



CHILD LABOUR POLICY

Wilmar International (“Wilmar”) endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its global operations and facilities.

Definition

Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

In the conduct of its business, Wilmar:

- Will not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to Wilmar and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Wilmar operations and facilities.

A handwritten signature in black ink, consisting of a large, stylized 'G' followed by a series of loops and a horizontal stroke.

GOH ING SING
GROUP PLANTATION HEAD

A handwritten signature in black ink, featuring a large, sweeping 'J' followed by several horizontal strokes and a final upward stroke.

JEREMY GOON
GROUP CSR HEAD