and environmental stewardship. In fact, the two are mutually dependent upon each other. Sustainability is key to our economic future and we consider the environment as a key stakeholder. We began introducing the necessary systems, processes and metrics required to drive continuous improvement in environmental conservation. These systems help reduce greenhouse gases, energy consumption and water use while improving our waste management. We also advanced innovations in overall productivity and plant efficiency.

Use of Raw Materials (G4-DMA, G4-EN1)

Hydrated lime, activated carbon and caustic soda are the three most commonly used materials when treating scheduled waste. The quantities of the materials are directly related to the amount and types of waste treated.

The use of these materials by year is presented in the following table.

Materials Used in Scheduled Waste Treatment

Type of Materials	Quantity (MT)		
	2013	2014	2015
Hydrated Lime	1,450	1,453	1,290
Activated Carbon	15	12	8
Caustic Soda	45	40	50

Use of Raw Materials in Scheduled Waste Treatment



HYDRATED LIME & ACTIVATED CARBON

Remove dioxins and furans during incineration

Neutralises acid gases and absorbs heavy metals

01



CAUSTIC SODA

Used by the wet scrubber system when the polluted gas stream makes contact with the scrubbing liquid

Removes the pollutants from a furnace flue gas or other gas streams

02

The WMC uses diesel as fuel for incineration. In 2004, options were explored to replace diesel with waste oil or Reconstituted Oil (RO). Kualiti Kitar Alam blends and produces RO in-house and any excess is sold. RM1.20 million was invested in upgrading the incinerators to run on RO. This burner system can run on 100% diesel, 100% fuel from waste or a combination of both.

Comparison of RO and Diesel Consumption

Year	Quantity (MT)		Ratio
	RO	Diesel	
2013	2,645	857	1:3
2014	4,322	836	1:5
2015	3,126	693	1:4.5

The characteristics of the waste being incinerated affect the consumption of RO and diesel with low-calorific wastes requiring more fuel. In 2015, the ratio of diesel and RO consumption was similar to 2014 although more fuel was used to treat the increased volume of waste.

Water Management (G4-DMA, G4-EN8, G4-EN9, G4-EN22)

Water management has received greater national and global attention in recent years. More frequent periods of drought and the potential impacts of climate change highlight the need for a strategic approach to water supply and usage. The WMC purchases water from Syarikat Air Negeri Sembilan Sdn Bhd (SAINS).

Water Usage Summary

Location	Volume (m ³)		
	2013	2014	2015
WMC	126,568	128,206	193,095
Corporate HQ	170 **	170 **	170 **
Kualiti Khidmat Alam and Regional Office	120	147	184
E-Idaman and Service Unit Office	9,455*	11,795*	19,246*
Total	136,313	140,318	212,695

Note:

- * Figure includes Head Office and all depots, except Kangar.
- ** Figure is based on an estimation (Total bills for the whole building over the number of floors occupied).



ENVIRONMENT

Waste Management (G4-DMA, G4-EN23)

Reducing waste is good for our business. It allows us to save money while lessening our environmental impact. Cenviro applies the principles of sustainable waste management.

PRINCIPLES OF SUSTAINABLE WASTE MANAGEMENT

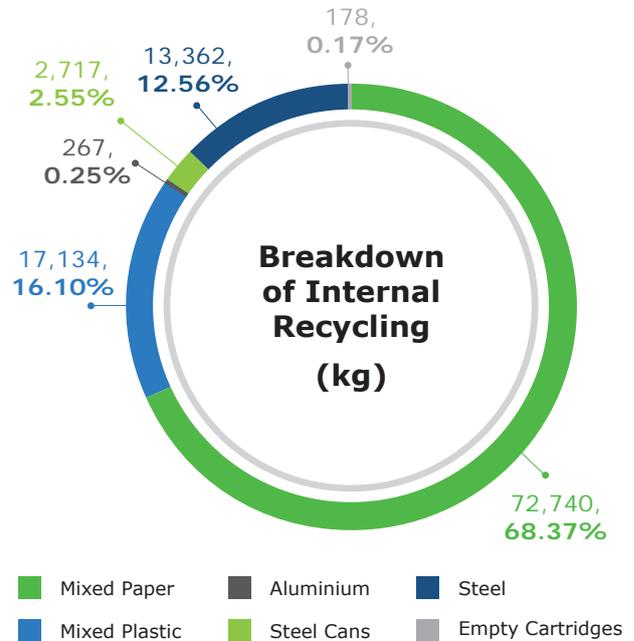
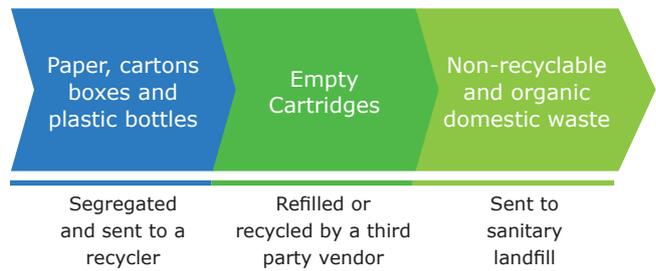


We seek new ways to proactively to deal with waste in a sustainable manner.

Domestic Waste Management

Recycling is important to both the natural environment and us. Recycling is essential as the amount of waste we create increases each year. We conduct an internal recycling programme at our offices.

Managing Our Domestic Waste



Waste Treated and Disposed (G4-DMA, G4-EN27, G4-EN31)

The amount of waste treated at INC1 increased by 48.26% in 2015 compared to 2014. Overall, we treated 23.83% more waste in 2015 than 2014.

Waste Treated and Waste Disposed from Operations

Facility	Quantity (MT)					
	2013		2014		2015	
	Waste Treated (External)	Waste Disposed (Internal)	Waste Treated (External)	Waste Disposed (Internal)	Waste Treated (External)	Waste Disposed (Internal)
INC1	30,877	10,163	27,583	7,010.96	40,895	12,301
INC4	7,486	1,207	7,887	1,581.09	8,593	1,658
SOLI	10,857	169.05	14,450	145.16	9,806	209.05
PCT	1,262	0.04	1,504	0.05	4,921	18.55
PCT ETP	486	32.81	442	27.01	13	38.73
Total	50,968	11,572	51,866	8,764.27	64,228	14,225

Plant Downtime

In 2015, all plants experienced significantly less downtime than in the previous year. This improvement was due to our proactive approach to maintenance. We allocated one day each month for maintenance and three weeks for our annual incinerator plant shutdown.

Breakdown of Plant Downtime

Facility	Downtime (Hours)		
	2013	2014	2015
INC1	2,147	2,505	1,479
INC4	2,838	2,299	1,071
SOLI	1,475	1,683	540
PCT	2,045	1,843	507

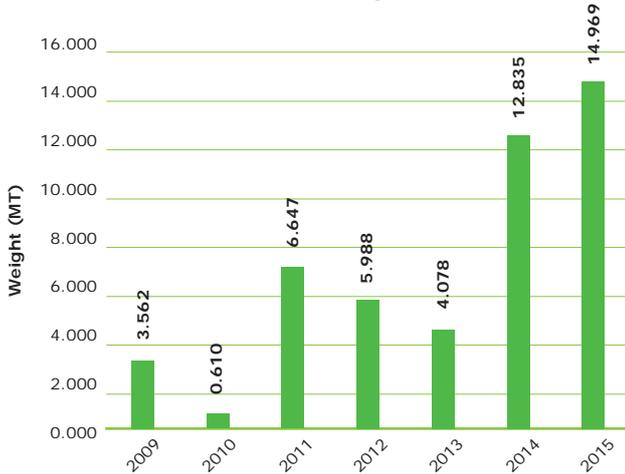


ENVIRONMENT

Ozone Depleting Substances (ODS) (G4-EN20)

We support the Malaysian Government’s commitment to implementing the Montreal Protocol on Substances that Deplete the Ozone Layer. This protocol demands freezing the consumption and production of hydrochlorofluorocarbons and the parties also agreed to reduce their consumption and production by 2015. Cenviro has supported the Government in this effort by treating ODSs. Collectively, we have treated 48.69 MT of ODS to date.

ODS Treated by Year



Environmental Performance

At Cenviro, we strive to improve the environmental performance of our operations and activities as environmental outcomes start with us. We are committed to continually improving our environmental management and reporting our performance in this area.

Kualiti Alam, a subsidiary of Cenviro which specialises in the treatment and final disposal of hazardous waste, has had its own Environmental Monitoring Programme (EMP) since its establishment in 1997. The EMP is conducted

by an appointed third party environmental consultant, annually. Monitoring reports are submitted to the DOE as part of its licensing and compliance requirements.

This environmental performance section is based on the data recorded in our EMP Annual Report 2015.

Surface Water Quality

Cenviro conducted quarterly surface water quality monitoring in April, June, September and December 2015. The monitoring was performed in seven river streams namely SW1, SW2, SW3, SW4, SW5, SW6 and SW8. River streams SW1, SW4, SW5, SW6 and SW8 are between 1 km and 4 km from the WMC. Stations SW2 and SW3 are both silt trap discharge points for storm water during heavy rain. SW7 was demolished in 2010 due to an alteration of the river. It was converted into concrete drainage by the developer on the land adjacent to WMC, Sendayan Tech Valley.

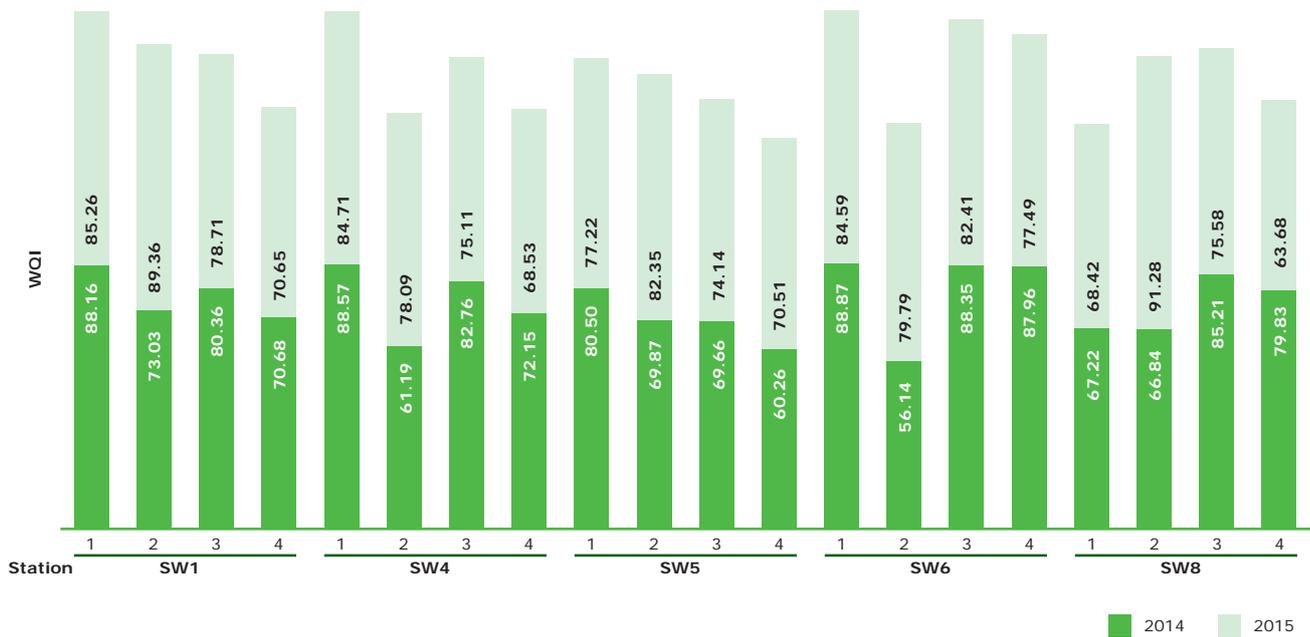
Location of Surface Water Quality Monitoring Stations

Station	Description
SW1	A culvert at the tributary of Sungai Unyai in the southwest corner of the WMC
SW2	A tributary of Sungai Unyai receiving perimeter surface run-off through the western boundary of the WMC
SW3	A tributary of Sungai Kulai receiving perimeter surface run-off through the eastern boundary of the WMC
SW4	Sungai Janging upstream of a water intake point at the Tanah Merah Estate
SW5	Near a bridge in Felda Sendayan along Sungai Jijan before merging with Sungai Jimah
SW6	Approximately 50 m upstream of SW1 along the tributary of Sungai Unyai
SW8	Midstream of Sungai Jijan before the aquaculture ponds



The aim was identifying changes in water quality and potential pollution sources at these stations. The Water Quality Index (WQI) was calculated to classify the water quality and compared to Class II based on the National Water Quality Standards (NWQS) for five stations at river streams except for SW2 and SW3 because both stations are located at the silt trap discharge point. The WQI represents readings from the middle of the river rather than the discharge point.

Surface Water Quality



Generally, the average WQI improved for stations SW1, SW4, SW5 and SW6 in 2015 with all being within the range of Class II. However, the WQI for station SW8 decreased slightly and falls under Class III. This was due to the high organic content from a new nearby development.

Groundwater Quality

Seven groundwater stations were monitored in April, June, September and December 2015. The groundwater quality was measured at GW2, GW3, GW4N, GW5, GW6, GW7N and Kg Jimah Lama (KJL).

Average Surface Water Quality



ENVIRONMENT

Location of Groundwater Quality Monitoring Stations

Station	Description
GW2	Near the storage area in the WMC
GW3	Northwestern corner of current site facilities near the leachate treatment plant in the WMC
GW5	Northeastern boundary well adjacent to the secured landfill in the WMC
GW6	Eastern boundary downgradient well at the secured landfill in the WMC
GW7	Southeastern boundary downgradient well at the asbestos landfill in the WMC
KJL	Groundwater abstraction well in Kampung Jimah Lama, approximately 3 km southeast of the WMC

The KJL monitoring station was demolished during the third and fourth quarters due to flood mitigation works. It will be relocated once the project has been completed. All stations' results were compared to the Recommended Raw Water Quality Standards (RRWQS), which were established by the Ministry of Health and revised in December 2000. The natural mineral composition of the groundwater was changed by the water reacting with rocks.

The groundwater samples were analysed for several parameters: pH, total dissolved solids (TDS), conductivity, hardness, heavy metals, volatile organic compounds (VOCs) and poly-chlorinated biphenyls (PCBs). The pH at all groundwater stations was well within the RRWQS limit of 5.5 to 9.0. The highest and lowest average pH values recorded in 2015 were 6.90 at GW4N and 5.70 at GW3. In general, the pH at the groundwater stations shows good water quality within the WMC. The concentrations of mercury, copper, zinc and cyanide were also observed and found to be within the RRWQS.

Groundwater Quality Monitoring

	GW2		GW3		GW4N		GW5		GW6		GW7N		KJL		RRWQ Standard
	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	
pH	5.32	0.00	5.47	5.70	5.81	6.90	6.14	6.53	6.01	6.35	6.08	6.20	7.08	6.70	5.5-9.0





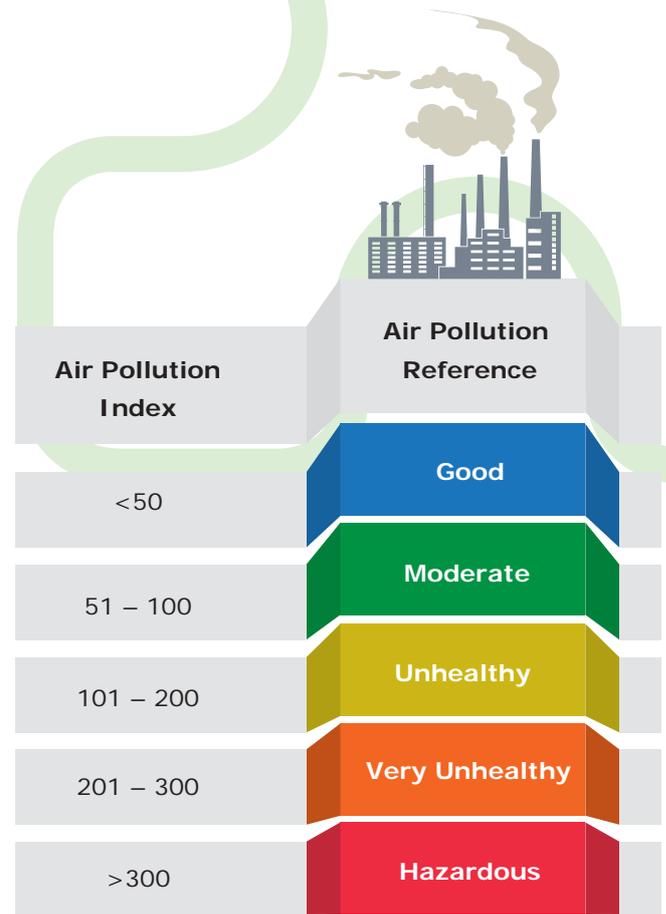
Air Quality

Kualiti Alam performs quarterly air quality monitoring as required by the Environmental Monitoring Programme (EMP). Samples are taken at stations A1, A5 and A6 within the compound and A2, A3 and A4 outside it.

Location of Ambient Air Quality Monitoring Stations

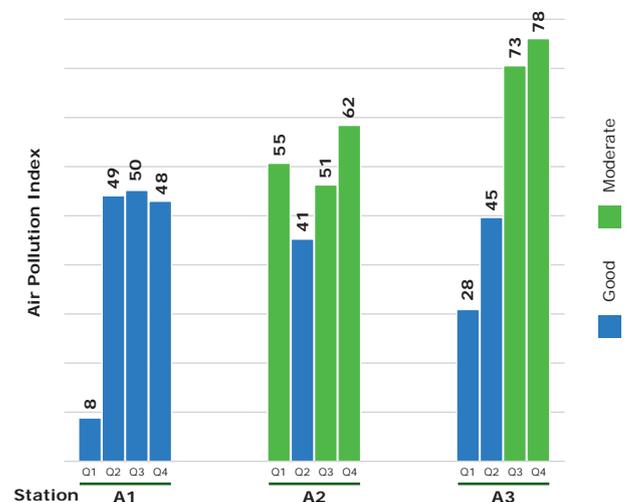
Station Coordinate	Description
Within WMC boundary	
A1	In an open space near the weighbridge and guardhouse within the WMC
A5	Near the diesel storage tank and maintenance building within the WMC
A6	Near the transit area within the WMC
Outside WMC	
A2	In an open space at Tanah Merah Estate Building and community centre, approximately 5.5 km southwest of the WMC
A3	In an open space in Kampung Sendayan, approximately 2 km northeast of the WMC
A4	In an open space in Kampung Jimah Lama, 3 km southeast of the WMC

The Air Pollution Index (API) is an indicator of air quality at a particular area. The API value is based on the average concentration of air pollutants namely sulphur dioxide (SO₂), nitrogen dioxide (NO₂), carbon monoxide (CO), ozone (O₃) and Particulate Matter <10 µm (PM10). The dominant pollutant, or the pollutant with the highest concentration, will determine the API value. PM10 is typically the dominant pollutant. The API for stations A1, A5 and A6 ranges from good to moderate according to the following API reference.



API is based on Malaysia Ambient Air Quality Guideline 2000

Air Pollution Index Year 2015



ENVIRONMENT

Outside WMC

Air quality outside the WMC is reported for stations A2, A3 and A4. These stations monitored the concentrations of six major pollutants including Total Suspended Particulate (TSP), ambient gaseous (CO, SO₂ and NO₂), ambient ground-level acids, heavy metals and polychlorinated biphenyls (PCBs). The ambient air quality was monitored twice a year in April and December 2015. The API for outside the WMC could not be calculated as PM10 and ozone were not monitored. These parameters will be monitored in 2016. The outside ambient air monitoring parameters are presented in the table below. The overall air quality for stations outside the WMC was well within their respective limits.

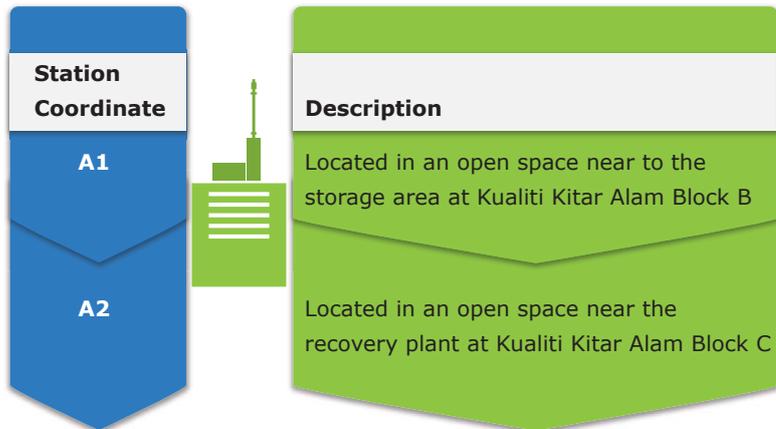
Parameter	Month	Outside WMC 2014			Outside WMC 2015			Limits
		A2	A3	A4	A2	A3	A4	
Total Suspended Solid	April	72	56	81	51	57	61	260
	December	46	17	28	36	28	29	
Arsenic	April	<0.01	<0.01	<0.01	<0.01	<0.01	<0.01	0.3 ^a
	December	<0.01	<0.01	<0.01	<0.001	<0.001	<0.001	
CO	April	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0	10
	December	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0	
SO ₂	April	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0	350
	December	<2.0	<2.0	<2.0	1.4	1.8	1.8	
NO ₂	April	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0	320
	December	<1.0	<1.0	<1.0	<1.0	<1.0	<1.0	

^a Ontario Ambient Air Quality Guidelines 1999

Kualiti Kitar Alam Air Quality

Kualiti Kitar Alam monitors ambient air quality at A1 and A2 monitoring stations on a quarterly basis. These monitoring stations are strategically located within the WMC to detect any significant changes in air quality that may be harmful to humans and the environment. The recorded ambient air quality was compared to the Ambient Air Quality Guidelines as stipulated in the DOE's licensing requirements. The API recorded in 2015 was 35 and 51 at station A1 and A2, respectively. The air quality remained between good to moderate throughout the year.

Location of Ambient Air Monitoring Stations





Parameter (mg/Nm ³)	2014		2015		DOE Limits
	A1	A2	A1	A2	
Total Suspended Particulates (TSP)	53.5	49.5	69.5	140.5	260
PM10	21	26.75	35.25	51.25	150
SO ₂	1	1	1.92	1.92	105
CO	1	1	1	1	35
NO ₂	1	1	0.8	0.8	320
O ₃	0.01	0.01	0.01	0.01	200

Stack Emissions Monitoring

We continued to comply with DOE Licensing Conditions for all stack emissions monitoring parameters throughout 2015. The results were compared to the limits imposed by the DOE in our facilities' licenses. Dioxins and furans were monitored biannually in April and December; acid gases and Total Particulate Matter every other month in February, April, June, August, October and December; and heavy metals quarterly in April, June, October and December. The average 2015 results are presented in the table below. Overall, the monitored stacks show clean emissions which have improved from 2014.

Stack Emissions Monitoring Results

Parameter	2014		2015		DOE LIMIT
	INC 1	INC 4	INC 1	INC 4	
Total Particulate Matter	31.00	17.50	20.50	16.67	30
Dioxin-Furan	0.04	0.05	0.03	0.05	0.1
Hydrogen Chloride	0.02	0.05	0.07	0.08	100
NO₂	85.75	136.00	67.50	88.07	400
SO₂	3.00	3.25	3.00	3.17	200
CO	32.00	32.25	31.00	25.83	125
Chlorine	0.04	0.01	0.12	0.33	200
As and its Compounds	0.02	0.02	0.02	0.01	25
Cd and its Compounds	0.02	0.24	0.02	0.01	15
Chromium and its Compounds	0.46	0.15	0.06	0.11	50
Pb and its Compounds	0.03	0.13	0.02	0.02	20
Hg and its Compounds	0.01	0.01	0.01	0.01	0.2
Cu and its Compounds	0.15	0.05	0.03	0.02	100

ENVIRONMENT

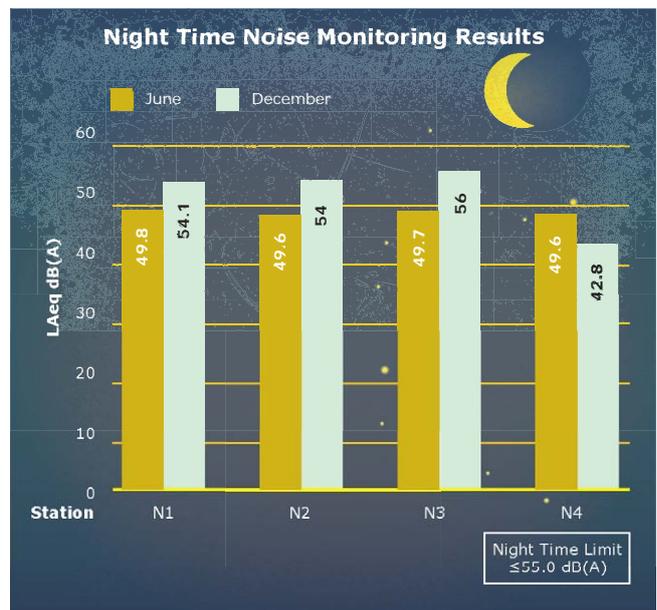
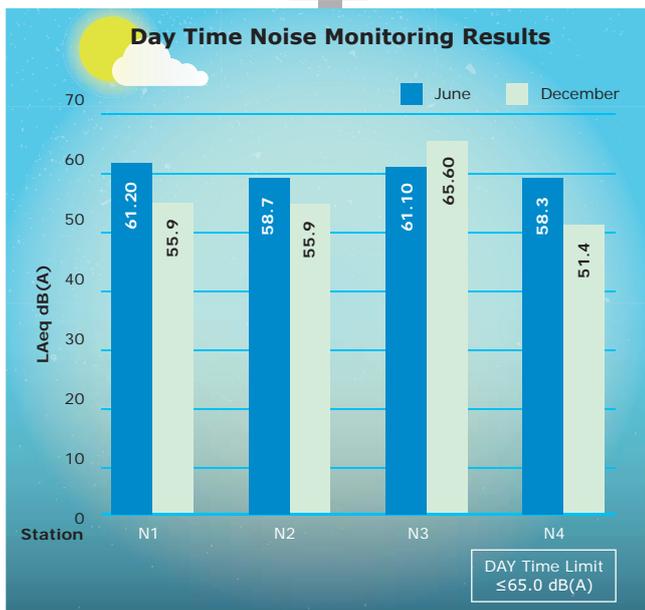
Noise Monitoring

We monitored noise levels biannually, in June and December, at stations N1, N2, N3 and N4. The noise data recorded during the monitoring programme was compared with the Planning Guidelines for Environmental Noise Limits and Control, 2004 published by the DOE. Generally, the results showed that higher day and night time readings were recorded at station N3. This may have been due to nearby machinery affecting the results.



Location of Noise Quality Monitoring Stations

Station	Description
N1	At the waste storage area
N2	At the landfill area
N3	Near the leachate treatment plant
N4	Near the reception weighbridge





Preserving Biodiversity

(G4-DMA, G4-EN11, G4-EN12, G4-EN13, G4-EN14)

Biological diversity, or biodiversity, refers to the variety of life on Earth. As defined by the U.N. Convention on Biological Diversity, it includes the diversity of ecosystems, species and genes and the ecological processes that support them. Natural diversity in ecosystems provides essential economic benefits and services to human society – such as food, clothing, shelter, fuel and medicines – as well as ecological, recreational, cultural and aesthetic values. It plays an important role in sustainable development.

Natural diversity in ecosystems provides many benefits to human life yet biodiversity is threatened in many places. We recognise the importance of conserving biodiversity and do so by avoiding or reducing potential harm to sensitive species, habitats and ecosystems.

Bio-aquatic Monitoring

Our rivers and streams are home to a rich diversity of aquatic life. We employed bio-aquatic monitoring to infer the ecological condition of these waterways by examining the organisms that live there. We observed four aquatic species of fish, phytoplankton, zooplankton and *Chlorophyll-a* at stations AF2, AF3 and AF4. Only phytoplankton and *Chlorophyll-a* were monitored at the main rainwater reservoir (MWR).

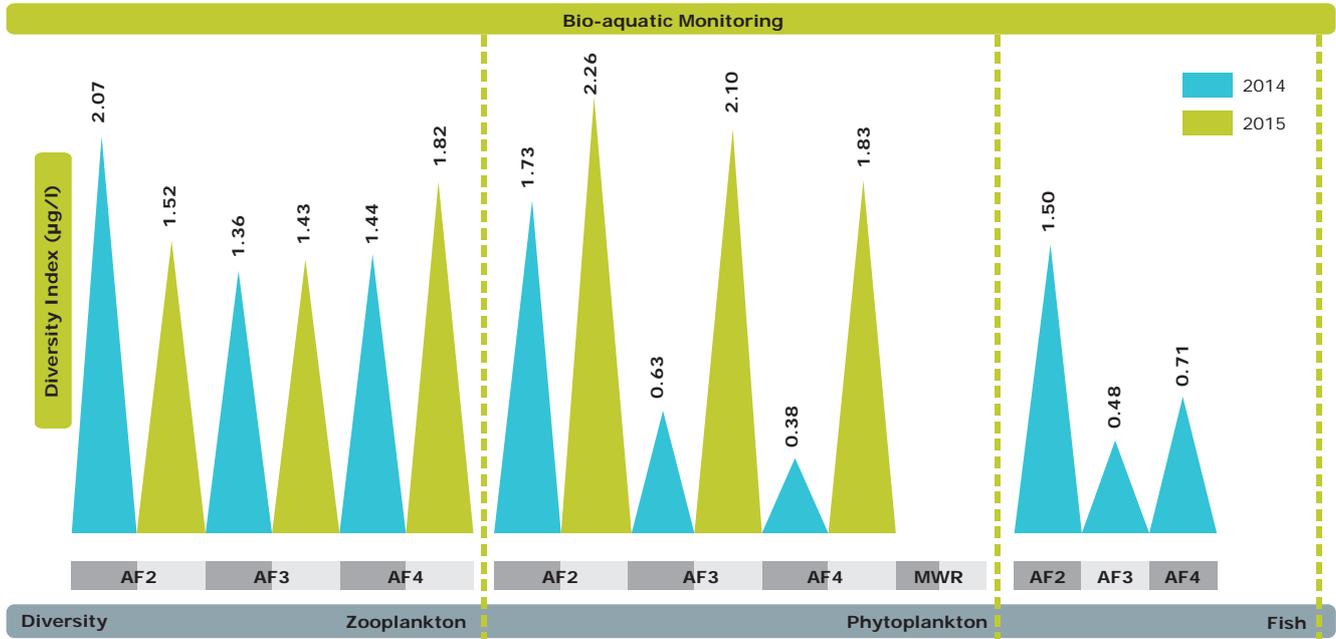
The Shannon-Weiner Diversity Index was used to measure the number of diverse species surrounding the WMC. Based on the calculated Shannon diversity indices, more phytoplankton species were recorded than in 2014. In 2015, the phytoplankton species were also more abundant than zooplankton, fish and invertebrates at most of the monitored stations. The high Shannon-Weiner diversity index highlights good stream quality as low pollution-sensitive species and pollution-tolerant organisms flourish with an abundant food supply.

We monitored bio-aquatic life at four stations:

- AF2 in a small stream from tributaries of Sg Unyai after the main culvert near to Tanah Merah post guard;
- AF3 in a small stream from tributaries of Sg Kulai near to landfill areas;
- AF4 in a small stream from tributaries of Sg Unyai after the Gabion dam near the main water reservoir; and
- MWR inside the main water reservoir.

The average results of the bio-aquatic biannual monitoring in June and December 2015 are presented below. In general, phytoplankton show an increasing trend compared to 2014. Zooplankton also increased in 2015 at the AF3 and AF4 monitoring stations. However, monitoring station AF2 shows zooplankton species are declining. There were no fish species observed at all monitoring stations.

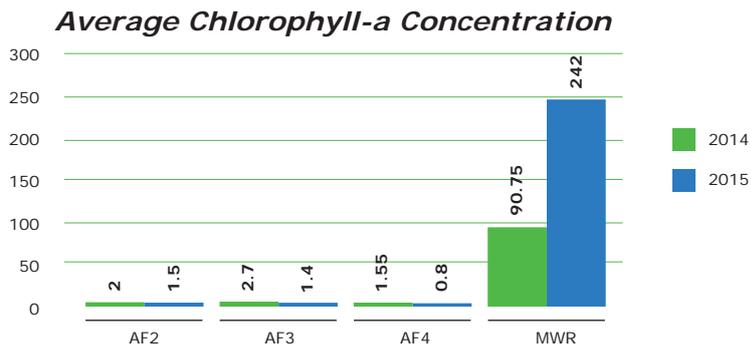
ENVIRONMENT



The concentration of *Chlorophyll-a* was also assessed from water samples taken at stations AF2, AF3, AF4 and MWR. The amount of algae found in the water can influence the concentration of *Chlorophyll-a*. A small amount of algae was found in samples taken at AF2, AF3 and AF4. This shows that the water quality at these stations has improved compared to 2014. The average *Chlorophyll-a* results for 2015 are presented below.

Chlorophyll-a Concentration

Photoreceptor / Station	Average Concentration (µg/l)							
	2014				2015			
	AF2	AF3	AF4	MWR	AF2	AF3	AF4	MWR
<i>Chlorophyll-a</i>	2	2.7	1.55	90.75	1.5	1.4	0.8	242



Bioassay Testing

A bioassay is a toxicity test conducted that exposes living aquatic organisms to different concentrations of water samples from station AF2, AF3 and AF4. We tested the growth rate of *Chlorella vulgaris* and mortality rate for *Tilapia sp.* and *Moina Micrura* in a laboratory setting.

Chlorella Vulgaris Growth Rate

Chlorella vulgaris algae were proposed to be used as a bioindicator to explain the cells at individual life stages affected by the tested substances. The study aimed to evaluate the toxicity of the water samples based on the growth percentage of *Chlorella vulgaris*. We sampled water at AF2, AF3 and AF4 twice yearly in June and December 2015. The percentage growth of *Chlorella vulgaris* monitored in 2015 increased significantly after 96 hours compared to year 2014. This shows that the nutrient concentrations in the collected water samples were sufficient for cultured phytoplankton growth.

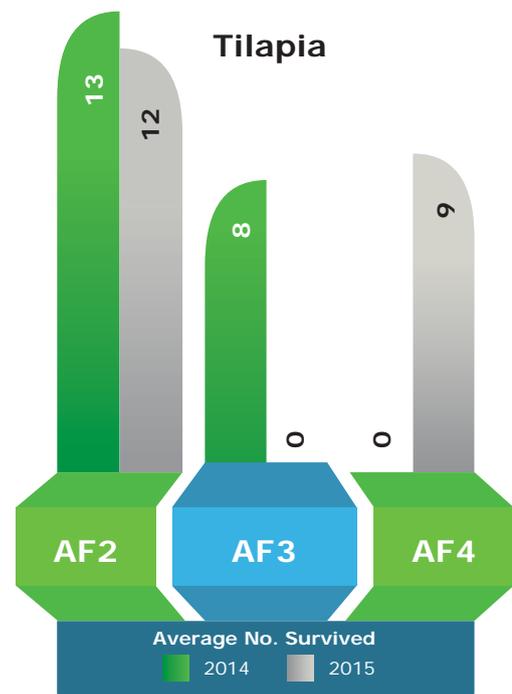
Hour	Growth Rate (%)					
	2014			2015		
	AF2	AF3	AF4	AF2	AF3	AF4
0	50	50	50	100	100	100
96 th	195.8	151.74	53.2	283	207	150.5



Tilapia Sp. Bioassay 96th Hour Test Result

The *Tilapia sp.* species test was performed under laboratory conditions at the three stations of AF2, AF3 and AF4. Ten adult and healthy *Tilapias sp.* were grown and fed in two replicate tanks for a week with 100% of sample concentration. From the graph below, the total number of *Tilapia sp.* surviving from the AF3 water samples show a falling trend. Water samples AF4 showed a significant increase for the same period of time. There were no significant changes to station AF2 within the past year. The average dissolving oxygen (DO) level in the concentrated tank for AF3 was slightly less than AF2 and AF4. This suggests that the low DO level caused the increased number of Tilapia deaths at station AF3.

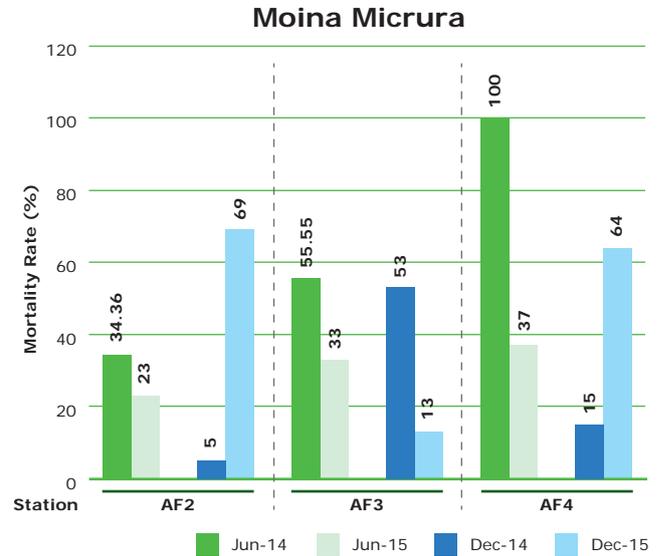
Hour	Average No. Survived					
	2014			2015		
	AF2	AF3	AF4	AF2	AF3	AF4
0	20	20	20	20	20	20
96 th	13	8	0	12	0	9



ENVIRONMENT

Moina Micrura Mortality Rate

This study evaluates the potential use of the zooplankton species, *Moina micrura*, in biomonitoring. *Moina micrura* were cultivated in the laboratory to determine their mortality rate after 48 hours. The bioassay results showed adverse effects including a reducing population growth rate that was generally proportional to the water sample concentrations. The *Moina micrura* mortality rate at monitored station AF2 and AF4 increased significantly in 2015. However, the recorded mortality rate at station AF3 decreased compared with the last two years. The mortality results for December 2015 are presented in the following table.



Flora and Fauna Survey

Terrestrial flora and fauna are found in a range of habitats and ecosystems from the lowlands to the top of the highest mountains. They are also found in a wide range of forest types.

We continuously maintain and improve environmental stability for the proper functioning of ecological systems. A total of 69 flora and 35 fauna species were identified in 2015. The terrestrial survey is influenced by seasonal species, local weather conditions and existing and historical land use.

The varieties of these species, including those protected by the International Union for Conservation of Nature (IUCN), are listed on the following page. The following three stations perform terrestrial flora and fauna biomonitoring:

- TF1: The oil palm plantation, adjacent to a secondary forest and near to the quarry area.
- TF3: An old oil palm plantation area near Kg. Jimah Lama.
- TF4: Framing areas and adjacent to rubber estate.

All stations flourished with green plants and there was no sign of distorted physical damage to their leaves or surfaces through monitoring in 2015. The fauna was found at its normal state without any mutating features or skin diseases. This indicates that all monitoring stations are devoid from any hazardous pollution. The reduced number of species may be due to the development at nearby stations. A comparison flora and fauna species found in 2014 and 2015 are presented in the following tables.



Flora Species

Type of Species	Total Species		Listed under IUCN			
	2014	2015	Total Species Listed		Status of Living of IUCN	
			2014	2015	2014	2015
Woody Trees Species	21	23	5	5	3 sp. Least Concern, 1 sp. Critically Endangered, 1 sp. Vulnerable	3 sp. Least Concern, 1 sp. Critically Endangered, 1 sp. Vulnerable
Shrubs and Herbaceous Species	32	29	2	2	2 sp. Least Concern	2 sp. Least Concern
Ferns and Ferns-Allies	19	15	-	-	-	-
Palms	3	2	-	-	-	-

Fauna Species



Type of Species	Total Species		Listed under IUCN			
	2014	2015	Total Species Listed		Status of Living of IUCN	
			2014	2015	2014	2015
Amphibians (Frog and Toad)	8	0	3	-	3 sp. Least Concern	-
Mammals (Monkey, Squirrel and Rat)	6	3	6	3	6 sp. Least Concern	3 sp. Least Concern
Reptiles	2	1	-	-	-	-
Insects (Butterflies)	10	10	-	-	-	-
Insects (Dragonflies and Damselfly)	6	6	5	5	5 sp. Least Concern	5 sp. Least Concern
Birds (Avifauna)	24	15	22	12	22 sp. Least Concern	12 sp. Least Concern

ENVIRONMENT

Climate Change and GHG Emissions (G4-DMA, G4-EN3, G4-EN4, G4-EN15, G4-EN16, G4-EN17, G4-EN19)

Since 2006, we have performed company-wide GHG emission studies. We have adopted the internationally recognised GHG Protocol established by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI). Our emissions accounting is based on the GHG Protocol classification of direct and indirect emissions.

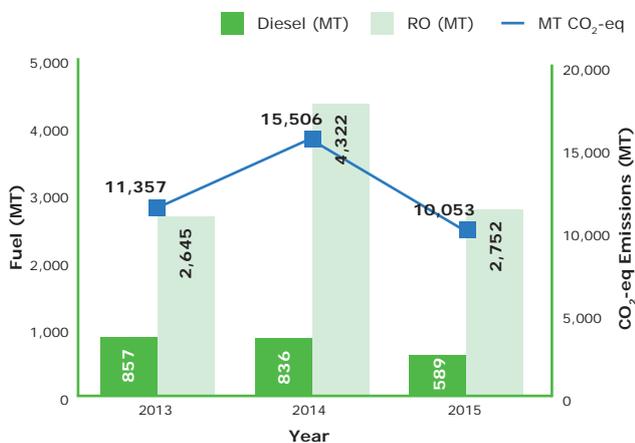
SCOPE 1	SCOPE 2	SCOPE 3
Category Direct GHG Emissions	Category Indirect GHG Emissions	Category Other indirect GHG Emissions
Description Emissions from sources that are owned or controlled by us	Description Emissions as a consequence of our activities, but occur at sources owned or controlled by another entity	Description Emissions as a consequence of our activities, but occur at sources owned or controlled by another entity
Emission Source <ul style="list-style-type: none">Fuel consumption at plant operationsCompany-owned vehicles	Emission Source Electricity consumption	Emission Source <ul style="list-style-type: none">Employee-owned vehiclesContractor-owned vehiclesAir travelEmployee commuting

Scope 1: Direct GHG Emissions

Plant Operations

Running the incinerators for extended periods requires a lot of energy. Most of our scheduled waste is incinerated and the remaining slag is sent to secured landfill.

Fuel Consumption and CO₂ Emissions from INC Plants



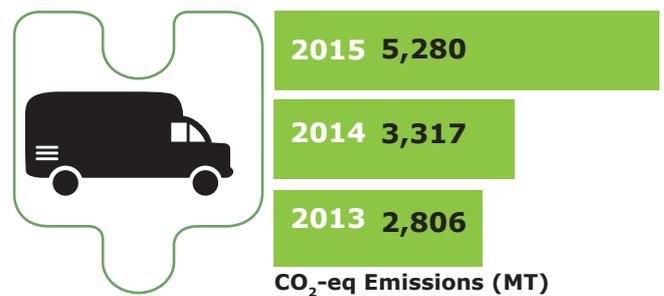
The combined fuel consumption decreased by 35.23%, from 5,158 MT in 2014 to 3,411 MT in 2015. The amount of RO in the fuel mix was similar to 2014.

As a result of the drop in combined fuel consumed by our incinerators, GHG emissions decreased by 35.17% compared to 2014.

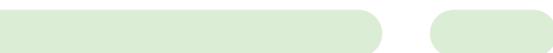
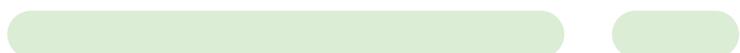
Company-owned Vehicles

GHG emissions produced by our fleet of company-owned vehicles were calculated from fuel purchases for cars, motorcycles, 4-wheel drives, vans, trucks and other heavy industrial vehicles. The CO₂ emissions from the consumption of fuel were derived from the emission factor published by the IPCC Guidelines for National GHG Inventories.

CO₂ Emissions from Company-owned Vehicles



There was a 59.18% increase in emissions. This increase was partly due to E-Idaman owning a greater number of vehicles and returning the rental fleet to contractors.



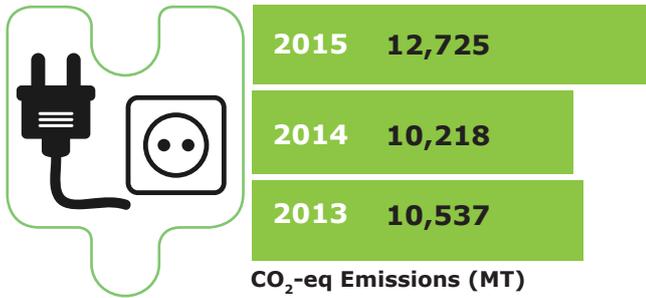
ENVIRONMENT

Scope 2: Indirect GHG Emissions

Electricity Consumption

Our indirect GHG emissions are in the form of purchased electricity. The CO₂ emissions from the use of electricity were derived using the emission factor published by the Malaysian Green Technology Corporation for the Peninsular grid.

CO₂ Emissions from Electricity Consumption



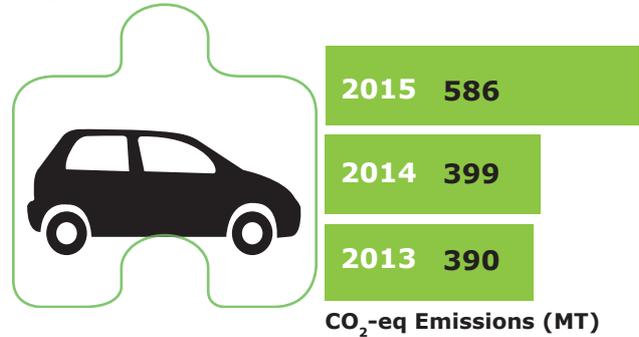
In 2015, we consumed 17,173,311 kWh of electricity, with 95.58% being used at the WMC. These emissions increased by 24.54% despite energy consumption increasing by only 14.79%. This increase was partly due to an 8.49% upward revision of the emission factor produced by the Malaysian Green Technology Corporation for the Peninsular Grid this year. We will continue to minimise our electricity consumption throughout all areas of our operations.

Scope 3: Other Indirect GHG Emissions (G4-DMA, G4-EN30)

Employee-owned Vehicles

CO₂ emissions from the consumption of fuel for employee-owned vehicles were derived from the emission factor published by the IPCC Guidelines for National GHG Inventories.

CO₂ Emissions from Employee-owned Vehicles

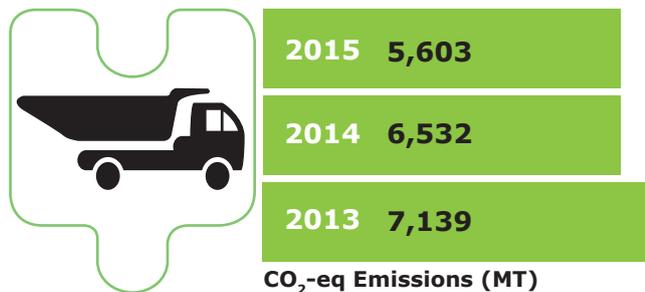


Emissions from employee-owned vehicles increased by 46.87% in 2015 compared with 2014.

Contractor-owned Vehicles

CO₂ emissions produced by combusting fuel for contractor-owned vehicles were also derived from the emission factor published by the IPCC Guidelines for National GHG Inventories. Contractor-owned vehicles comprise heavy industrial transporters, waste collection vehicles and landfill compactor units listed under Kualiti Alam, Kualiti Khidmat Alam, Kualiti Kitar Alam and E-Idaman.

CO₂ Emissions from Contractor-owned Vehicles



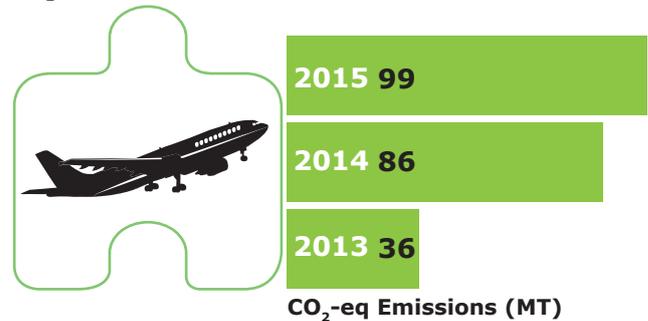
GHG emissions from contractor-owned vehicles decreased by 14.22% in 2015 compared with 2014. This decrease is partly due to some rental vehicles being returned to the contractors as E-Idaman purchased its own fleet.

Air Travel

GHG emissions resulting from air travel were measured from origin to destination including the number of employees on board, distance and flight class. We have included all short and long-haul flights in our GHG calculation.

We used online tools derived from the WRI GHG Protocol to calculate the CO₂ emissions from air travel.

CO₂ Emissions from Air Travel



Emissions from air travel increased by 15.12% in 2015, partly due to business expansion. Our emissions from air travel are still relatively low.

ENVIRONMENT

Employee Commuting

Significant CO₂ emissions result from employees in their daily commute. In 2015, we estimated the total yearly emissions produced by this form of travel.

We conducted an Employee Sustainability Survey in early 2015 to ascertain the most common method of travelling, the approximate total daily distance travelled and the type, make, model, age, engine size and type of fuel used if employees used their own vehicles.

A Mobile Combustion GHG Emissions Calculation Tool from the GHG Protocol Initiative was used to calculate the emissions of each respondent. It was estimated that the average employee works 46 weeks in the year. Based on this assumption, the estimated yearly emissions were calculated. An estimated 3,948 MT of CO₂ emissions resulted from 2,110 employees commuting to and from work in 2015.

Total CO₂ Emissions

The full breakdown of our emissions and their sources are summarised in the table below.

Scope	Category	Emission Source	CO ₂ -eq Emissions (MT)		
			2013	2014	2015
1	Direct GHG Emissions	Plant operations	11,357	15,506	10,053
		Company-owned vehicles	2,806	3,317	5,280
		Subtotal	14,163	18,823	15,333
2	Indirect GHG Emissions	Electricity consumption	10,537	10,218	12,725
		Subtotal	10,537	10,218	12,725
3	Other Indirect GHG Emissions	Employee-owned vehicles	390	399	586
		Contractor-owned vehicles	7,139	6,532	5,603
		Air travel	36	86	99
		Employee commuting	-	3,244	3,948
		Subtotal	7,565	10,261	10,236
Total			32,265	39,302	38,294

The following table shows the relationship between the total waste treated and the total CO₂ emissions from our business operations. This provides a good indication of the fuel efficiency of our waste treatment processes. In 2015, the fuel efficiency increased by 21.34%.

Year	Total Waste Treated (MT)	Total CO ₂ Emissions (MT CO ₂ -eq)	CO ₂ Emissions per MT of Waste Treated (MT CO ₂ -eq/MT)
2013	50,968	32,265	0.633
2014	51,866	39,302	0.758
2015	64,228	38,294	0.596

Environmental Initiatives

Recycle for Life Programme

Cenviro conceived the idea of the Recycle for Life, a recycling programme that rewards cash through the use of a smart card. Together with MyKasih Foundation, the programme is implemented by E-Idaman's 100% owned recycling company, GRRSB.

The 'Recycle for Life' programme is in line with the Government's objective to encourage and enhance public practice to reduce, reuse, recycle and recover which compliments the separation at source campaign which was implemented on 1 September 2015.



'Recycle for Life' smartcard



How 'Recycle for Life' works

Separation at Source

On 1 September 2015, it became mandatory to separate solid waste at source. Following this, our JVC, E-Idaman, held several awareness and educational programme such as the following:

- I.C.E Crew on 14 November 2015 at Aman Central, Alor Setar, Kedah
- 'Separation at Source (SAS)' awareness programme at Taman Wira Emas on 6 June 2015 and Taman Sri Merbuk on 12 June 2015
- Distribution of three colour-coded bins at Tadika Kemas, Taman Sri Merbuk on 12 June 2015

Green Plan

In 2015, E-Idaman began several initiatives to implement the conceptual green building application.





SOCIAL

Cenviro not only builds its business, but also strengthens trust and relationships with stakeholders by giving back to the community. Giving back to communities is part of our everyday culture and has been since the Company's inception, by being a responsible neighbour and trusted community partner.



SOCIAL

We are accountable for the socioeconomic impact our businesses create and take ownership of the welfare and development of the communities around us and in our value chains. In pursuit of maximising the positive socioeconomic impact of our businesses, we adopted an inclusive business model as a matter of strategy. We engage with communities surrounding our business operations to improve their economic conditions in order to create strong and sustainable value chains.

Social: Labour Practices and Decent Work

Our future relies on people with skills, passion and innovative minds to serve our current and future business needs. We continue to motivate employees through our shared mission and vision, development programmes, wellbeing culture and benefits.

Competitive Benefits (G4-EC3, G4-LA2)

Cenviro believes that its employees will determine its future success. In order to attract, motivate and retain the best and brightest, we invest in the development of our people and reward superior performance.

We offer employees a competitive rewards package, including compensation, benefits, retirement savings options, allowances and annual bonus payments for most positions. Our rewards reflect our pay-for-performance culture, offering flexibility and supporting our employees now and preparing them for the future.



Benefits Provided to Full-time Employees



General Benefits

Competitive Employees Provident Fund (EPF), Social Security Organisation (SOCSO), Professional Association Membership, Reimbursement of Examination Fees, Corporate Club Membership, Personal Club Membership



Medical and Insurance

- Medical Benefits, Group Hospital & Surgical, Group Personal Accident, Group Term Life
- Increased Group Term Life insurance from RM20,000 to RM30,000
- Dental & Optical Benefit extended to family members up to RM1,000 per family.



Allowances, Claims and Loans

Accommodation, Handphone, Relocation Allowance, Laundry Expense, Mileage Claims, Fuel Card or Fuel Allowance, Maintenance Allowance, Interest Subsidy for Car, Study Loan, Computer Loans and Subsistence Allowance



Leave

Annual Leave, Medical Leave, Hospitalisation Leave, Prolonged Illness Medical Leave, Maternity Leave, Marriage Leave, Haj Leave, Compassionate Leave, Paternity Leave and Mandatory Rest Days



Operations Uniform

Uniforms for all employees working at the plant



Children Excellence Award

Recognises employees' children who excel in their examinations



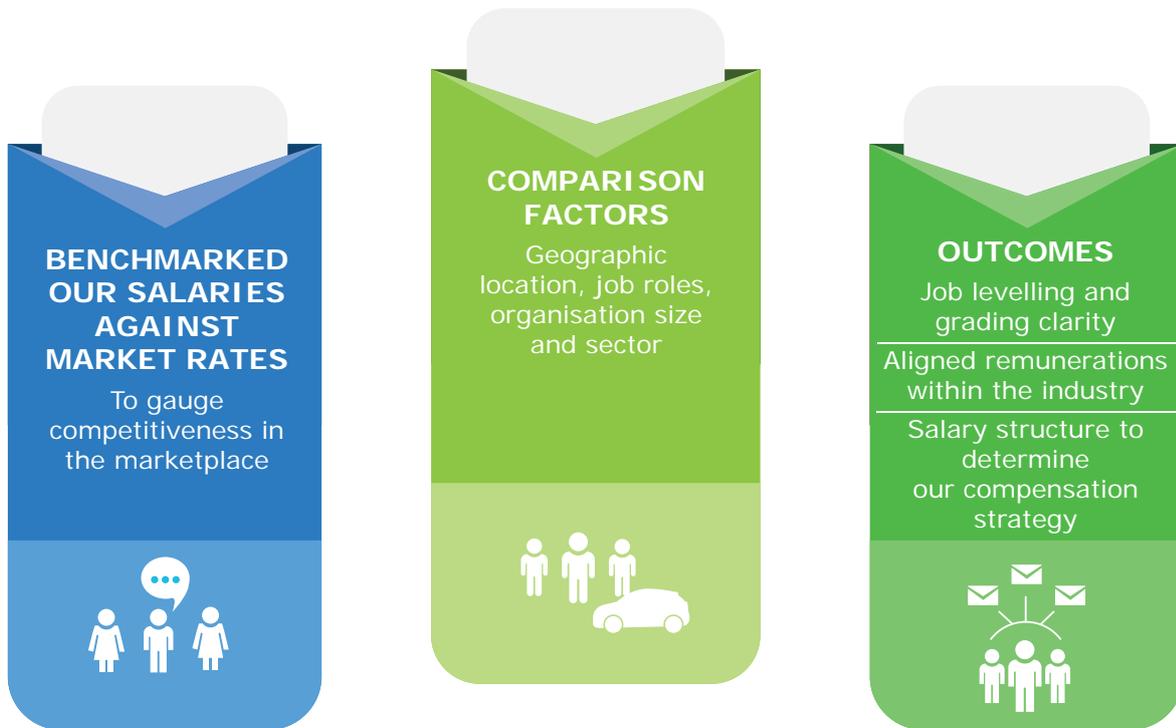
Voluntary Enrollment for Retirement Plan

Retirement savings are being offered to all full-time employees with CIMB Private Retirement Scheme. 20 employees voluntarily enrolled in this scheme in 2015.

SOCIAL

(G4-DMA, G4-EC5)

In 2015, we conducted a salary benchmarking exercise which compares our salary and benefits within our sectors. The exercise provides useful information for us to attract, support and retain employees within the context of an overall HR and organisational plan. We do not want to risk losing our valuable employees to competitors offering more attractive pay packages.



Salary Benchmarking Exercise to Retain Key Talents and Boost Employees' Morale

Recycling for Life Insurance Programme for Employees

E-Idaman practises a recycling programme that targets collecting a minimum of 6 kg of recycleables from employees each week.

We also adopted the Recycling for Life insurance programme proposed by GRRSB. The monetary value of recycleables collected is paid into the group term life insurance.

The programme took effect in October 2015 and provides additional coverage such as a RM20 hospitalisation allowance funded by our internal recycling programme.



Condolence Contribution Benefit

A condolence contribution benefit was introduced in our JVC, E-Idaman in April 2015 for its employees and their immediate family members. Cenviro also offers this benefit with RM2,000 being given for each employee and RM500 for immediate family members.

ELIGIBILITY

Employee

Immediate family members
(spouse and children)

CONTRIBUTION

RM1,000

RM500

Ex-Gratia Payment for E-Idaman Scheme A Employees

Unless declared by the Government, Scheme A employees are not eligible for a bonus and increment. However, we consider it our responsibility to keep employees' morale high while encouraging loyalty and maintaining productivity in the workplace.

In 2015, E-Idaman introduced a reward system for its Scheme A employees which is linked to their performance appraisal.

SOCIAL

Performance Measurement (G4-LA11)

As employees' achievements impact the company scorecard, we measure each of their KPIs to ensure they meet their targets. Bi-annual performance appraisals are conducted during the middle and end of each financial year. In 2015, these appraisals formally assessed 100% of employees.

During the year, we introduced the Electronic Performance Management System (e-PMS). This web-based system automates the entire appraisal process. Its functions include management tools for moderation, rewards simulation, performance analysis and employee development tools.

Performance Management System as key driver



Training and Development (G4-DMA, G4-LA9, G4-LA10)

Aspiring leaders of all levels and roles are vital for Cenviro's long-term sustainability. Our holistic and integrated approach addresses these leadership challenges head on to:



We deliver extensive technical training and promote career growth through an expanding set of leadership and employee development opportunities. Continuous improvement is prioritised as we ensure our employees have the necessary skills, knowledge and qualifications to complete their work safely and efficiently.



Employees Training Programme

CEPSWAM Course for Management Team

Scheduled wastes are by nature very toxic and dangerous. Improper management of such wastes will lead to serious pollution of the environment and the ecosystem as well as immediate long-term impacts on human health. Managing scheduled wastes requires a comprehensive understanding of the regulatory framework, waste properties, waste management concepts and accepted good management practices.

The Certified Environmental Professional in Scheduled Waste Management (CEPSWAM) course is a competency training programme conducted in-house which familiarises candidates with the current regulatory framework, waste properties, waste management concepts and good management practices.

In 2015, 13 of Cenviro's management team excelled in this course. This unique training course in Malaysia adopts a hands-on approach. A Certificate of Competency was awarded to participants who successfully completed the course and passed the examination. The course was held on 20, 21, 22, 28 and 29 September 2015.

Participants must pass both a theory and practical examination at the end of the course to receive the CEPSWAM certificate. This initiative ensures our management team performs its job function competently and adheres to legal requirements.

SOCIAL

Top Management Development Programme

We recently underwent a major restructuring and rebranding exercise. Key company members helped their teams cope and adjust to the new culture.

The Cenviro Top Management Development Programme was introduced to empower the leadership team to remain focused and productive following the major challenges. Also known as the Leadership Development Programme, it is a significant part of building a high-performance team within the Company. The programme, which was held on 12 November 2015 at Saujana Hotels and Resort, Subang reaffirmed our vision and mission to the Company's leaders.



Train the Trainer (3TP) Programme

We encourage our colleagues to share their wealth of knowledge and expertise through their work. Whether through project-based learning, technical skills-based cross-training, or facilitated sessions with subject matter experts, we aim to ensure that our colleagues are continuously developing new skills and capabilities to meet the needs of our ever-changing industry. We also help them deploy emerging best practices and technologies that support our continued growth and expansion.

During our 3TP Programme which spanned 10 days, employees shared all the necessary competencies and skills in their respective areas. 27 potential employees from various departments were identified and underwent the programme. The programme consisted of four modules and ran between 17 August and 23 November 2015.

Board and Management Retreat

Cenviro's corporate retreats are invaluable as they remove outside distractions so that the team can consider strategic and governance issues and concentrate on their own development. Our board and management retreats help solidify our board members and management team to improve their effectiveness by allowing members to become acquainted with one another and perform long-range strategic planning for the organisation.

Group Retreats Held in 2015

Cenviro Management Retreat	24-26 April • Bayview Resort, Penang
E-Idaman Management Retreat	5-7 May • Pulau Redang, Terengganu
Cenviro Board and Management Retreat	24 June • St. Giles, The Garden Hotel and Residence, Kuala Lumpur
	7-8 November • The Weil Hotel, Ipoh

Teambuilding Programme

An engaged workforce is vital for us to achieve our ambitions. E-Idaman held its SWAT Teambuilding Programme from 2 to 4 September 2015 at the Rainbow Paradise Hotel in Pulau Pinang. Employees were brought together for games, physical activities, a simulation exercise, problem-solving quizzes and other interactive programmes. The programme helped create a high-performing company for which employees feel proud to work. 60 employees participated in this programme.



Comparison of Training Delivered

Year	No. of Employees *	Training Cost (RM)	Average Training Cost per Employee (RM)	Training Hours	Average Training Hours per Employee
2013	305	401,463	1,316	1,015	3.33
2014	315	461,529	1,465	1,785	5.67
2015	412	326,844	793	11,428	27

* Note: As on last day of training

Our increased attention to employee training and development is reflected in the huge increase in the number of training hours in 2015. Factors which contributed to the increase include:

01 Running compulsory in-house training covering scheduled waste management to all employees

02 Delivering a series of in-house training programmes including an ergonomics and ERM workshop

03 Introducing an intensive induction programme for all new recruits which includes plant visits

Employee Training Programmes

In 2015, more than half of training was functional. A complete breakdown of employees' training sessions by type is presented below.

Employees Training Programme Breakdown by Type

Types of Training	Percentage (%)		
	2013	2014	2015
Functional	25	41	51
Organisational	7	2	1
Leadership	6	0	2
Technical	50	35	14
Accounting	3	0	7
SHE	9	22	14
Competency	-	-	11
Total	100	100	100

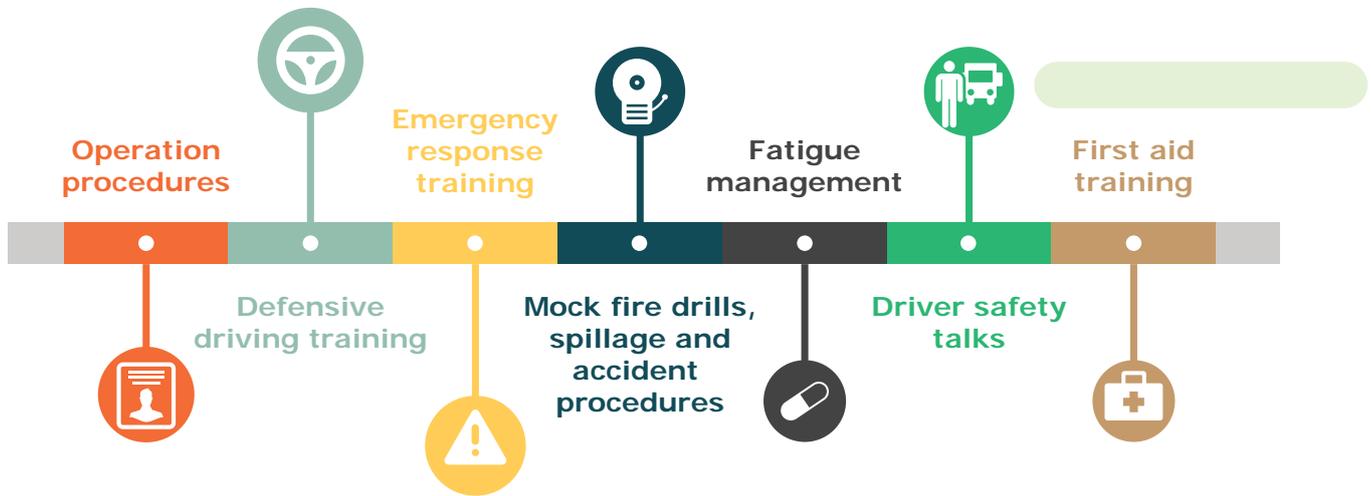
SOCIAL

Contractors Training Programmes

We work with many contractors who all contribute to business success in their own way. Contractors are expected to adopt the same safety standards as our own in line with our core business principles.

Suppliers who are actively involved in plant operations and maintenance receive induction training so that operations and Contractor Driving Training Programme procedures are clearly understood. Those operating forklift trucks, working at height or in confined spaces must attend mandatory training.

Coverage of Kualiti Alam's Annual Safety Training



We spent 12.08% more on contractors' training in 2015 than the previous year. This translates to a 5.60% increase in the average training hours received per contractor during the year.

Contractor Training Programmes

Year	No. of Contractors	Training Cost (RM)	Average Training Cost per Contractor (RM)	Training Hours	Average Training Hours per Contractor
2013	182	4,794	26.34	920	5.05
2014	182	3,997	21.96	1,008	5.54
2015	191	4,480	23.46	1,118	5.85

Breakdown of Contractor Training Programmes by Type

Cenviro contractors attended three main types of training. SHE accounted for 90% in 2015 compared to 80% in 2014, which demonstrates our commitment to safety. We will continue to promote the importance of safety internally and externally.

Training Breakdown by Type

Training Type	Objective	No. of Sessions (%)		
		2013	2014	2015
 Functional	Classified skills and knowledge required for contractors to perform their daily duties	0	0	0
 Technical	Classified skills and knowledge required for contractors to perform their daily duties	33	20	10
 SHE	A set of skills and knowledge that promotes the SHE of contractors engaged in work or employment to foster a safe and healthy work environment	67	80	90
Total		100	100	100

Contractors Training Programmes in 2015

Training Programme	No. of Training Sessions Held in 2015	Total No. of Participants
Integrated Management System	4	51
Pengurusan Pemandu & Emergency Response Procedure	2	66
New Driver Training on Kualiti Alam's Standard Operating Procedures	4	36
Driver Defensive Training	1	20



SOCIAL

Employee Engagement



KESUKA for Health and Emotional Well-being (G4-11)

We strive to help employees be resilient and happy at work and home. Research by the National Business Group on Health shows that approximately one in three employees experiences high-stress levels across the industry. This can lead to serious health issues, injuries, increased healthcare costs and reduced employee performance.

Cenviro's sports and charity club, KESUKA, promotes a healthy lifestyle through sports, welfare and recreational activities. KESUKA organised various wellness programmes to strengthen employees' ties with the surrounding community. Member subscriptions increased from 325 in 2014 to 412 in 2015.

KESUKA Activities 2015

25 January	KESUKA team participated in an Open Bowling Tournament at Kelab Sukan dan Sosial MPOB
28-29 March	Cenviro Family Day 2015 at Bayu Lagoon Resort, Bukit Katil, Melaka
12 April	Cenviro Bowling Tournament 2015 at Ole-Ole Super Bowl, Seremban 2
24 April	Joran KESUKA at Pulau Aur, Mersing
31 May	Fishing Tournament at Kolam Kita, Lukut
11 June	Cenviro Group Management competed against employees in a volleyball match
31 July	Friendly Bowling Tournament between Kualiti Alam, Kg. Sendayan and Majlis Perbandaran Port Dickson
7-9 August	Fishing Expedition at Pulau Jarak and Pulau Sembilan, Perak
12 August	Cenviro Group Raya Open House 2016 at Kualiti Alam WMC
27 August	Solat Hajat and Yasin Prayer programme with Tahfiz students from Madrasah Al-Arsad Labu, Seremban
23 September	Handing over ceremony for Qurban celebration to Kg. Jimah Lama, Kg. Jimah Baru, Kg. Sendayan and Kg. Gadong Jaya
25 September	Qurban celebration at WMC
10 October	Cenviro Open Bowling Tournament at Ole Ole Superbowl, Seremban 2
10 October	Kualiti Alam competed against Syarikat Air Negeri Sembilan (SAINS) in a friendly football match at Kementerian Belia dan Sukan Complex, Paroi
23 October	Hiking Expedition to Bukit Broga, Semenyih
20-21 November	KESUKA Team participated in a futsal and badminton tournament organised by JAS Melaka
29 November	KESUKA Team participated in a Zurichfire Friendly Futsal Game with Jabatan Bomba dan Penyelamat Negeri Sembilan at Sports Planet Senawang
23 December	Ceramah Maulidur Rasul by Pencetus Ummah Azman at the WMC

KESUKA Highlights in 2015



Cenviro Family Day 2015



Joran KESUKA, Pulau Aur



Open Bowling Tournament 2015



Friendly Football Match with SAINS



Bukit Broga Expedition



Zurithfire Friendly Futsal Game with Bomba Negeri Sembilan

SOCIAL

Workplace Safety (G4-DMA, G4-LA5, G4-LA6, G4-LA7, G4-LA8)

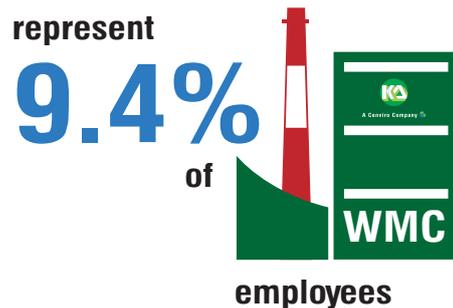
At Cenviro, we believe that safety is a value. It is neither a side note, nor an option, and is certainly not just another check mark on a job description list. Safety is an obligation that is equally shared by all of us. We take responsibility for maintaining a productive and safe workplace in every part of our company by minimising the risk of accidents, injuries and exposure to health hazards for all of our colleagues, contractors, visitors and the public at large. A key measure of our success is sending each and every employee and contractor home safely every day. This requires an unyielding commitment to safety.

We are committed to preventing avoidable workplace accidents and ill health at our places of work. Maintaining a first-class reputation and building stakeholders' trust is more important than mere short-term financial considerations.

Our Security, Safety, Health & Environment, Fire and HAZMAT (SSHEFH) Committee comprises 25 members: one chairman, one secretary, 12 management representatives and 11 employee representatives. This committee represents 9.4% of WMC employees. The SSHEFH committee composition conforms to the Appointment of Regulations 6 & 7, OSHA 1994 that requires at least four employer and employee representatives for an organisation with more than 100 people.



SSHEFH Committee



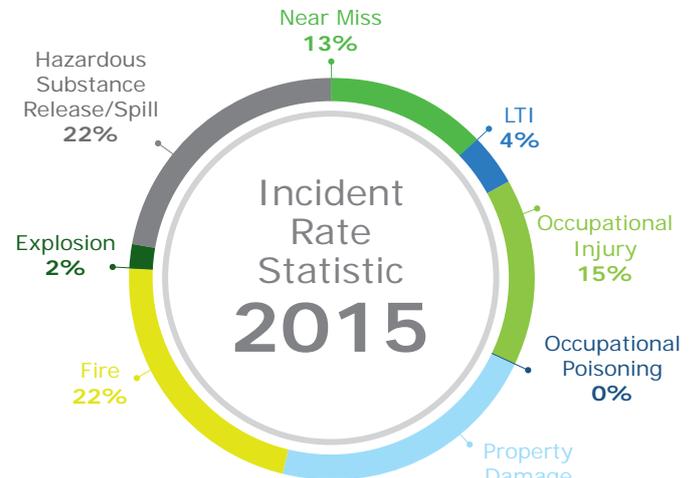


Our Safety Performance

In 2015, our overall safety record improved from 2014 with our incident rate reducing by 6.89%.

We encourage all employees to inform management of every injury or hazard, no matter how small. This approach helps us learn from every mistake, take corrective action and create a safer workplace for all.

We believe all accidents are preventable and have set a clear goal to achieve zero injuries. However, general carelessness and human errors do occur. Our goal is to reduce the number of injuries each year.



First ERCC in Sendayan Tech Valley, Negeri Sembilan

SOCIAL

Three occupational-related injuries were recorded at our JVC, E-Idaman in 2015. Its records demonstrate that the majority of injuries are the result of individuals failing to follow established safety protocols. We have increased training programmes to ensure that workers understand what is required of them and build accountability into individual safety performance.

DESCRIPTION

ACTION TAKEN



A collection crew member sustained a wrist fracture while collecting daily waste on Jalan Putra in Alor Setar. This occurred when another crew member operated the lifter as he did not realise his co-worker was removing waste.

The injured worker was sent to Hospital Sultanah Bahiyah in Alor Setar.

All crew members are reminded to check that no one is operating the lifter system nearby.



An employee accidentally stepped on an unstable concrete drain slab and fell into the drain. The victim injured his left leg, which required two stitches, and bruised his right thigh.

A briefing on Safety Procedure in Public Cleansing – Drain was conducted in Kubang Pasu where the incident happened. All personnel are required to check the concrete drain slabs before stepping on them.



An employee's finger was trapped while removing a concrete drain slab to clean the drain.

A briefing on Safety Procedure on Public Cleansing – Drain was conducted to emphasise the importance of safe procedures when removing drain covers.

In 2015, the WMC recorded 239,253 total man-hours, with 69 days lost due to an LTI injury in June 2015. The three LTI cases have been reported to Department of Occupational Safety and Health (DOSH) in our Register of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease (JKKP8).

Proactively, the SSHEFH department has introduced a new regulatory 'Penalty Matrix System' to address this negligence. The Penalty Matrix System enforces demerit points and penalties to employees or contractors who breached our safety regulations.

Our Health and Safety Initiatives

Cenviro positions safe operation as the highest priority as incidents will pose huge risks of damage and danger to society, stakeholders and the natural environment. It is fundamental to the way we do business. We have been practicing a strict zero tolerance to unsafe work practices. In 2015, we raised the bar by taking a variety of approaches that improve previous safety levels.

Despite our diligent efforts to improve overall safety management, we regret that an unfortunate incident occurred in February 2015. Since then, we have allocated more resources to ensure a safe workplace for employees or anyone else on our premises. During the year, we were constantly seeking out and introducing new activities and initiatives that are summarised below.



SOCIAL



Emergency Response Command Centre (ERCC)

On 13 October 2015, we launched our very own ERCC which acts as a central command and control facility that carries out the principles of emergency preparedness and emergency management. This facility is the first of its kind in Sendayan Tech Valley, Negeri Sembilan. The ERCC is a proactive way to ensure a fast response to any emergency at the WMC and the surrounding factories and communities. The ERCC was officiated by Datuk Wira Hj. Wan Mohd Nor Bin Hj Ibrahim, Director General of Jabatan BOMBA dan Penyelamat Malaysia and witnessed by Dato' Halimah Hassan, Director General of DOE on 13 October 2015.

The ERCC is equipped with two fire tenders, one HAZMAT vehicle and an ambulance. The plant has been equipped with firefighting equipment including a mobile foam extinguisher, breathing apparatus, foam and water spray nozzle, chemical protective suits and fire bunker suits.



Fire & Hazardous Materials (HAZMAT) Team

In July 2015, Cenviro established the Fire & HAZMAT Team in Kualiti Alam WMC which comprises 15 members: nine ex-BOMBA officers and six fresh entries. The team is composed of firefighters who have received specialised training in the prevention and mitigation of incidents involving hazardous materials. Our skilled HAZMAT team is responsible for safely terminating fires with hazardous materials and incidents involving chemical use. A fire HAZMAT demonstration was conducted during the ERCC opening ceremony on 13 October 2015.



Our Fire & HAZMAT Initiatives in 2015

AUGUST 20 2015	Chemical Protective Suit (CPS) usage and familiarisation	13 Participants
SEPTEMBER 22 2015	Hose fittings and handling of hydrant monitor	12 Participants
OCTOBER 26 2015	Mobile foam fire extinguisher handling	12 Participants
NOVEMBER 20 & 25 2015	Fire evacuation briefing to all staff	139 Participants
DECEMBER 22 2015	DMEX	150 Participants

Disaster Preparedness Drills

We conducted four fire drills to familiarise ourselves with the Company's emergency plans and procedures on 15 September, 28 October, 26 November and 22 December. Fire drills are an important part of workplace fire safety that prepares employees to respond quickly, calmly and safely.

We also organised a Disaster Management Exercise (DMEX) evacuation drill on 22 December 2015. In addition to the Kualiti Alam Fire & HAZMAT Team and Jabatan Bomba dan Penyelamat Negeri Sembilan (BOMBA Negeri Sembilan), Ibu Pejabat Polis Daerah (IPD) Port Dickson, Hospital Tuanku Jaafar, DOE Negeri Sembilan, Civil Defence Department and representatives from the Port Dickson district office also participated in the drill.



E-Idaman conducted annual fire drills that refresh employees' knowledge of fire emergency procedures. It is mandatory for all HQ and service unit level employees to take part.

SOCIAL

Safety is not just a priority for us but also for our JVC, E-Idaman. Numerous safety initiatives have been conducted at our JVC including:

- Site safety audit: E-Idaman site safety audits inspect the implementation of risk controls based on safety requirements in the operations manual. Safety practices observed on site are compared with set criteria outlined in the manual. The audit covers ENVI operations as well as contractors and their vehicles.
- First Aider: From 13 to 15 January, 20 employees from the HQ and service units attended first aid training on the treatment and immediate medical attention for injuries in the workplace.
- Emergency Response Team: From 26 to 28 January, 21 employees from the HQ and service units learned basic theoretical and practical training on fire control and firefighting.

Joint Safety Committee (JSC)

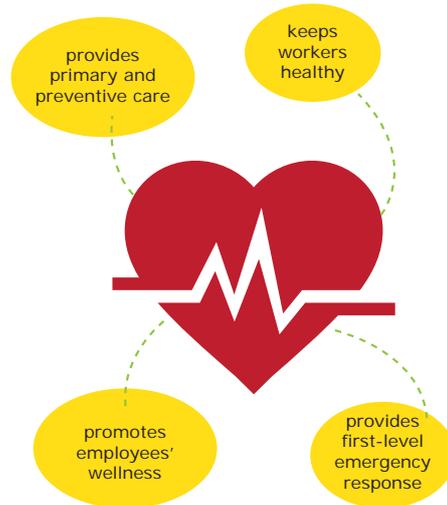
In June 2015, we formed a JSC which consists of representatives from industries surrounding our WMC. All committee members have an interest in the general promotion of safety and health within the area. Members include Akashi Kikai Industry Sdn Bhd, Sime Darby Plantation Sdn Bhd, Hino Motors Manufacturing Sdn Bhd, Schmidt+Clemens (Asia) Sdn Bhd, Safran Messier-Bugatti-Dowty, Kayaku Safety Systems Sdn Bhd and See Sen Chemical Berhad. The JSC is led by Tuan Norazam bin Khamis, Director of BOMBA Negeri Sembilan.

With the formation of this committee, we hope to work with other industry players surrounding our operations by responding to safety, health and environmental emergencies. The contact details of our JSC were shared with all members to encourage feedback and continuous engagement with the local surrounding community. We propose to call this committee the Sendayan Tanah Merah Emergency Mutual Aid (SETMA) and register it with the Registry of Societies (RoS).

Kualiti Alam Clinic

In September 2015, we initiated a discussion with KPJ Seremban to open a clinic at Kualiti Alam WMC. The establishment of this clinic will comply with the standard set by the Ministry of Health (MOH) under Cawangan Kawalan Amalan Perubatan Swasta (CKAPS) Division.

This clinic would provide first-level support for any work incident, overall health and wellness of our workforce. It will also provide primary and preventive care, keeping healthier workers, promote employees' wellness and help the company identify occupational disease and safety risks. The Kualiti Alam clinic is expected to be fully operational by the end of 2016.



SHEQ Day

SHEQ Day is an annual event organised by the SSHEFH Department that promotes a safe and healthy workplace.

We also conducted a safety talk, health screening, a blood donation drive and showcase exhibition display booths by various organisations including BOMBA Negeri Sembilan, DOSH, SOCSO and National Occupational Safety and Health (NIOSH).



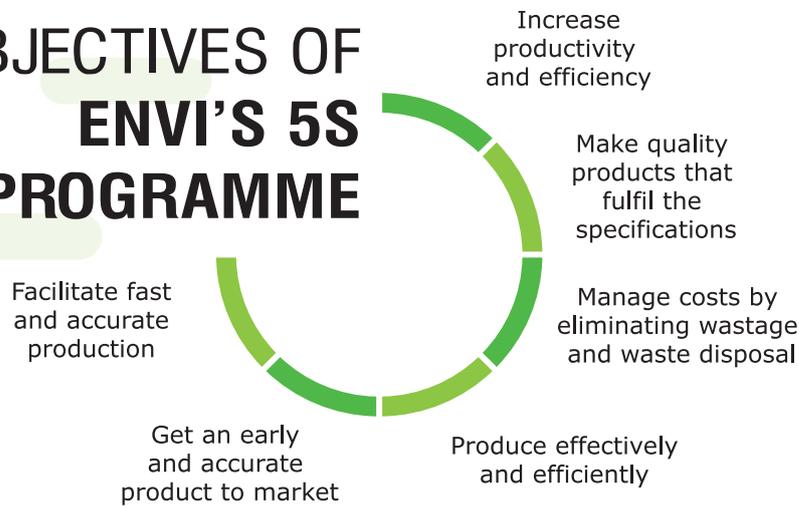
New Initiatives at Our JVC, E-Idaman

E-Idaman's 5S Improvement Plan

5S is a basic, fundamental, systematic approach for productivity, quality and safety improvement in all types of business. The 5Ss are prerequisites for any improvement programme. 5S philosophy focuses on effective workplace organisation and an efficient work environment while reducing waste. It also aims to improve quality and safety.

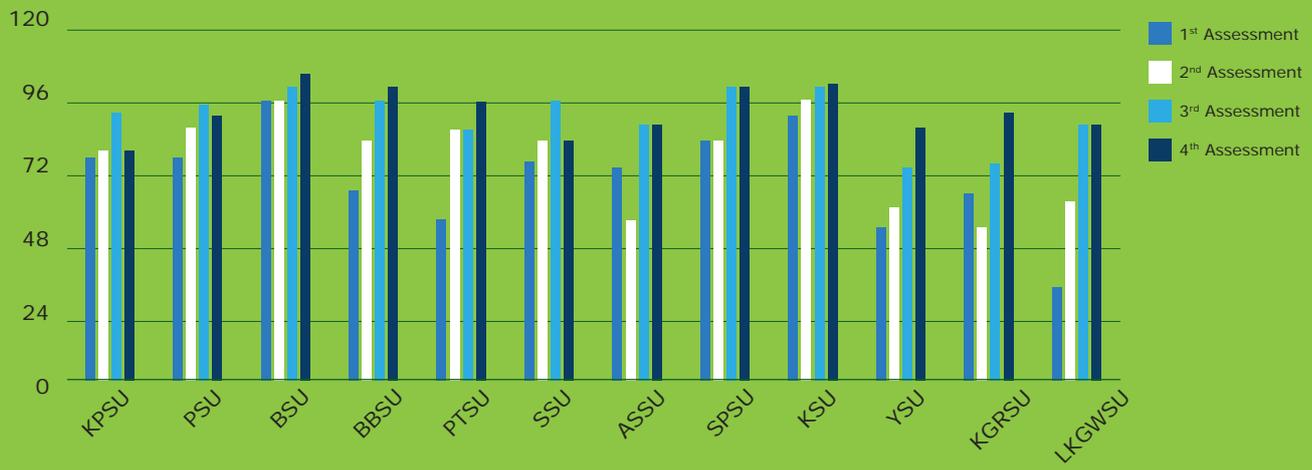
5S is a workplace organisation method that uses a list of five Japanese words: seiri, seiton, seiso, seiketsu and shitsuke.

OBJECTIVES OF ENVI'S 5S PROGRAMME



A quarterly 5S audit was conducted by the Quality Improvement and Technical Audit (QITA) Department.

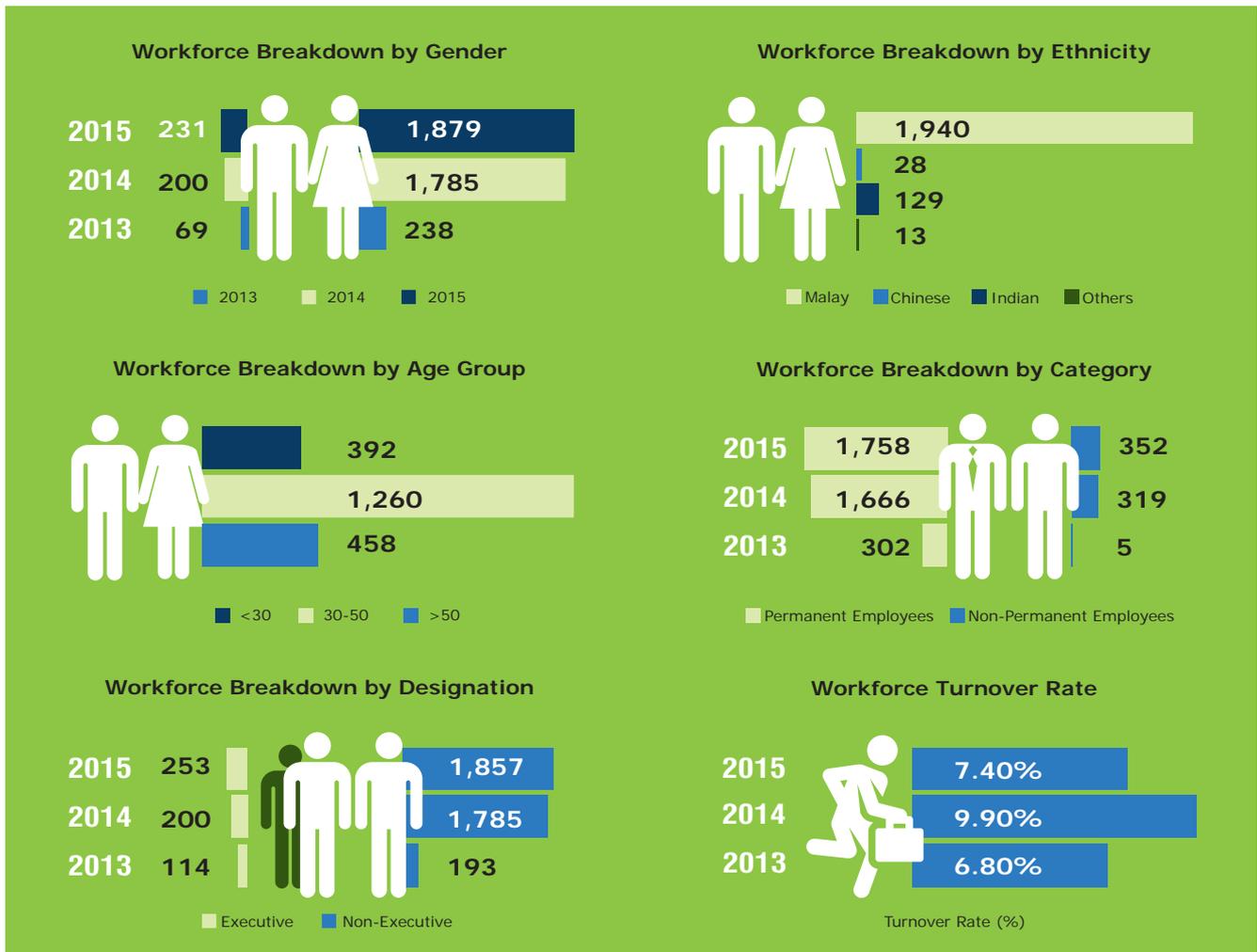
5S Audit Results



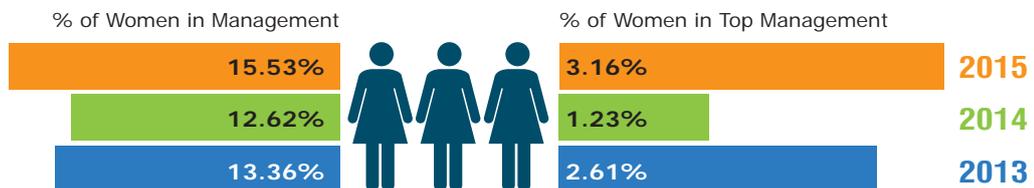
SOCIAL

Diversity and Inclusion Inspires Innovation (G4-10, G4-DMA, G4-LA1)

Great ideas push us forward. We rely on our employees' diverse backgrounds and perspective to spark innovation. We continue to hire more inclusively and believe in equality for everyone, regardless of race, age, gender, ethnicity, religion or personal backgrounds. Cenviro's diverse workforce is presented in the charts below.



Women in Management



Social: Society



CENVIRO'S FOOD & EDUCATIONAL AIDS IN KEDAH

SOCIAL

Our Involvement in the Community (G4-DMA, G4-EC7, G4-EC8, G4-DMA, G4-SO1, G4-SO2)

Cenviro Group contributed RM1 million to MyKasih Foundation to implement “Love My Neighbourhood” programmes for low income households in Kedah, in collaboration with Yayasan Prihatin Rakyat Kedah (YPRK). The cheque handover ceremony was witnessed by the Kedah Menteri Besar YAB Dato’ Seri Haji Mukhriz Tun Mahathir who is also the patron of YPRK. Also present were Chairman of Cenviro Group YBhg Dato’ Seri Ismail Shahudin, MyKasih Foundation Trustee Siti Khairon Shariff, and Kedah EXCO Member YB Dato’ Suraya Yaacob. In 2015, Cenviro and MyKasih Foundation successfully organised two programmes in Kedah: Ziarah Kasih Ramadhan Programme and My Happy Corner Programme.

Ziarah Kasih Ramadhan Programme

The Ziarah Kasih Ramadhan programme was held on 2 July 2015 in conjunction with the holy month of Ramadhan and the Hari Raya 2015 celebrations. The programme saw 7,000 underprivileged families in Kedah receiving food boxes containing essentials such as rice, flour, batik sarongs, tea, coffee and dates.



My Happy Corner Programme

My Happy Corner programme was held on 9 November 2015 in Sekolah Kebangsaan Pida 3, Tanjung Jitra, Kedah. The programme allows 800 selected students from various schools in Kedah to use their MyKasih smartcards to purchase a study table and chairs to create a conducive study environment at home.



Educating for a Sustainable Future: Cenviro Education Excellence Programme

Cenviro contributed annually to the six schools surrounding Kualiti Alam WMC namely:

- Sekolah Kebangsaan Jimah,
- Sekolah Kebangsaan Jimah Baru,
- Sekolah Kebangsaan Gadong Jaya,
- Sekolah Kebangsaan Sendayan,
- Sekolah Jenis Kebangsaan (T) Ladang Tanah Merah, and
- Sekolah Menengah Kebangsaan Seri Sendayan.

These contribution were part of our continuous effort to strengthen our bonding and relationship with local communities surrounding our WMC area.



Anugerah Kecemerlangan Pendidikan 2015

Growing Together: Cenviro Community Development Programmes

Our subsidiary, Kualiti Alam, is committed to preparing local communities for the future and creating conditions in which people can thrive. We empower surrounding community members to collectively tackle local issues, partner with local authorities to upgrade the physical infrastructure and improve community members' overall wellbeing. We contributed to various good causes to upgrade the local community including sponsoring the national flag in conjunction with the Merdeka Day 2015, contributing to the officiation of Rukun Tetangga Taman Sendayan and contributing two airconditioning units to SMK Seri Sendayan's school library.

Giving back to the community has been a long tradition at Cenviro Group. As we give back, everyone realises deeper connections with our neighbours and communities.



A Cenviro representative visiting SMK Seri Sendayan

Our JVC, E-Idaman, also made several contributions in 2015 as summarised below.

- **Flood Relief Mission**

The recent floods that hit the east coast of Peninsular Malaysia left every citizen in shock. ENVI and Environment Preserving Initiatives Club (EPIC) organised a flood aid and relief mission to distribute supplies to those affected by the disaster. Mattresses, blankets, towels, rice, cooking oil, sugar, biscuits and other daily necessities were distributed to those in need. Our flood relief efforts targeted our coverage areas that were badly affected such as Perak, Perlis and Kedah.



- **Zakat Distribution Programme**

Starting on 4 July 2015, the Zakat distribution programme is to become an annual event. ENVI Perak and SWCorp Perak collaborated with the State Government in this holy movement to help the poor and needy. More than 300 local residents benefited from the zakat contributions. We also distributed duit raya, kain pelikat and kain batik to the recipients.

SOCIAL

Good Corporate Citizenship Practices in the Industry

Our Commitment

Across the industry and around the nation, the society, businesses and the government are recognising the value proposition of today's Cenviro. We have an innovative community that is harnessing the potential of services and technologies for the promise of a better world.

Awareness and Talks

Cenviro's long-standing tradition of industry engagement is a natural extension of its core values. We seek to educate policymakers and industry influencers, both directly and indirectly, through various engagements. These events provided an opportunity to share the role of our integrated scheduled waste management in the industry. The Company took part in 13 seminars in waste management-related events in 2015.



Our JVC, E-Idaman, also regularly reaches out to the public to raise green awareness including:

- Reminding them of the impact of pollution.
- Educating them about recycling.
- Sharing facts about how to reduce or reuse their waste.

In 2015, 22 of its employees visited 10 schools and reached out to more than 3,000 individuals. The Company also delivered 3R talks to the general public at various venues including Area Kampung Baru & Taman Damai Pokok Sena, Flat Taman Setia Jaya, Aman Central and Taman Angsana Kulim.

On 6 January 2016, we also supported 'Recover Programme Mata Hati Malaysia', which was organised by Persatuan Mata Hati Malaysia. The programme aimed to be a pioneer in educating the public to adopt good recycling habits. Members of the public were also encouraged to give their electrical goods to several recycling collection centres. The goods were given to families in need and victims of floods whose homes were destroyed by the disaster.

Training and Educating the Community

The EQ(SW)R 2005 under Regulation 15 (Conduct of Training) states that every waste generator shall ensure that all his employees involved in the identification, handling, labelling, transportation, storage and spillage or discharge response of scheduled wastes attend training programmes.

CENVIRO'S CUSTOMER TRAINING IN 2015

Educating customers

Nationwide seminars, trainings programmes, dialogue sessions with the DOE and surrounding communities, exhibitions, website information and brochures

Topics covered

Waste collection, transportation, packaging, storing, e-waste guidelines, Scheduled Waste Management Guideline, EQ(SW)R 2005, spills, industrial effluent, ESWIS and the safe handling, storage & disposal of chemicals

Impact

27 training sessions for our customers

SOCIAL

Educational Visits

We welcome visitors to Kualiti Alam WMC to better understand its waste management operations. We also showcase our waste treatment processes, plant facilities and technologies. We offer technical tours for all our visitors, which include the academic institutions, corporate sectors as well as professional and international delegations.

In 2015, we received a total of 463 visitors.

Visitors to the WMC in 2015



Visit by MOH



Visit by Pantai Hospital



Visit by Tenaga Nasional Berhad



Visit by Politeknik Port Dickson

Proper Disposal of Narcotics Scheduled Waste Awareness

In 2015, Kualiti Alam disposed of 783 kg of drugs with a street value of RM157 million. These narcotics had been handed over at the WMC on 10 December 2015 in the presence of the Pahang Narcotics Crimes Investigation Department (NCID).

The consignment was destroyed using a rotary kiln incinerator with an efficient flue-gas-cleaning system. This process ensures a thermal destruction efficiency up to 99.9% and meets all DOE licensing conditions on incineration emissions.

The handover of the methamphetamine was a good platform for NCID and Kualiti Alam to raise awareness and educate related waste generators on the proper disposal procedures for this type of scheduled waste.



Drug disposal by NCID Pahang at Kualiti Alam

Public Policy Development and Lobbying (G4-DMA, G4-SO6)

Cenviro continued its support of the DOE's environmental initiatives by sharing its expertise, knowledge and financial contributions at both state and national levels.

Events Participated in as the Nation's Trusted Partner in Environmental Solutions in 2015

	VENUE	PROGRAMME	IMPACT
	Pusat Kecemerlangan Bahan Berbahaya dan Industri Hijau, Taboh Naning, Melaka	Majlis Pelancaran Pusat Kecemerlangan Pengurusan Bahan Berbahaya dan Industri Hijau	Kualiti Alam sponsored smart partnership and networking events between Cenviro, Kualiti Alam, industry players and the authorities.
	Taman Tasik Titiwangsa, Kuala Lumpur	Minggu Alam Sekitar Malaysia (MASM) Peringkat Kebangsaan 2015	This celebration, held in conjunction with the nation's Environment Day, nurtures and increases environmental awareness among Malaysians.
	Grand Ballroom, Klana Resort, Seremban	FMM Negeri Sembilan Annual Dinner	Kualiti Alam won Best Occupational Health Practice Category Award at FMM Negeri Sembilan annual dinner.
	D'Tempat Country Club, Sendayan	Focus Group Public Dialogue and Discussion with industry players and community members	Cenviro consulted its industry peers and the surrounding community members on the proposed development of SWTE plant at Kualiti Alam.

SOCIAL

Community Engagement

We have a long history of working hand-in-hand with our communities. Cenviro is only as strong as the local communities in which its employees and customers live and work. It is mutually beneficial to make meaningful contributions to society for the betterment of all. It is not just about donating money, but also building partnerships and working with others to overcome local challenges.

Semurni Kasih Seikhlas Budi

On 3 July 2015, Cenviro Group employees broke fast with approximately 350 local community members from four surrounding villages. The Semurni Kasih Seikhlas budi Ramadhan event was held at D'Tempat Country Club, Sendayan, Negeri Sembilan.

We brought joy to single mothers and underprivileged children by handing them goodie bags. Cenviro also contributed a total of RM10,000 to four mosques in Kg Felda Sendayan, Kg Jimah Baru, Kg Jimah Lama and Taman Gadong Jaya.

Our JVC, E-Idaman, also shared the joy of Ramadan with orphans from Maahad Darul Hadis Tok Keling on 22 June 2015. The Company contributed RM9,900 to the orphans of which RM4,000 was distributed in forms of duit raya and RM1,600 as gifts. An additional RM10,000 was channelled to Yayasan Sultanah Bahiyah to help the poor and needy in celebrating Ramadhan.



Aidilfitri Gathering

Cenviro held an Aidilfitri gathering at the WMC parking area on 12 August 2015. During the event, Cenviro contributed a total of 10,000 to each JKKK representative from all six local communities.



At our JVC, E-Idaman, the joy of Aidilfitri was celebrated through an open day event held on 3 August 2015. During the open day, Chief Minister of Kedah, Dato' Seri Mukhriz Bin Tun Mahathir, officiated the opening of our new building, Wisma E-Idaman Sdn Bhd. Guests were treated to scrumptious Raya treats including ketupat, rendang, lemang and lontong.



SOCIAL

Aidiladha Ceremony

Cenviro held a Qurban ceremony on 23 and 25 September 2015 for employees and local community members. We gave a cow to each of the four villages of Kg Felda Sendayan, Kg Jimah Baru, Kg Jimah Lama and Taman Gadong Jaya. We also shared the meat of another two cows with Cenviro employees. This is part of our annual commitment to strengthening relationships with local communities and employees.



Friendly Sports Match and Tournament

On 31 July 2015, we hosted and organised a Kualiti Alam bowling tournament for our stakeholders. Representatives from MOH, DOE, DOSH and BOMBA were invited to the sports event. This tournament is one of many initiatives we organised to strengthen our relationship with stakeholders.

Our JVC, E-Idaman, also shares the same interest in sports as a way of engaging with stakeholders. Its employees from Kedah and Perak held a friendly golf match with local authorities of Perak on 20 March 2015. 38 representatives from Pihak Berkuasa Tempatan Kerajaan Perak took part.

Cenviro's Jom Kenal Kualiti Alam initiative aims to educate and raise awareness of Kualiti Alam's operations in the communities surrounding the WMC.

Road Show: Jom Kenal Kualiti Alam

The roadshows familiarised the public with the Company's operations and role. It also allowed us to demonstrate our strict safety practices and proactive approach to protecting public health which is a major concern for those close to the WMC. In 2015, we successfully conducted three roadshows as follows:

- 18 November - SMK Seri Sendayan
- 16 December - Salam Senawang Specialist Hospital
- 21 December - Sime Darby Plantation Tanah Merah



SOCIAL

Anti-Corruption and Gift Policy (G4-DMA, G4-S03, G4-S04)

Employees must neither offer on behalf of the Company nor receive a bribe for their own benefit, or the benefit of relatives or spouses.

Employees or their immediate families must not receive gifts or favours from contractors, suppliers, clients, customers or any other party having business dealings with the Company. However, in such circumstances where it is customary to do so, employees can accept gifts of nominal value or favours provided they are not unduly influenced by them.

Cenviro's 'No Festive Gift' Policy prevents employees from accepting any form of gifts, favours or gratuitous entertainment from contractors, suppliers, customers or any other party having business dealings with the Company.

Corruption is viewed very seriously and all employees must uphold the integrity of the Company. Any reports of corruption will be investigated immediately. Those found guilty will be dismissed from the Company and further action taken where necessary.

An icon consisting of a green document with three horizontal lines representing text, and a green padlock to its right, symbolizing data security. Below this icon is a blue rounded rectangle with the text "PERSONAL DATA PROTECTION ACT 2010" in white, bold, uppercase letters.

PERSONAL DATA PROTECTION ACT 2010

Privacy Policy (G4-DMA, G4-PR8, G4-PR9)

We adhere to the Personal Data Protection Act 2010 (PDPA). Since 2013, the PDPA has been in force in Malaysia to protect the personal data of individuals performing commercial transactions. We only collect personal identification information from users if they voluntarily submit it to us. We adopt appropriate data collection, storage and processing practices, and security measures to protect against unauthorised access. We do not sell, trade or rent personal identification information to others. There were no breaches of privacy cases in 2015.



Social: Human Rights (G4-DMA, G4-HR1, G4-HR2, G4-HR3, G4-HR5, G4-HR6, G4-HR8)

Notice Period for Operational Change

We communicate operational changes that may affect employees throughout the Company. Human Resources informs the affected personnel and manages the training and induction programmes. The notice period varies according to the job grade and is subject to Senior Management's approval. We respect employees' rights and follow guidelines based on Malaysia's Industrial Relations Act 1967.

The current SHE Risk Assessment Procedure and Management of Change Procedure govern new business and new or different machinery used by operations. We discuss other changes collectively and the Integrated Management Systems (IMS) Committee devises action plans. Meetings and subsequent action taken are communicated and eventually implemented across the organisation by various IMS Committee representatives.

Employees' Rights at Work (G4-DMA, G4-LA12, G4-LA13)

Cenviro acknowledges its responsibility to respect employees' rights in accordance with the Government's Declaration of Human Rights. We do not tolerate any form of harassment, discrimination or violence in the workplace.

We also protect supply-chain personnel and local community members. The Human Resources Policy recognises that while governments are primarily responsible for protecting human rights, the rights of individuals may be affected by company activities. All operations:

- 01 Provide a safe and healthy workplace for associates
- 02 Do not use child, forced, prison, indentured, bonded or involuntary labour
- 03 Prohibit discrimination in their hiring and employment practices
- 04 Forbid actual and threats of physical abuse and harassment of associates
- 05 Support freedom of association and the rights of employees and employers to bargain collectively

Everyone should be treated with dignity and respect and Cenviro conducts business in a manner consistent with this principle. We comply with all applicable employment and human rights laws and regulations where we have operations. Our suppliers are expected to do the same. All employees, including security personnel, are issued with an Employee Handbook and Code of Conduct. These documents clearly define the scope of our ethical responsibilities.

Cenviro complies with the Children and Young Persons (Employment) Act 1966. Individuals below the age of 18 years cannot be employed according to the Malaysian Employment Act 1955. No incidents of discrimination or risk to freedom of association and collective bargaining have occurred. There have been no reported incidents of risks of child, forced or compulsory labour. No violations of human rights involving the rights of indigenous people have occurred at any time in the Company's history.

SOCIAL

Social: Product Responsibility



Customer Satisfaction (G4-DMA, G4-PR5)

Customer Satisfaction Survey

We are committed to surveying each and every customer to measure whether we are meeting their expectations. A Kualiti Alam customer satisfaction survey in the first quarter of 2015 allowed customers to give feedback in a quick, cost-effective, transparent and flexible way. This primary data produced by the surveys is analysed, compiled and presented to the management at the end of each year.

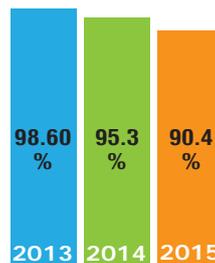


In 2015, 91% of customers completed the survey: 65% of which responded online and 35% on hard copies. We successfully embedded the customer experience in the heart of our business.

CUSTOMER SERVICE EXECUTIVE

OUR COMMITMENT

- Maintain good customer relations and high customer satisfaction levels
- To be the first company to be called for Hazardous Waste solutions



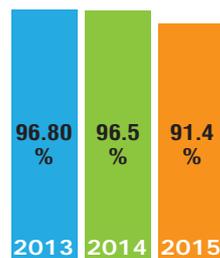
OUR APPROACH

- Regular visits and communication with customers
- Education for customers on proper waste handling

TRUCK DRIVERS

OUR COMMITMENT

- Close monitoring of drivers' movements through GPS



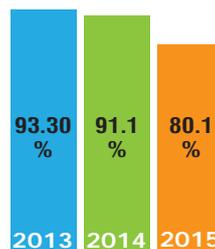
OUR APPROACH

- All drivers and supervisors received QMS refresher training
- Emergency responses and mock drills
- Legal and safety training
- First aid training
- Road safety video seminar covering safety measures while driving
- Defensive driving training
- Overview of the GPS system

SUPPORT SERVICES

OUR COMMITMENT

- Respond to customer concerns promptly and effectively



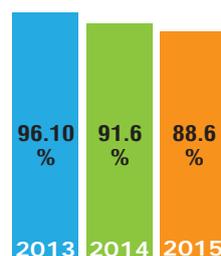
OUR APPROACH

- Attention to detail when dealing with customer enquiries
- Treating comments and complaints as areas for improvement

ABILITY TO MEET NEEDS AND EXPECTATIONS

OUR COMMITMENT

- Enhance customer service by understanding their needs and devising action plans for customer-friendly processes



OUR APPROACH

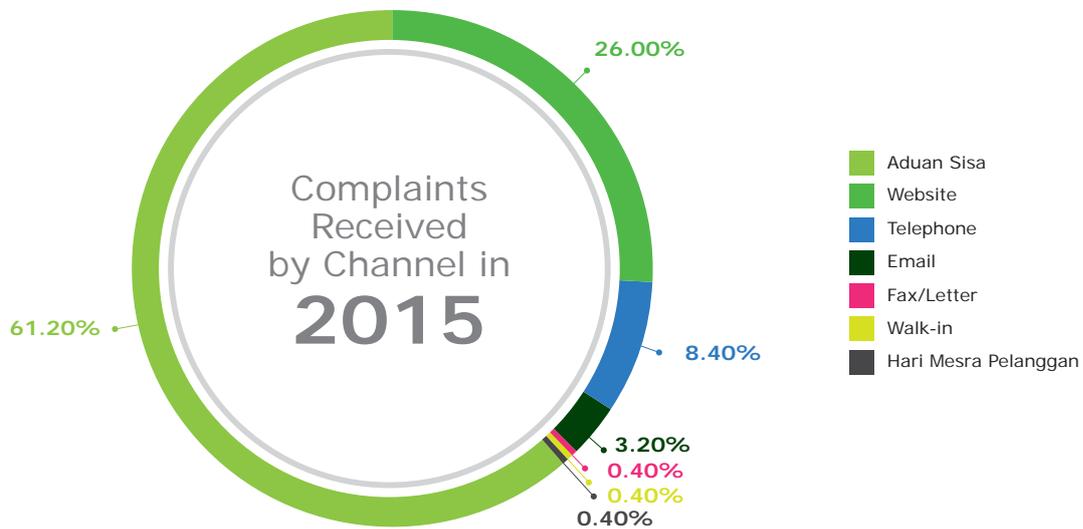
- Frequent communications, courtesy calls and visits to understand customers' concerns

SOCIAL

Free Garbage Bins and Toll Free Hotline

ENVI is one of three MSW Privatisation concessionaires appointed by the Federal Government. The toll-free hotline, 1-800-88-7472, was launched in November 2011 for the Aduan Sisa initiative. SWCorp mans this hotline, which was fully operational throughout 2015. The hotline monitors E-Idaman, Alam Flora and SWM Environment.

Complaints Received by Channel in 2015



Quality Services (G4-15, G4-16, G4-DMA, G4-EN29)

We conduct internal audits to determine whether our quality management system conforms to the planned arrangements and requirements of international standards. Eleven internal audit sessions were held in 2015.

Internal Audit Session Held in 2015

Company	Certifications	Internal Audit Sessions (Date 2015)
Kualiti Alam	ISO 9001:2008, ISO 14001:2004, OHSAS 18001: 2007 & MS 1722:2011	19, 20, 21, 22, and 23 October 2015
Kualiti Khidmat Alam	ISO 9001:2008, ISO 14001:2004, OHSAS 18001: 2007 & MS 1722:2011	14, 15, 17, 18 September 2015
Kualiti Kitar Alam	ISO 9001:2008, ISO 14001:2004 & OHSAS 18001: 2007	13 and 14 August 2015



AWARDS AND RECOGNITION

Cenviro continues to be recognised with numerous awards received in 2015.

Best Occupational Health Practice Category

Kualiti Alam won the Federation of Malaysian Manufacturers Negeri Sembilan (FMM NS) SHE Best Practice Award 2014/2015 under the Best Occupational Health Practice category. The award was presented by YAB Menteri Besar Negeri Sembilan YAB Datuk Seri Utama Haji Mohamad bin Haji Hassan at the FMM NS 6th Annual Dinner held at the Klana Resort Seremban.



AWARDS AND RECOGNITION

SME 100 Awards 2015: Malaysia's Fast Moving Companies

Cenviro Sdn Bhd received an award for the Top 10 Malaysia's Fast Moving Companies for SME 100 Awards 2015. The award was presented by Deputy Minister of Science, Technology and Innovation YB Datuk Dr. Abu Bakar bin Mohamad Diah at the SME100 Awards Gala Dinner on 23 October 2015.



ACCA Malaysia Sustainability Reporting Awards (MaSRA) 2015

The Cenviro Sustainability Report 2014 was one of the 20 shortlisted reports from the 51 participating organisation for MaSRA 2015. Cenviro was commended for its effort in advocating the importance of sustainability reporting, communicating what matters to its stakeholders and communities at large.

The award was presented to Cenviro's CEO, Encik Khalid Bahsoon by Encik Johan Mahmood Merican, CEO of Talent Corporation Malaysia.

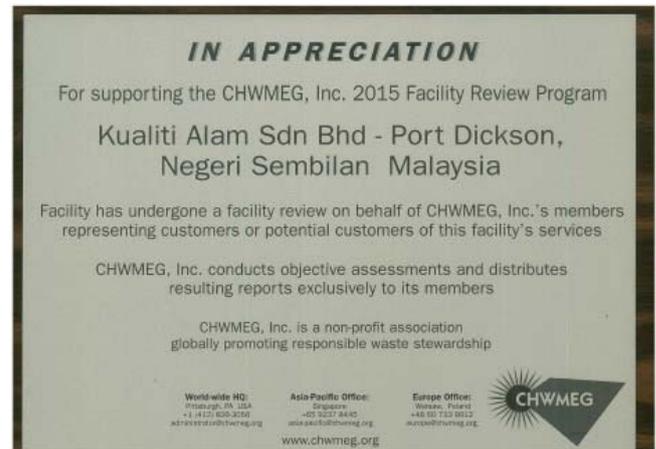


CHWMEG, Inc. Facility Review Programme Certificate

In 2015, Kualiti Alam received a certification from CHWMEG, Inc.

The Kualiti Alam WMC had undergone a facility review on behalf of CHWMEG's members who represent potential and existing customers of this facility's services.

CHWMEG, Inc. is a non-profit association globally promoting responsible waste stewardship.



E-Idaman's ISO Achievements

ISO 14001 is an internationally accepted standard that outlines how to implement an effective environmental management system in an organisation. In March 2015, we achieved the ISO 14001:2004 certification for our Headquarters and the Sungai Petani Service Unit. Another two service units at Kedah and Perlis also achieved this certification following an audit session in May 2015.

During the year, E-Idaman and its 12 service units were certified for the ISO 9001:2008 by KIWA International Certification Sdn Bhd. An internal quality audit was conducted from 29 July to 25 November 2015 to ensure compliance with the Standard Operating Procedures and ISO 9001:2008 requirements on Provision for the Management of Solid Waste Collection and Public Cleansing Services.

E-Idaman'S ISO 9001:2008 Certifications Journey



ASSURANCE STATEMENT (G4-33)

BUREAU VERITAS
Certification



INDEPENDENT VERIFICATION STATEMENT

To: The Stakeholders of Cenviro Sdn Bhd

Introduction and objectives of work

Bureau Veritas has been engaged by Cenviro Sdn Bhd to conduct an independent verification of its Sustainability Report 2015. This Verification Statement applies to the information included within the scope of work described below.

This information and its presentation in the Sustainability Report 2015 are the sole responsibility of the management of Cenviro Sdn Bhd. Bureau Veritas was not involved in the drafting of the report. Our sole responsibility was to independently verify the accuracy and assure the information included. This is the 8th year we have verified the Cenviro Sdn Bhd Sustainability Report, which includes E-Idaman Sdn Bhd.

Scope of work

Cenviro Sdn Bhd requested Bureau Veritas to verify the accuracy of the data and information included in the Sustainability Report 2015.

Methodology

As part of its independent verification, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel including the Head of Departments of Cenviro Sdn Bhd
2. Review of documented evidence produced by Cenviro Sdn Bhd including E-Idaman Sdn Bhd.
3. Audit of performance data, a 100% sample which was traced back to its original source
4. Review of Cenviro Sdn Bhd Bhd, including E-Idaman Sdn Bhd systems, for qualitative and quantitative data aggregation and analysis.
5. Site verification and review at 3 different locations, namely Cenviro Sdn Bhd at MERCU UEM in Kuala Lumpur, Waste Management Centre in Seremban and E-Idaman Sdn Bhd in Alor Setar.



BUREAU VERITAS

Page 1 of 4

BUREAU VERITAS
Certification



6. Our work follows Bureau Veritas' standard procedures and the Global Reporting Initiative (GRI) G4.0 Sustainability Reporting Guidelines. It is based on current best practice in independent assurance.

The work was planned and carried out to provide limited, rather than absolute assurance. We believe it provides an appropriate basis for our conclusions.

Our findings

Based on our methodology and the activities described above:

- Nothing has come to our attention to indicate that the reviewed statements within the scope of our verification are inaccurate and the information included therein is not fairly stated.
- It is our opinion that Cenviro Sdn Bhd has established appropriate systems for the collection, aggregation and analysis of qualitative and quantitative data such as key performance indicators.
- 2015 was a year during which Cenviro Sdn Bhd emphasized on safety with the creation of a local fire department, a tailor-made clinic and more thorough communication with hospitals located near high-risk sites. Indeed, the company's incident rate reduced this year by 6.89%. Significant investments to improve staff security with the objective of reducing hazard were made in line with the company's core values.
- All operations are measured and reported in order to reduce negative environmental impacts as much as possible within the business operations and needs of Cenviro Sdn Bhd to contribute environmental protection.
- We found that Cenviro Sdn Bhd is not only a growing company in terms of staff and earnings, as the company is also involved in several projects such as the Centre of Excellence which is scheduled to be operational by 2017.
- The Recycle for Life initiative which promotes recycling through a cash back reward system via a "Recycle for life" card was launched with the aim of encouraging and creating awareness in waste segregation and recycling. The secured Vertical Landfill was part of the company's green initiatives for 2015 and will be an ongoing project until 2019. A geogrid wall will be built along the existing landfill to provide additional waste capacity up to 1.5 million MT with a lifespan of 14 years. The process of data collection for events and initiatives should be further improved through a standardised data collection method as Cenviro Sdn Bhd is actively involved in numerous local community happenings.



ASSURANCE STATEMENT

BUREAU VERITAS
Certification



- A follow-up on 2015 activities such as the Career Fair (organised for several universities) and industrial training programmes would be recommended to measure their outcome. These should be reported in the 2016 Sustainability Report.
- The Centre of Excellence (CoE) is a planned to be an integrated training centre following Khazanah's capacity building agenda for Malaysia. It is also planned to be the first in Malaysia to focus on waste management. The operations and the activities of the CoE should be reported in the 2017 Sustainability Report.

Limitations and Exclusions

Any verification of the following information is excluded from our scope of work:

- Activities outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by Cenviro Sdn Bhd including E-Idaman Sdn Bhd) and statements of future commitment;
- Data identified by the client for non-inclusion, geographical operations/activities excluded, subsidiaries/Joint Ventures, etc.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.



BUREAU VERITAS

Page 3 of 4

BUREAU VERITAS
Certification



Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with over 180 years history in providing independent assurance services, and an annual turnover in 2015 of Euros 4.6 billion.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Cenviro Sdn Bhd, its directors or managers beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

The assurance team has extensive experience in conducting verification and assurance of environmental, social, ethical and health and safety information, systems and processes. The team has over 8 years combined experience in this field and an excellent understanding of the Bureau Veritas standard methodology for the assurance of sustainability reports.

Bureau Veritas
Kuala Lumpur, MALAYSIA
29th July 2016

Wan-Hisham Balkiah Bin Wan Hassan
LEAD VERIFIER



GRI CONTENT INDEX TABLE



GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number	External Assurance
STRATEGY AND ANALYSIS		
G4-1	9	Yes
ORGANIZATIONAL PROFILE		
G4-3	Front Cover	Yes
G4-4	7	Yes
G4-5	3	Yes
G4-6	3	Yes
G4-7	6	Yes
G4-8	6	Yes
G4-9	6	Yes
G4-10	88	Yes
G4-11	78	Yes
G4-12	33	Yes
G4-13	9	Yes
G4-14	18	Yes
G4-15	104	Yes
G4-16	104	Yes
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	29	Yes
G4-18	3	Yes
G4-19	18	Yes

GENERAL STANDARD DISCLOSURES		
General Standard Disclosures	Page Number	External Assurance
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-20	3	Yes
G4-21	3	Yes
G4-22	9	Yes
G4-23	9	Yes
STAKEHOLDER ENGAGEMENT		
G4-24	15	Yes
G4-25	15	Yes
G4-26	15	Yes
G4-27	15	Yes
REPORT PROFILE		
G4-28	2	Yes
G4-29	2	Yes
G4-30	2	Yes
G4-31	3	Yes
G4-32	3	Yes
G4-33	108	Yes
GOVERNANCE		
G4-34	23	Yes
ETHICS AND INTEGRITY		
G4-56	28	Yes



SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
CATEGORY: ECONOMIC					
MATERIAL ASPECT: ECONOMIC PERFORMANCE					
G4-DMA	29				Yes
G4-EC1	29				Yes
G4-EC3	68				Yes
MATERIAL ASPECT: MARKET PRESENCE					
G4-DMA	70				Yes
G4-EC5	70				Yes
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS					
G4-DMA	90				Yes
G4-EC7	90				Yes
G4-EC8	90				Yes
MATERIAL ASPECT: PROCUREMENT PRACTICES					
G4-DMA	33				Yes
G4-EC9	33				Yes
CATEGORY: ENVIRONMENTAL					
MATERIAL ASPECT: MATERIALS					
G4-DMA	44				Yes
G4-EN1	44				Yes
MATERIAL ASPECT: ENERGY					
G4-DMA	60				Yes
G4-EN3	60				Yes
G4-EN4	60				Yes
MATERIAL ASPECT: WATER					
G4-DMA	45				Yes
G4-EN8	45				Yes
G4-EN9	45				Yes

GRI CONTENT INDEX TABLE

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
MATERIAL ASPECT: BIODIVERSITY					
G4-DMA	55				Yes
G4-EN11	55				Yes
G4-EN12	55				Yes
G4-EN13	55				Yes
G4-EN14	55				Yes
MATERIAL ASPECT: EMISSIONS					
G4-DMA	60				Yes
G4-EN15	60				Yes
G4-EN16	60				Yes
G4-EN17	60				Yes
G4-EN19	60				Yes
G4-EN20	48				Yes
MATERIAL ASPECT: EFFLUENTS AND WASTE					
G4-DMA	46				Yes
G4-EN22	45				Yes
G4-EN23	46				Yes
MATERIAL ASPECT: PRODUCTS AND SERVICES					
G4-DMA	47				Yes
G4-EN27	47				Yes
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	104				Yes
G4-EN29	104				Yes
MATERIAL ASPECT: TRANSPORT					
G4-DMA	62				Yes
G4-EN30	62				Yes



SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
MATERIAL ASPECT: OVERALL					
G4-DMA	47				Yes
G4-EN31	47				Yes
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
G4-DMA	33				Yes
G4-EN32	33				Yes
CATEGORY: SOCIAL SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	88				Yes
G4-LA1	88				Yes
G4-LA2	68				Yes
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	80				Yes
G4-LA5	80				Yes
G4-LA6	80				Yes
G4-LA7	80				Yes
G4-LA8	80				Yes
MATERIAL ASPECT: TRAINING AND EDUCATION					
G4-DMA	72				Yes
G4-LA9	72				Yes
G4-LA10	72				Yes
G4-LA11	72				Yes
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	101				Yes
G4-LA12	101				Yes

GRI CONTENT INDEX TABLE

SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	101				Yes
G4-LA13	101				Yes
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: INVESTMENT					
G4-DMA	101				Yes
G4-HR1	101				Yes
G4-HR2	101				Yes
MATERIAL ASPECT: NON-DISCRIMINATION					
G4-DMA	101				Yes
G4-HR3	101				Yes
MATERIAL ASPECT: CHILD LABOR					
G4-DMA	101				Yes
G4-HR5	101				Yes
MATERIAL ASPECT: FORCED OR COMPULSORY LABOR					
G4-DMA	101				Yes
G4-HR6	101				Yes
MATERIAL ASPECT: INDIGENOUS RIGHTS					
G4-DMA	101				Yes
G4-HR8	101				Yes



SPECIFIC STANDARD DISCLOSURES					
DMA and Indicators	Page Number (or Link)	Identified Omission(s)	Reason(s) for Omission(s)	Explanation for Omission(s)	External Assurance
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: LOCAL COMMUNITIES					
G4-DMA	90				Yes
G4-SO1	90				Yes
G4-SO2	90				Yes
MATERIAL ASPECT: ANTI-CORRUPTION					
G4-DMA	100				Yes
G4-SO3	100				Yes
G4-SO4	100				Yes
MATERIAL ASPECT: PUBLIC POLICY					
G4-DMA	95				Yes
G4-SO6	95				Yes
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY					
G4-DMA	32				Yes
G4-PR1	32				Yes
G4-PR2	32				Yes
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING					
G4-DMA	102				Yes
G4-PR5	102				Yes
MATERIAL ASPECT: CUSTOMER PRIVACY					
G4-DMA	100				Yes
G4-PR8	100				Yes
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	100				Yes
G4-PR9	100				Yes

MARKETING NETWORK

Convenient Services Nationwide

You can leverage our comprehensive marketing network for easy access and efficient services. We shall be happy to provide you with more information about our capabilities and services for each of your business needs.

■ Corporate Office

Cenviro Sdn Bhd
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melaka@kualitiam.com

■ Johor

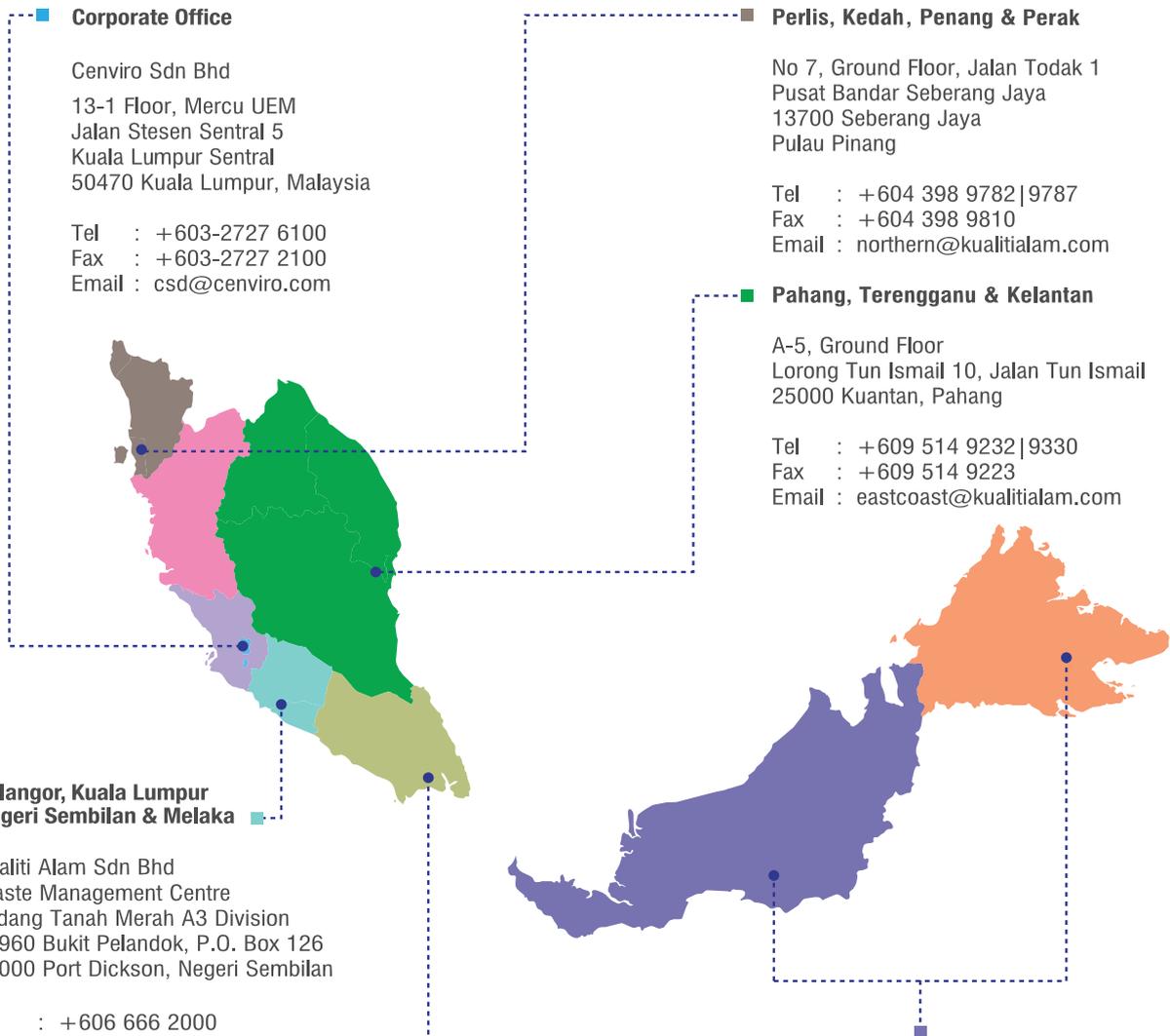
No 18, Jalan Suria 19, Taman Putra
81100 Johor Bahru, Johor

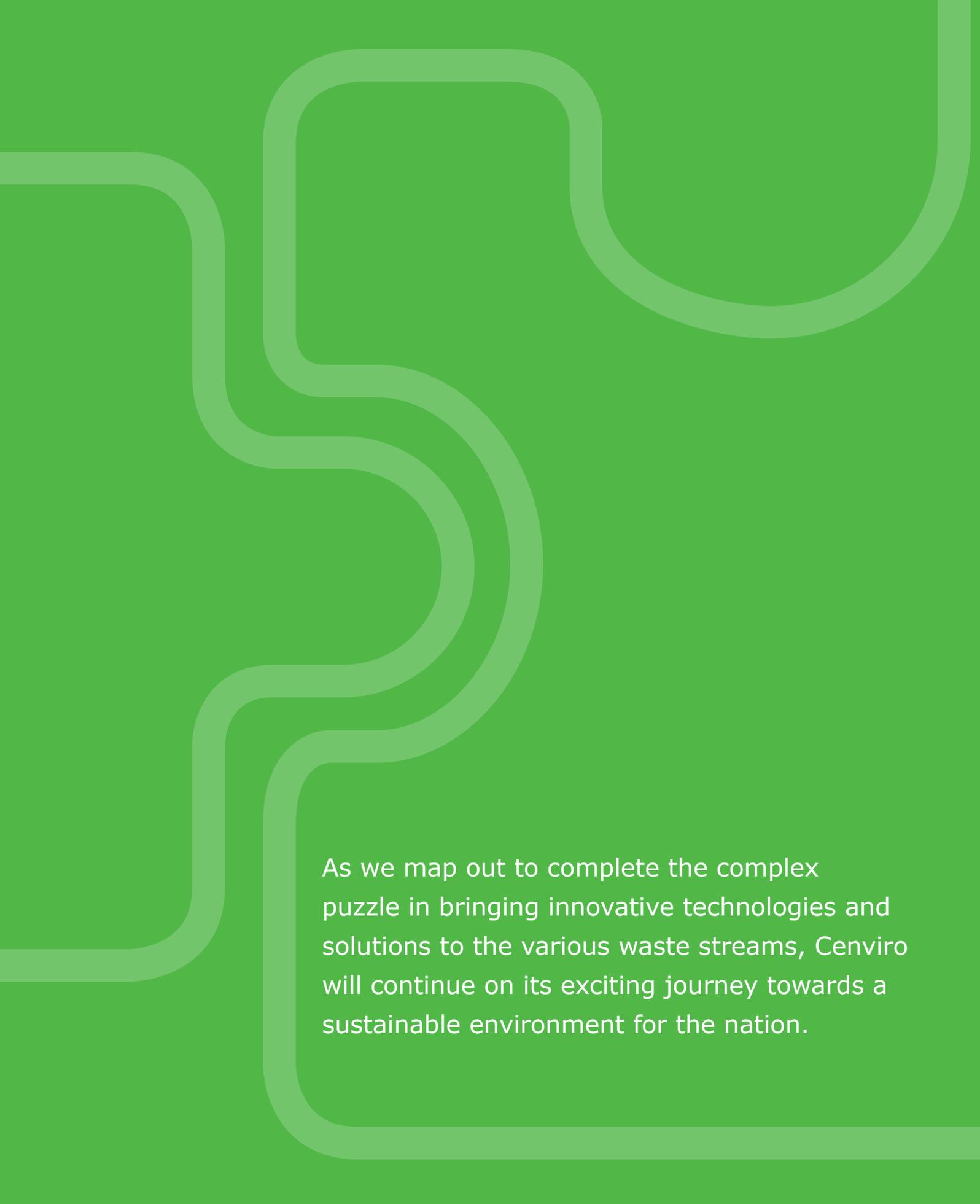
Tel : +607 332 7099|2742
Fax : +607 334 9693
Email : johor@kualitiam.com

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Ladang Tanah Merah A3 Division
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Fax : +606 666 2130
Email : nsembilan@kualitiam.com
csd@kualitiam.com



The background is a solid green color. Overlaid on this are several thick, white, rounded lines that form a complex, interconnected pattern. These lines resemble a stylized circuit board or a maze, with various curves, loops, and straight segments. The lines are of uniform thickness and create a sense of depth and movement across the page.

As we map out to complete the complex puzzle in bringing innovative technologies and solutions to the various waste streams, Cenviro will continue on its exciting journey towards a sustainable environment for the nation.

Cenviro Sdn Bhd

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