

## **Supplier Guidelines**

*(Updated February 2026)*

Wilmar International Limited (Wilmar) recognises that sustainable development is integral to the long-term viability and success of its business.

We remain committed to implementing best practices within our own operations, and also recognise that our suppliers represent a major part of our footprint. Our suppliers therefore play a crucial role in supporting responsible and sustainable practices across all tiers of the supply chain. The principles set out in this document reflect the values and commitments embedded within Wilmar's own policies. Suppliers are expected to uphold these guiding principles, comply with all relevant laws, regulations and referenced policies, and apply them across their own supply chains where applicable. Central to these expectations is Wilmar's [No Deforestation, No Peat and No Exploitation \(NDPE\) Policy](#), which all suppliers are required to adhere to.

### ***Legal Compliance and Business Integrity***

Suppliers shall comply with all applicable international, national and local laws and regulations in the countries of their operation. Furthermore, Wilmar also expects our suppliers to conduct their business in a fair and ethical manner, in line with the principles outlined in Wilmar's [Anti-Fraud Policy and Anti-Bribery and Corruption Policy](#).

### **Workforce**

#### ***Child Protection***

Suppliers shall adhere to minimum age provisions defined by applicable national labour laws and regulations; or by International Labour Organisation (ILO) Minimum Age Convention, 1973 (No. 138), whichever is higher. This is further detailed in our [Child Protection Policy](#).

#### ***Equal Opportunities and Non-Discrimination***

Suppliers shall maintain a workplace free of harassment and discrimination from ethnic origin, gender, national origin, age, social class, religion, sexual orientation, gender identity, union membership, political affiliation, or disability – subject to the inherent requirements of the role to be performed. Suppliers shall ensure that their employees are afforded an employment environment that is free from any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse. The basis for recruitment, advancement, training and compensation should be qualifications, performance, skills and experience, as outlined in our [Equal Opportunity Policy](#), [Sexual Harassment, Violence and Abuse](#), and [Reproductive Rights Policy](#) and [Women's Charter](#).

#### ***Collective Bargaining and Freedom of Association***

Suppliers shall respect employees' right to form, join, or not to join a labour union of their choice without fear of reprisal, intimidation or harassment. Workers shall be able to communicate with management regarding their working conditions through their chosen representatives and negotiate in good faith.

#### ***No Forced or Bonded Labour***

Suppliers shall not employ forced, trafficked, or bonded (including debt bondage) or indentured labour, slavery or trafficking of persons, nor impose any restrictions on workers' freedom of movement. Suppliers shall ensure ethical recruitment practices, including not requiring workers to pay recruitment

fees at any stage of the recruitment process. These requirements should be complied with by any third-party recruitment agencies engaged by suppliers.

Suppliers shall ensure there is no fear of recrimination or dismissal in the access to judicial remedy and credible grievance mechanisms.

#### Fair Working Conditions

Suppliers shall pay employees in accordance with applicable wage laws, including at least the statutory minimum wages and observe working hours, overtime hours and mandated benefits as per the regulations of the country of operations. In the absence of regulations pertaining to working hours, suppliers shall ensure that workers are not working more than the maximum permissible limit under the national law as part of their standard or contracted working hours. Workers shall not be required to work more than sixty (60) hours per week as part of their standard or contracted working hours, that any overtime hours are worked on a voluntary basis and compensated at a rate consistent with national law; and that workers are not required to work on public holidays or are compensated in accordance with the local laws or regulations if they choose to work that day, and have at least one day off per seven days and at least one day off after six consecutive workdays. Where local laws or regulations provide greater protection or stricter limits on working hours, rest periods, or holiday entitlements, such requirements shall prevail.

When housing accommodation is provided, suppliers shall ensure that such accommodation is safe, adequate, and compliant with applicable national regulations; provide workers with safety measures to ensure the security of their belongings; and do not restrict workers' right to freedom of movement.

#### Employment contracts

Suppliers shall ensure that workers are given in writing and in a language that they understand, the details of their working conditions, including but not limited to, the nature of the work to be undertaken, rate of pay and pay arrangements, working hours, vacation and other leave, and all other benefits of employment.

The key principles summarised above should be read in conjunction with relevant Wilmar policies/statements for further details:

- [No Deforestation, No Peat, No Exploitation \(NDPE\) Policy](#)
- [Human Rights Policy](#)
- [Human Rights Due Diligence Framework](#)

#### Occupational Health and Safety

Suppliers shall ensure a safe and conducive workplace for employees by complying with all applicable local and national health and safety laws. This includes taking into account inherent risks in work areas, including physical, chemical, biological and radiological hazards. Suppliers shall:

- (i) endeavour to provide safe working conditions that mitigate workplace hazards;
- (ii) provide employees with appropriate personal protective equipment (PPE) at no cost; and
- (iii) address health and safety risks through medical facilities and other necessary preventive measures.

More details can be found in our [Occupational Health and Safety Policy](#).

#### Data protection principles

Suppliers shall ensure confidentiality in all their dealings with Wilmar and ensure that permission has been given and documented before disclosing, displaying, submitting or seeking confidential or personal information or data obtained in connection with the recruitment or employment of workers.

## **Environmental Protection**

Suppliers shall conduct business in environmentally responsible and efficient ways which minimise adverse impacts and protect biodiversity and the environment. These include, and are not limited to, meeting all applicable environmental laws and regulations, reducing GHG emissions, improving energy and water consumption efficiencies, avoiding the use of hazardous materials, promoting activities towards pollution prevention, resource efficiency, effective waste management, protecting nature ecosystems, promoting soil conservation via good agriculture practices, supporting climate adaptation strategy and circular economy.

For further details, refer to our [Environmental Policy](#).

## **Biodiversity, No Deforestation and Land Conservation**

Suppliers shall operate responsibly in preventing deforestation, protecting forests (defined as HCS forests and HCV areas), and promoting activities towards biodiversity and land conservation as outlined in our NDPE Policy.

## **Product Safety and Quality**

Suppliers shall ensure that the products and services provided or handled must exceed or meet food safety and product quality standards applicable in the countries of operation, as outlined in our [Food Fraud Policy](#), [Food Safety Policy](#) and [Food Defence Policy](#).

## **Compliance & Assessments**

Suppliers are expected to demonstrate compliance with our Supplier Guidelines and provide Wilmar with information on the subjects outlined in these Supplier Guidelines upon request.

As part of our endeavour to ensure that sustainability is integrated into all relevant business processes, compliance with the Supplier Guidelines would be assessed through our due diligence process for new suppliers; while existing suppliers would be subjected to supplier assessments where relevant and necessary, covering areas outlined in our NDPE policy.

All suppliers – new and existing suppliers are expected to adhere to our NDPE Policy. Wilmar endeavours to support compliance through appropriate training and guidance.

All suppliers must also ensure compliance with all relevant national standards where applicable, such as MSPO (Malaysian Sustainable Palm Oil), ISPO (Indonesian Sustainable Palm Oil) and other relevant national standards.

## **Reporting Misconducts/Violations**

Wilmar employees and suppliers are expected to report violations or possible violations of this Supplier Guidelines to Wilmar through our whistleblowing channel (please refer to page 4 of our [Whistleblowing Policy](#)) or [Grievance Procedure](#).

Wilmar will promptly investigate reported violations of the Wilmar Supplier Guidelines, and take corrective actions, where required, to address the issues in accordance with our Whistleblowing Policy and/or Grievance Procedure.

As stipulated in our Policy on *Human Rights Defenders*, Wilmar supports the protection of human rights defenders and we do not tolerate threats, harassment, intimidation, the use of violence, retaliation against or interference with the activities of anyone who raises a concern, lodges a complaint or participates in an investigation or whistle blows on activities in our business operations and supply chain, in good faith. Finally, Wilmar upholds a clear and strong commitment to non-violence and will do whatever possible, in all contexts, to prevent the use of force or the threat or real application of violence.