

SUSTAINABILITY BRIEF

Empowering Women in Oil Palm Plantations Through Capacity Building and Knowledge Exchange



Wilmar recognises the important role women play across its workforce and in the communities where it operates. In a traditionally male-dominated industry, Wilmar cultivates a gender-sensitive workplace where women are respected, empowered and provided with equal opportunities to participate, lead and thrive. To reinforce this commitment, Wilmar introduced the [Women's Charter](#) in 2019 as a global framework for advancing women's rights and welfare across its operations.

The Charter outlines the key focus areas for creating a fairer and more inclusive workplace for women across Wilmar's operations. We are committed to respecting women's rights and ensuring their welfare, while also supporting the wellbeing of the families they care for. The Charter is supported by complementary policies, including [Sexual Harassment, Violence and Abuse, Reproductive Rights Policy](#), [No Deforestation, No Peat, No Exploitation Policy](#), [Child Protection Policy](#), [Equal Opportunities Policy](#), and [Workplace Health and Safety Policy](#), which together foster a safe and respectful working environment.

Building on these commitments, the Women's Committee Steering Group (WCSG) was established to oversee the various Women Working Groups (WoW) across Wilmar's oil palm operations. It provides centralised regional coordination to align activities, strengthen communication, and support more efficient capacity building on shared social risks and opportunities affecting women and children.

Through this structure, the WCSG promotes a consistent approach to gender equality and women's empowerment, while addressing broader issues affecting women and children across Wilmar's operations. At the estate level, WoW supports implementation through awareness programmes, engagement and practical local initiatives.

The Women's Charter is implemented through five key focus areas that provide a structured approach to advancing women's empowerment and safeguarding the wellbeing of women and children. These include:

1. Protection from sexual harassment and violence
2. Non-discriminatory, fair and equal opportunities at work and in workers' representation
3. Protection and care of female health
4. Continuous education for personal and family life improvement
5. Care of family life and welfare

WCSG ANNUAL MEETING: OVERVIEW



Advancing the protection and wellbeing of women and children across Wilmar's operations requires continuous learning, collaboration and alignment. To support this commitment, the WCSG regularly conducts meetings and field visits across regions and countries to facilitate knowledge exchange, strengthen implementation practices and promote shared learning.

The 2026 WCSG Annual Meeting was held from 20 to 25 April at Saremas 1 Estate in Sarawak, Malaysia. The programme brought together WCSG leaders and WoW representatives from Wilmar's operations in Malaysia and Indonesia.

The programme provided a platform for cross-regional engagement, knowledge exchange, and capacity building, with a focus on strengthening women empowerment and child safeguarding initiatives across operations.

The programme comprised two key components. The first was the WCSG Annual Meeting which focused on regional alignment, knowledge sharing and the continuous improvement of initiatives supporting women and children across Wilmar's operations. The second component was the "*Aku OK Aku Selamat*" workshop conducted by Global Shepherds. The workshop supported Wilmar's commitment to child protection by equipping participants with the knowledge and confidence to recognise, respond to and report child sexual abuse.

WCSG ANNUAL MEETING: KEY HIGHLIGHTS

The WCSG Annual Meeting focused on knowledge sharing and cross-regional learning. Representatives from each region presented updates on their organisational structure, key activities and outcomes, challenges and proposed solutions and priorities for 2026. Together, these presentations provided an overview of programmes across Wilmar's operations, highlighting implementation gaps, operational challenges and opportunities for improvement.

Building on the regional updates, participants discussed their priorities for 2026. Discussions focused on improving childcare practices, promoting children's health and wellbeing, and strengthening support for women in the workplace. Priority areas included capacity building for crèche caretakers on hygiene and childcare practices, health and hygiene education for children, awareness of the importance of immunisation, and initiatives to promote a safe and supportive work environment through sexual harassment prevention programmes, women's health screenings such as Pap smear examinations, and support for new mothers through postpartum assessments and maternal health guidance.



Beyond the meeting, the programme included field-based learning that provided practical exposure to estate-level implementation. As part of the field-based learning, participants conducted a practical assessment of crèche facilities using the Crèche Inspection Form, which was developed in 2025 under the Crèche Guidance Manual to support structured and consistent monitoring of crèche facilities.

The assessment, which covers safety, cleanliness, child wellbeing, hygiene practices, facility conditions, record management and the overall childcare environment, was further refined in 2026 to improve its practicality and effectiveness in the field. The exercise enabled participants to use the inspection form in an operational crèche and provide feedback on its structure, clarity and suitability for routine monitoring. Feedback from WCSG and WoW representatives was incorporated to further improve the inspection form for regular monitoring, helping to strengthen crèche standards across Wilmar's operations.

GLOBAL SHEPHERDS WORKSHOP: *AKU OK AKU SELAMAT*



In 2025, Wilmar collaborated with Global Shepherds, to launch the SPOT STOP SUPPORT programme, which focused on raising awareness and strengthening the practical implementation of child sexual abuse prevention and response in supplier workplaces. The programme was supported by the Nestlé Human Rights Fund for palm oil and administered by Winrock International. Further information about this programme is available in our previous [Sustainability Brief](#).

Building on this foundation, Wilmar continued its collaboration with Global Shepherds through the “*Aku OK Aku Selamat*” child safeguarding workshop, further strengthening efforts to promote safe and supportive environments for children in plantation communities.

The workshop brought together around 30 participants representing the WCSG, WoW, and Human Rights team. The workshop was delivered through interactive and participatory activities designed to encourage active engagement and experiential learning. These included structured group activities, facilitated brainstorming sessions and scenario-based team exercises that enabled participants to apply what they had learned in real-world situations. The workshop covered key topics including the lasting impact of child sexual abuse, Malaysia's legal framework around mandatory reporting, children's rights under the Convention of the Rights of the Child, trauma-informed response techniques and the *Aku OK Aku Selamat* five safety rules.



The session encouraged participants to reflect on ground-level situations while strengthening their ability to identify risks, respond appropriately and contribute to safer environments through practical, everyday actions. The programme comprised four sessions covering the Impact of Child Sexual Abuse, putting the Child Protection Policy into practice, responding safely and effectively to disclosures, and preventing abuse while creating safer environments. Beyond building knowledge, the workshop enabled participants from different regions to exchange experiences and perspectives, helping to foster a more consistent understanding of child protection and safeguarding practices across Wilmar's operations.

Additionally, participants were provided with the [My Personal Safety Rule Book](#), an illustrative booklet developed by Global Shepherds to provide guidance on recognising child sexual abuse, understanding personal safety rules and responding appropriately to disclosures. The booklet reinforced key messages and strengthened participants' understanding of child safeguarding concepts.

KEY REFLECTIONS

The WCSG Annual Meeting created opportunities for cross-country learning and exchange, highlighting both progress and areas for further improvement. Through the WCSG Annual Meeting and *Aku OK Aku Selamat* workshop by Global Shepherds, participants gained practical insights into different approaches and implementation practices across Wilmar's operations.

This reinforced the importance of strengthening the implementation of initiatives that support women and children, particularly through child protection, crèche standards improvement and the consistent application of safeguarding practices across Wilmar's oil palm operations. By equipping WCSG and WoW representatives with greater knowledge and understanding of child protection, the programme strengthens safeguarding awareness across plantation communities and helps create safer environments for our worker's children and families.



Ultimately, the programme reinforced that protecting children is a shared responsibility and a fundamental part of building resilient, inclusive and sustainable communities across Wilmar's operations.

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