

SUSTAINABILITY BRIEF

Supporting a Sustainable Future for the Shea Sector Wilmar's Community-Driven, Climate-Positive Model for West Africa



Across the savannah landscapes of Northern Ghana, shea trees stand as symbols of resilience, woven into the parkland agroforestry systems that communities have relied on for generations. For many rural households, shea is more than a crop – it is a foundation for income, dignity and opportunity.

Through Ghana Specialty Fats Industries Ltd. (GSFIL), Wilmar has built a comprehensive and community-focused sustainability model that is contributing towards a more responsible shea production across the region. Our approach brings together women's economic empowerment, landscape regeneration, human rights safeguards and direct, traceable sourcing. This integrated strategy strengthens long-term raw material supply security for Wilmar while creating lasting shared value for the rural communities whose livelihoods depend on shea.

EMPOWERING WOMEN



Women are the heart of the shea sector, which is why their empowerment sits at the centre of our sustainability strategy.

Our Advanced Payment Programme, launched in 2023, provides women with working capital during the harvest season, easing financial pressures and improving supply reliability.

To date, over 4,500 women across 24 communities have benefited from the programme, with over GHS 2.37 million (USD 186,751) disbursed as pre-financing in return for 421,875 kilograms of shea nuts.

The programme has helped strengthen income stability and reinforce long-term relationships with women collectors.



HUMAN RIGHTS & COMMUNITY WELFARE

Human rights protection is a core pillar of our sustainability leadership in the shea sector, particularly in addressing the risk of child labour. In 2022, Wilmar partnered with USAID, GIZ, Mastercard Foundation and the Green Climate Fund, together with other industry actors, to strengthen protections within the shea supply chain.

This was followed in 2023 by a regional collaboration with Cordaid to protect children's rights across the shea supply chain in West Africa. Both initiatives focused on risk mapping, community awareness, capacity building as well as the development of prevention and remediation measures.

Wilmar's commitment to our sourcing communities also extends to moments of crisis. During the Covid-19 pandemic, we provided hygiene supplies and preventive training to communities, demonstrating solidarity and deepening trust across our supplier network.



RESTORING AND PROTECTING SHEA PARKLANDS



Environmental stewardship is another cornerstone of our sustainability approach. Shea parklands are vital for ecosystem health and for the communities who depend on them. Since 2020, Wilmar has planted over 39,000 shea seedlings across Northern Ghana as part of our Shea Seedling Programme to assist natural regeneration, build climate resilience and safeguard long-term supply.



RESPONSIBLE AND TRACEABLE SOURCING

Historically, shea collectors often had limited access to reliable markets and faced uncertainty in prices and purchasing agreements. Wilmar sought to change this by establishing our first Satellite Warehouse (SWH) in Northern Ghana. These SWHs enable direct sourcing from rural shea collectors – significantly improving traceability, supply chain efficiency and product quality as well as strengthening ties with sourcing communities. What started with five SWHs in 2019 has expanded to 39 by 2025, with six more planned to meet our 2026 target of sourcing about 12,000 MT of shea nuts.

For thousands of collectors, these warehouses have become reliable touchpoints that offer fair engagement and greater income visibility.



MOVING FORWARD

Wilmar's sustainability model in the shea sector continues to progress through a focus on scale, integration and community-centred action. By channelling resources and investments towards empowering women, regenerating landscapes, safeguarding human rights and establishing transparent sourcing systems, we have built a credible and measurable platform for ethical sourcing, environmental stewardship, resilient supply chains and community empowerment in the shea sector.

Looking ahead, we will continue to scale our sustainability initiatives across West Africa. Our priorities include deepening direct sourcing from women, strengthening financial inclusion, assisting natural regeneration through seedling support and supporting broader community development. Through these efforts, we aim to reinforce supply resilience while expanding our positive impact across the shea sector.

