

Human Rights Policy

Wilmar International (“Wilmar”) endeavours to conduct its business in a responsible and ethical manner. The Group recognizes that its business activities will have impacts on society and the environment. In its supply chain, Wilmar strives to respect and protect human rights, personal security that is free from harassment or abuse of any kind, and provide a safe, clean and healthy workplace and living environment.

1. Guidelines

1.1. Wilmar adheres to international human rights principles and complies with local applicable laws, drawing guidance from the following guidelines and policies:

- The United Nations (UN) Universal Declaration of Human Rights.
- ILO Core Conventions on Labour Standards
- Wilmar’s No Deforestation, No Peat, No Exploitation Policy.
- Food and Agriculture Organization’s Voluntarily Guidelines on the Responsible Governance & Tenure.
- Other Wilmar policies that support our human rights values and commitments e.g. policies on Child Protection; Occupational Health & Safety, Equal Opportunity, Whistle Blowing, and Sexual Harassment, Violence and Abuse, & Reproductive Rights.

2. Scope

2.1. This Policy applies to all Wilmar subsidiaries and associates, including suppliers and contractors. In implementing this Policy, we are subject to the laws of the many countries in which we operate and commit to complying with all applicable laws. Where our Policy, procedures and commitments are less stringent than local laws, the higher standards apply. In situations where the local laws are less stringent, we endeavour to develop a response on a case-by-case basis while using our Policy as a guideline. Where local laws prohibit us from upholding certain aspects of this Policy, we will comply with these local laws while continually seeking to respect and protect human rights.

2.2. Our human rights definition covers two key aspects:

2.2.1. Labour Rights:

- a) Freedom of association
- b) No forced or bonded labour
- c) No child labour
- d) Conducive working conditions

2.2.2. Indigenous and Local Community Rights:

- a) Respect land tenure rights
- b) Commit to obtaining Free, Prior and Informed Consent from local communities before commencing new operations
- c) Commit to Open, Transparent, Fair and Equitable Conflict Resolution

2.3. These human rights aspects are to be interpreted in line with the core principles stipulated in the above guidelines, in particular, the UN Universal Declaration of Human Rights, the ILO Core Conventions on Labour Standards and Wilmar's No Deforestation, No Peat and No Exploitation Policy.

3. Implementation

3.1. Wilmar will work with a broad range of stakeholders to implement this Policy within its operations as well as its external supply chain.

3.2. The Group has in place a whistle blowing mechanism and a Grievance Procedure to enable any stakeholder to raise a grievance against any party related to our operations.

A handwritten signature in black ink, appearing to be "Kuok Khoon Hong".

Kuok Khoon Hong
Chairman and Chief Executive Officer
Wilmar International