

## Annual Reports and Related Documents::

### Issuer & Securities

<b>Issuer/ Manager</b>	WILMAR INTERNATIONAL LIMITED
<b>Securities</b>	WILMAR INTERNATIONAL LIMITED - SG1T56930848 - F34
<b>Stapled Security</b>	No

### Announcement Details

<b>Announcement Title</b>	Annual Reports and Related Documents
<b>Date &amp; Time of Broadcast</b>	28-Oct-2016 17:15:54
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<b>Report Type</b>	Sustainability Report
<b>Announcement Reference</b>	SG161028OTHR7YPM
<b>Submitted By (Co./ Ind. Name)</b>	Teo La-Mei
<b>Designation</b>	Company Secretary
<b>Description (Please provide a detailed description of the event in the box below - Refer to the Online help for the format)</b>	Please refer to attached Wilmar's Third Quarter 2016 Update Report on its No Deforestation, No Peat, No Exploitation Policy.

### Additional Details

<b>Period Ended</b>	30/09/2016
<b>Attachments</b>	<a href="#">📎 Wilmar- Third Quarter 2016 Update Report on its No Deforestation No Peat No Exploitation Policy.pdf</a> Total size =568K

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## No Deforestation, No Peat, No Exploitation Policy

Quarter 3 - 2016 Update



School children in Wilmar's estate in Indonesia

### Leading Transformational Change

Supply Chain Mapping & Traceability  
Stakeholder Engagement  
Empowering Smallholders  
Conservation Initiatives  
Policy Compliance

### Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy Implementation Progress

We have made good progress in Q3 2016. Additional refineries and a bulking facility have been added to our traceability data. Wilmar's global sustainability team participated in high profile, multi-stakeholder conferences in Africa, Asia and Europe. A new partnership with the Central Bank of Nigeria has been established to pilot an outgrower project in Cross River State, Nigeria. We also conducted a human and labour rights review on our operations in North Sumatra and Central Kalimantan, which will contribute to the ongoing development of a Wilmar wide programme on improving labour practices in Indonesia.

## Supply Chain Mapping & Traceability

### Traceability Improvements Across Almost All Our Global Operations

Traceability analysis and summary data continue to be measured across Wilmar's global operations: Indonesia, Malaysia, India, Bangladesh, Sri Lanka, China, Nigeria, Ghana, South Africa, Ivory Coast, Vietnam, United States of America, Ukraine and Europe. Data for Wilmar's refinery in West Africa has been added to the analysis this quarter. In addition, Wilmar's second refinery in Bangladesh and a bulking facility in Hazira, India are also included in this report.

Traceability data has been updated to include the most recent four quarters, replacing Q2 2015 supplies with Q2 2016 supplies. The data below for all facilities relates to data on supplies and shipments for year Q3 2015 – Q2 2016. For China – Oleochemicals the drop in traceability ratings is mainly due to inclusion of lauric-based fine chemical sourcing for our Shanghai Oleochemical facility since Q4 2015. A few suspended mills continue to appear on the latest mill list for our refinery in Europe (Rotterdam). Our suppliers have confirmed that they have halted purchases from the mills-in-question since mid-2015. As the mill lists are updated on a quarterly basis, and each update covers four calendar quarters, material from mills in the early part of 2015 shall continue to appear on the mill list throughout year 2016.

## Indonesia

In total, there are 8.65 million mt of CPO and 1.24 million mt of PKO from our Indonesian refineries that are traceable at least to mills.

Refinery	Code	%Traceability			
		Mill		Plantation	
		Palm	Lauric	Palm	Lauric
PT Multimas Nabati Asahan, Kuala Tanjung	MNA, KTJ	98.7	94.1	14.4	13.2
PT Multimas Nabati Asahan, Pulo Gadung	MNA, PG	99.2	-	0.0	-
PT Multimas Nabati Asahan, Paya Pasir	MNA, PPS	-	93.8	-	3.6
PT Multimas Nabati Sulawesi, Bitung	MNS, BTG	100.0	92.6	5.9	7.4
PT Sinar Alam Permai, Kumai	SAP, KMI	99.3	-	25.7	-
PT Sinar Alam Permai, Palembang	SAP, PLG	91.7	97.0	24.4	28.0
PT Usaha Inti Padang, Padang	UIP, PDG	-	98.2	-	23.7
PT Wilmar Cahaya Kalbar, Cikarang	WICA, CKG	-	98.3	-	0.0
PT Wilmar Cahaya Kalbar, Pontianak	WICA, PTK	87.4	93.4	45.3	14.3
PT Wilmar Nabati Indonesia, Bagendang	WINA, BGD	99.5	-	0.0	-
PT Wilmar Nabati Indonesia, Balikpapan	WINA, BLK	83.8	0.0	5.9	0.0
PT Wilmar Nabati Indonesia, Dumai	WINA, DMI	89.3	75.0	18.7	0.0
PT Wilmar Nabati Indonesia, Gresik	WINA, GSK	96.0	91.8	17.6	14.0
PT Wilmar Nabati Indonesia, Padang	WINA, PDG	92.9	97.8	22.8	0.0
PT Wilmar Nabati Indonesia, Pelintung	WINA, PLT	94.5	83.6	17.0	11.8

## Malaysia

In total, there are 5.37 million mt of CPO and 0.61 million mt of PKO from our Malaysian refineries that are traceable at least to mills.

Refinery	Code	%Traceability			
		Mill		Plantation	
		Palm	Lauric	Palm	Lauric
Bintulu Edible Oils Sdn Bhd, Bintulu	BEO	98.9	99.3	9.5	9.2
Lahad Datu Edible Oils Sdn Bhd, Lahad Datu	LDEO	98.8	91.4	28.9	23.1
Natural Oleochemicals Sdn Bhd, Pasir Gudang	NatOleo	82.3	83.6	0.0	0.0
PGEO (Lumut Division) Edible Oils Sdn Bhd, Lumut	PGEO, Lumut	99.9	99.9	0.0	0.0
PGEO Edible Oils Sdn Bhd, Pasir Gudang	PGEO, Pasir Gudang	99.9	99.9	2.5	14.4
PGEO (Prai Division) Edible Oils Sdn Bhd, Prai	PGEO, Prai	99.9	-	0.8	-
Sandakan Edible Oils Sdn Bhd, Sandakan	SEO	100.0	100.0	21.4	22.2
TSH-Wilmar Sdn Bhd, Kunak	TSHW	96.8	96.7	0.1	10.9
Wilmar Edible Oils Sdn Bhd, Butterworth	WEO	94.4	-	0.7	-

## India, Bangladesh & Sri Lanka

In total, there are 0.87 million tonnes of palm products and 0.05 million tonnes of lauric products entering our refineries below that are traceable at least to mills.

Refinery	Code	%Traceability	
		Mill	
		Palm	Lauric
Adani Wilmar Limited, Haldia	AWL, Haldia	86.5	-
Adani Wilmar Limited, Kakinada	AWL, Kakinada	84.7	97.00
Adani Wilmar Limited, Krishnapatnam	AWL, Krishnapatna	68.6	100.00
Adani Wilmar Limited, Mangalore	AWL, Mangalore	86.5	-
Adani Wilmar Limited, Mundra	AWL, Mundra	89.4	88.80
Adani Hazira Port Pvt. Limited	Hazira	93.9	-
KOG - KTV Foodstuffs (I) Pvt Ltd, Tuticorin	KOG-KTV	60.0	-
KTV Health Food Pvt Ltd, Chennai	KTV	43.9	-
Bangladesh Edible Oil Limited	BEOL	99.1	-
Shun Shing Edible Oil Limited	SSEOL	0	-
Pyramid Lanka (Private) Limited	PL	98.9	98.3

\*Previously Krishnapatnam Oils & Fats Pvt Ltd (KOFL) is now under the parent company Adani Wilmar Limited (AWL, Krishnapatnam).

\* Adani Wilmar Limited, Hazira India (bulking facility) is now included in Q3 2016 progress report.

\* Shun Shing Edible Oil Limited, Bangladesh is now included in Q3 2016 progress report.

## China – Specialty Fats

In total, there are 0.34 million mt of palm products and 0.11 million mt of lauric products entering our refineries in China that are traceable at least to mills.

Refinery	Code	%Traceability	
		Mill	
		Palm	Lauric
Yihai (Guangzhou) Oils & Grains Industries Co Ltd	Guangzhou O&G	16.8	81.7
Kerry Specialty Fats (Shanghai) Ltd	Kerry SF - Shanghai	57.5	91.6
Kerry Oils & Grains (Tianjin) Ltd	Kerry O&G - Tianjin	22.6	76.0
Yihai (Lianyungang) Specialty Fats Industries Co.Ltd	Lianyungang SF	22.7	94.1
Qinhuangdao Goldensea Foodstuff Industries Co Ltd	QHD Goldensea	39.5	65.9
Southseas Oils & Fats Industrial (Chiwan) Ltd	Southseas - Chiwan	41.1	95.7

## China – Oleochemicals

In total, there are 0.28 million mt of palm products and 0.06 million mt of lauric products entering our refineries in China that are traceable at least to mills.

Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Wilmar Oleochemical (Dongguan) Co., Ltd	Oleo - Dongguan	53.6	86.4
Wilmar Oleochemical (Lianyungang) Co., Ltd	Oleo - Lianyungang	75.7	59.6
Wilmar Oleochemical (Shanghai) Co., Ltd	Oleo - Shanghai	49.2	22.4
Wilmar Oleochemical (Tianjin) Co., Ltd	Oleo - Tianjin	88.7	83.6

## Africa

In total, there are 1.04 million tonnes of palm products and 0.05 million tonnes of lauric products entering our refineries in Africa that are traceable at least to mills.

Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Wilmar Africa Limited	WAL	98.5	100.0
PZ Wilmar Ltd	PZ Wilmar	79.9	-
Wilmar Continental Edible Oils & Fats (Pty) Limited	Wilmar Continental	98.7	95.0
Sania CIE	Sania	99.7	100.0
Bidco Uganda Limited	Bidco	50.1	92.1

\* Bidco Uganda Limited, Uganda is now included in Q3 2016 progress report.

## Europe

In total, there are 0.80 million mt of palm products and 0.15 million mt of lauric products entering our refineries in Europe that are traceable at least to mills.

Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Wilmar Edible Oils GmbH	Brake	100.0	100.0
Wilmar France Holdings	Lavera	-	80.8
Wilmar Edible Oils BV	Rotterdam	99.7	96.5
Wilmar Oleochemicals BV	Rozenburg	-	81.7

## United States of America

In total, there are 0.12 million mt of palm products entering our refinery in United States of America that are traceable at least to mills.

Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Wilmar Oils & Fats (Stockton) LLC	WOFS	99.4	-

## Vietnam

In total, there are 0.26 million mt of palm products and 0.0004 million mt of lauric products entering our refineries in Vietnam that are traceable at least to mills.

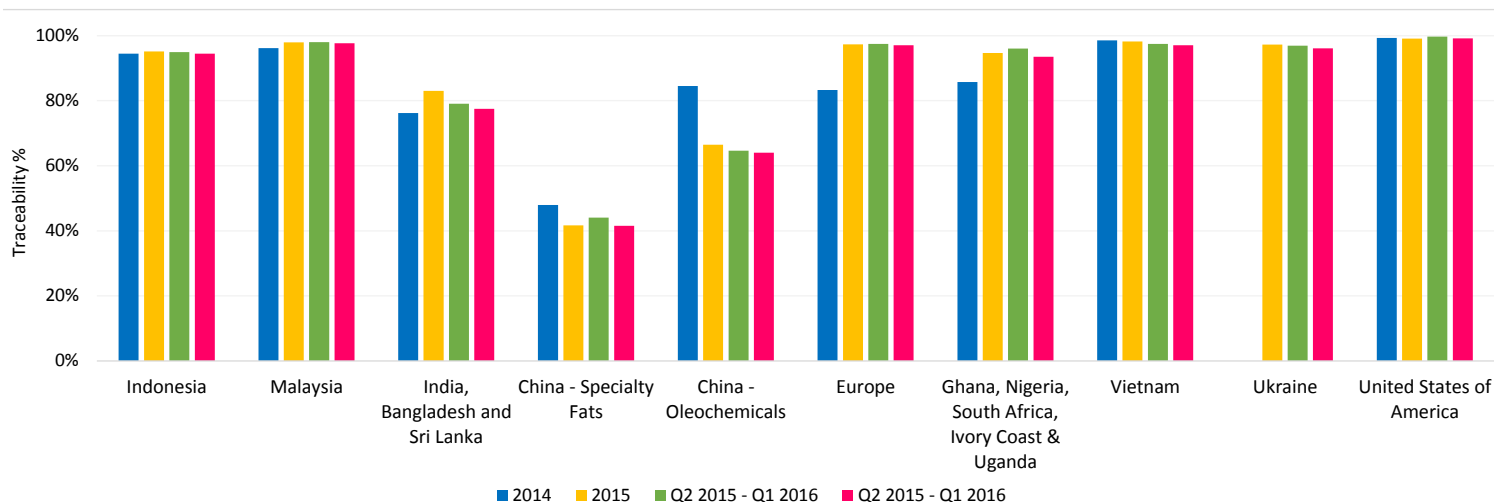
Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Calofic Hiep Phuoc	Hiep Phuoc	97.7	94.1
Calofic Quang Ninh	Quang Ninh	96.3	-

## Ukraine

In total, there are 0.21 million mt of palm products and 0.007 million mt of lauric products entering our refineries in Ukraine that are traceable at least to mills.

Refinery	Code	% Traceability	
		Mill	
		Palm	Lauric
Delta Wilmar CIS Ltd	DW	96.7	94.2

The following graph represents our progress from the time we started traceability reporting back to mills in 2014 to Q2 2016:



\*Uganda has been added to traceability exercise in Q3 2016 quarter progress report

\*\* Bulking facility in India and a second refinery in Bangladesh have been added to traceability exercise for India and Bangladesh respectively in Q3 2016 quarter progress report



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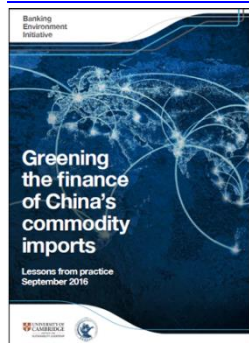
## Stakeholder Engagement

### Active Participant in Multi-stakeholder Partnerships

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#### **Banking Environment Initiative's Roundtable on "Greening the Finance of China's Commodity Imports"**

Wilmar has been an active participant in the Sustainable Trade Finance Council of the Banking Environment Initiative (BEI). Our representatives participated in a roundtable, co-organised by Global Trade Review (GTR) and BEI on "[Greening the Finance of China's Commodity Imports](#)" in early



September 2016. This roundtable is part of ongoing discussions on the possible pathways to expedite China's transition to sustainable soft commodity imports. These include clarifying the definition of sustainability, be it certification schemes or other indicators of suitable practice, which would

be considered acceptable in the Chinese context, as well as capacity building on the topic of green trade finance amongst Chinese banking professionals. Progress is promising as improving sustainable practices is seen to fit well into China's long-term plans.

#### **Asia Pacific Rainforest Summit**

Wilmar participated in the inaugural Asia Pacific Rainforest Summit in August 2016, as a member of the private sector roundtable. Assistant General Manager for Sustainability, Ms Perpetua George, discussed the role of oil palm plantations in maintaining forest landscapes (via commitments to conserve High Carbon Stock and High Conservation Value forests) and promoting socio-economic development through smallholder projects. In particular, she focused on the importance of collaborative governance type public-private partnerships, such as jurisdictional approaches to sustainability, as the most transformative way to address deforestation at scale while including smallholders.

#### **Innovation Forum on Deforestation in Asia**

Chief Sustainability Officer, Mr Jeremy Goon, and Assistant General Manager for Sustainability, Ms Perpetua George, were speakers at the Innovation Forum in Singapore in late September 2016. They shared their experience on a wide range of topics, including (i) the Aggregator Refinery Transformation

plan (ART) as collaborative framework to strengthen every actor in the supply chain region by region, (ii) facilitating smallholder inclusion into supply chains, using Wilmar's facilitation of the single largest group of RSPO certified independent smallholders in South Sumatra as an example, and (iii) our participation in the Sabah jurisdictional approach steering committee to help the government achieve its vision of 100% RSPO-certified sustainable palm oil in Sabah by 2025.

#### **Sustainable Palm Oil 101 for Regional and International Bankers**

Wilmar hosted 15 of our bankers from regional and international banks, such as DBS, UOB, CIMB, HSBC and Westpac, at our Sabahmas Estate in Sabah, East Malaysia, in mid-August 2016. The purpose of the visit



was to familiarise them with the inner workings of a sustainable oil palm plantation.

Besides routine plantation management and mill operations, participants also visited Wilmar's Rainbow Ridge conservation area, riparian rehabilitation project along the Segama River and our Humana school programme.

Wilmar's Assistant General Manager for Sustainability, Ms Perpetua George, also spoke at the Association of Banks in Singapore's Masterclass on "Responsible Financing Agriculture" on 6 September 2016. She shared about sustainability related risk factors in the palm oil industry, and how companies such as Wilmar are proactively dealing with these risks.

These are part of our efforts to engage with banks to facilitate the alignment of their policies to support sustainable palm oil. The visit programme and the masterclass were particularly timely as several regional banks were in the process of formulating their sustainability policies for the palm oil industry

#### **African Sustainable Palm Oil Conference**

RSPO, in collaboration with Proforest and Solidaridad, hosted the second African Sustainable Palm Oil Conference in Accra, Ghana, in early September 2016. Wilmar sent a delegation of eight from our African operations, including our General Manager for Benso Oil Palm Plantation, Mr Samuel Avaala. Mr Avaala shared his views on a panel discussion on "Stimulating Demand for Certified Sustainable Palm Oil in Africa". He also participated in a smallholder strategy session for Africa, where he shared about Wilmar's experience in working with smallholders in Ghana.

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## Empowering Smallholders

### Building Capacity of Independent Smallholders

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#### **TFA 2020 Transaction Workshop for Deforestation-free Supply Chains**

Wilmar is actively exploring innovative approaches to allow smallholders to access affordable financing for replanting. Wilmar representatives showcased a pilot project on financing sustainable smallholder replanting at the Tropical Forest Alliance 2020 financial transactions workshop in early September 2016. The purpose of the workshop was to find solutions to improve the bankability and scalability of projects that could lead to better social and environmental outcomes, while reducing pressure on forests.

Wilmar's project seeks to build increased future supply of sustainable palm oil production from smallholders by providing financial support to enable RSPO certification and replanting. Project partners will include an independent smallholder cooperative, a mill operator (Wilmar), a civil society organisation, consumer business companies and a financial institution. The programme innovates through requiring upfront commitment, particularly from downstream buyer companies that are customers of the mill where the smallholder FFB is delivered to. This includes advanced off-take agreements as well as participating in risk sharing (by acting as guarantors for the smallholder loans) to enable a reduction of interest rates offered to smallholders.

Feedback received from the workshop, in particular, the need to strengthen the link between increased productivity and reduced pressure on deforestation, will greatly help refine this model for potential scale up.

#### **WISSH Programme (Wilmar Smallholders Support Honduras)**

WISSH is a partnership between Wilmar Europe and The Industrial Association of Palm Oil Producers in Honduras (AIPAH), to strengthen good agricultural and environmental practices of palm oil smallholders in Honduras. It was officially launched at the RSPO Europe Roundtable in Milan, Italy.



The first WISSH training sessions for smallholders have been completed. The main topic of this training session was Wilmar's "No

deforestation, No peat and No exploitation" (NDPE) policy. In total 1,980 smallholders were trained, in 67 training sessions, over 6 weeks. This is 86% of the total first year target of 2,300 smallholders.

The training was well received by the smallholders, who immediately showed their enthusiasm about the acquired knowledge and indicated their interest to join the forthcoming WISSH training sessions.

#### **Outgrower Programme in Nigeria**

In Nigeria, Wilmar is partnering with the Central Bank of Nigeria (CBN) to run an outgrower programme known as the CBN Anchor-Borrower Programme. PZ-Wilmar's Biase Plantation has been selected to anchor the program in Cross River State, Nigeria. To date, more than 400 farmers in over 40 cooperatives, with over 1,000ha of land have been identified for participation in the programme. The programme is still being fine-tuned before its launch date in 2017.

Complementing the CBN Anchor-Borrower Programme, Biase Plantations and Eyop Industries are working on a pilot outgrower programme to test the functionality of a "Nucleus-Estate" model within Wilmar's operations in Cross River State. Three farmer cooperatives who fulfill all legal requirements with regards to their land, and who share common boundaries with our estates have been identified. Wilmar will be entering into an agreement with them to develop their land as part of the pilot programme for our outgrower scheme. This model will be refined for replication via the CBN Anchor-Borrower programme. So far, 140ha of land neighbouring our Calaro and Ibiae estates has been identified. We have been working with farmers to fulfill legal, customary and environmental due process before the land clearing begins.

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## Conservation Initiatives

Biodiversity Conservation and Climate Change Mitigation

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#### **Extension of MOU with Kalaweit Foundation**

On 10 August 2016, Wilmar signed a second Memorandum of Understanding (MoU) with Kalaweit Foundation, to extend our partnership on rehabilitation of rescued Siamang gibbons for a further five years.



Kalaweit Foundation first released three pairs of Siamangs into the HCV area in Wilmar's plantation in

Sumatra in early 2015. This initial release was met with mixed results as all the original pairs had to be replaced due to injuries or disappearance. Kalaweit has since replaced the three original pairs, and continue to monitor their progress in assimilating into the environment. The extension of the MoU will enable Wilmar and Kalaweit to continue our collaboration, to monitor the three pairs and potentially release of another four more pairs in another HCV area in the same estate.

#### **Biodiversity and ecosystem services training: the value of HCVs in oil palm estates, 26-30 Sept 2016**

In late September 2016, Wilmar organised an internal workshop with its research partners in Sampit, Central Kalimantan for the following purposes:

1. To bring together the researchers working in our plantation areas as a means to exchange knowledge and research findings, in order to improve the management of our HCV areas; and
2. To build the capacity of our HCV and managerial team on the latest research findings for HCV management.



The workshop was attended by most of our research partners from University Malaysia Sarawak

(UNIMAS), University Andalas (UNAND), Southeast Asia Rainforest Research Partnership (SEARRP), Zoological Society of London (ZSL) and Borneo Orangutan Survival Foundation (BOSF). Discussions covered findings and potential collaborations from the research that has been undertaken by the research agencies in Wilmar's conservation areas in Sumatra, Central Kalimantan, Sabah and Sarawak. The participants from this workshop identified three areas of future work, (i) continued floral and faunal surveys, (ii) knowledge on ecosystem restoration and (iii) economic and social research into alternative income for communities.

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## **Policy Compliance**

Grievance procedure, ART plan and progress on No Exploitation commitments

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### **Grievance Procedure**

Five new grievance cases were logged in Q3. While Wilmar has halted purchases from one supplier due to

a lack of positive progress, we have received good cooperation from other suppliers in our mutual objective of resolving these cases quickly and transparently.

Wilmar has also provided a detailed update on the progress of engagement with PT Sandabi Indah Lestari (SIL), a case which was registered in 25 February 2015. Three field visits to the alleged affected area have been conducted thus far. Considerable resources were spent on supporting the grievance resolutions between PT SIL and the communities through site visits and meetings with the concerned stakeholders. The journey builds trust and strengthens our relationship with our supplier.

26 cases were registered since the launch of our Grievance Procedure. Stakeholders can view our full list of grievance cases, and follow the latest developments in our handling of these cases via our sustainability website.

<http://www.wilmar-international.com/sustainability/grievance-procedure/>

### **Progress on Aggregator Refinery Transformation (ART)**

As of end Q3 2016, we have completed 62 assessments covering mills in Indonesia, Malaysia, Latin America, and West Africa.

#### **Malaysia**

One of the key objectives of the ART plan is to draw upon available tools and guidance to support our suppliers in addressing issues identified during the initial supplier visits and summarised in the overarching reports. In Q3 2016, we have been focussing on broad level engagement trainings and workshops in Malaysia. The trainings were supported by TFT and Wilmar's customer, Mars Inc. The training sessions brought together expertise from relevant government departments (notably the Labour Department, and the Environmental Department), practitioners of High Carbon Stock (HCS) and High Conservation Value (HCV), with views from Wilmar customers. At the end of Q3 we have successfully carried out trainings for 249 participants from the palm milling and growing industry.

#### **Sabah, East Malaysia**

We have conducted three trainings for our suppliers in Sabah in Wilmar's Sapi and Sabahmas Mill & Estates, focusing on Labour Best Practices,





Environment & Conservation and Best Management Practices. TFT, Wilmar, independent consultants and government officers were speakers at the training.

#### Southern Region, Peninsular Malaysia

We have conducted two broad level engagement workshops in Kuantan and Kluang, Peninsular Malaysia, to share with the key findings identified in the overarching report with suppliers. There was also a consultation session with the suppliers to jointly develop a Self Assessment Tool which aims to assist the suppliers to make a fair assessment of their areas for improvement. This tool will assist Wilmar in identifying areas where the suppliers need support in implementing sustainable practices in their operations.



In September 2016, we organised four trainings for our suppliers in Kuantan and Kluang, focussing on Environment &

Conservation and Labour Best Practices. Independent consultants, government officers, TFT and Wilmar were speakers at the training. We appreciate the support of our customer, Mars Inc, for their sponsorship of one of the training sessions, as well as for attending the broad engagement workshops to share their own sustainability requirements with our suppliers.

#### Sarawak, East Malaysia

We have completed the remaining third party supplier mill assessments in Q3, taking the total number of mill assessments done in Sarawak to six. There is one mill assessment remaining for Sarawak, which will be completed in early October 2016.

#### **Indonesia**

In Q3 the focus in Indonesia continues to be engaging with suppliers on details of findings in mill assessment visits and the development of action plans.

We have conducted 16 follow up meetings this quarter, taking place at both mill and headquarter level to discuss the findings of the field visits that took place last year, and to establish action plans to improve practices and close gaps. Eight suppliers have submitted their actions plan and we continue to follow up with the rest of the suppliers to ensure progress is made on these recommendations. This will be an ongoing process.

In addition, nine mill assessments were completed in Riau.

#### **Africa**

In August 2016, a workshop was held by Wilmar and TFT in Uganda, with representatives from Wilmar Singapore, Oil Palm Uganda Limited (OPUL, Wilmar Uganda), Wilmar Nigeria, Benso Oil Palm Plantation (BOPP, Wilmar Ghana) and Palmci (Wilmar's subsidiary in Ivory Coast). The workshop was to present on the progress made in implementing Wilmar's NDPE policy in each region and to share lessons learnt.

#### **Making Progress on No Exploitation Commitments – Ongoing work within Wilmar operations and suppliers**

Please see full brief [<link>](#)<sup>1</sup>

In August 2016, Wilmar conducted a human and labour rights review on our operations in North Sumatra and Central Kalimantan. This work will contribute to the ongoing development of a Wilmar wide programme on improving labour practices in Indonesia. The four focus areas were:

1. Child labour – Child labour is a complex situation, and in our experience, it is linked to child care availability, physical accessibility to schools, and parents' attitudes. To the best of our knowledge, and based on available evidence, there is no child labour in our operations. Despite this, we are actively taking actions to address the root causes of child labour, which includes improving access to education and making child care facilities available.
2. Wages – All workers are paid at least the legal minimum wage or higher. Where disputes arise, we work with our workers, or their unions, to resolve these disputes amicably.
3. Fair & equal treatment of workers – We operate in many community landscapes. In some areas, we co-exist with communities that have a strong tradition of independent farming, and where employment with Wilmar is seen as a part time arrangement; In other areas we are the main employer and the communities are largely Wilmar workers and their families brought in from elsewhere in the country. Recognizing this, we are working towards reducing the ratio of temporary workers in our plantations, including assessing how this affects female workers.
4. Occupational health & safety – We take the necessary precautions to ensure the health &

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<sup>1</sup> <http://www.wilmar-international.com/sustainability/wp-content/uploads/2016/10/Making-Progress-on-No-Exploitation-Commitments-Ongoing-work-within-Wilmar-operations-and-suppliers-1.pdf>



safety of all our workers, particularly workers who handle hazardous chemicals.

Engagements with affected workers are ongoing, and we seek to resolve disputes and assuage all concerns amicably and transparently.

We have also embarked on a collaboration with Business for Social Responsibility (BSR), Neste, and another palm oil grower to benchmark our labor rights conditions and management processes in Indonesia specific to the oil palm sector. We have further engaged BSR to identify areas of relevance for the development of a Wilmar Labour Rights programme covering our entire oil palm growing operations in Indonesia.

business practices. It documents the progress we have made in working with our suppliers, partners, government agencies, NGOs and local communities to implement our No Deforestation, No Peat, No Exploitation policy, and to steer the industry towards responsible and sustainable practices. The report includes expert commentary by Proforest, and has undergone a limited assurance by EY.

Wilmar's Sustainability Report 2015 is available via this link: <http://www.wilmar-international.com/wp-content/uploads/2016/09/Wilmar-SR2015-FINAL.pdf>

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## Other Updates

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### **Community Engagement Efforts in Africa**

#### **Oil Palm Uganda Limited (OPUL)**

OPUL estate in Kalangala has been actively engaging with local communities to ensure that they share in the benefits of oil palm development. Activities this quarter

include establishing an easily accessible source of clean drinking water for the neighboring Mugoye



community, using our tractors and bulldozers to open up fruit collection roads for smallholders in Kagulube and Kasekulo, and the leveling of the

site for the construction of a church.

#### **Benso Oil Palm Plantation (BOPP)**

Community engagement initiatives for BOPP in Ghana were fruitful and cordial. Approval has been granted for the construction of a borehole for the neighbouring Ebussem community, to provide them with an accessible source of potable water. Scholarships for senior high school and tertiary education were also offered to distinguished students from four communities around BOPP.

### **Release of Sustainability Report 2015**

Wilmar released our Sustainability Report for year 2015, titled "Focused on Driving Value", on 6 September 2016. The report centres on our commitment to value creation through sustainable