



## **HUMAN RIGHT POLICY**

### **A. Introduction**

Wilmar International Limited (“Wilmar”), as Asia’s leading agribusiness group, endeavours to conduct its business in a responsible and ethical manner. The Group recognizes that its business activities will have impact on society and environment. In its supply chain, Wilmar strives to respect and protect human rights to personal security that is free from harassment or abuse of any kind, safe, clean and healthy workplace and living environment.

### **B. Guidelines**

Wilmar adheres to international human rights principles and complies with local applicable laws, drawing guidance from the following guidelines and policies:

- The United Nations (UN) Universal Declaration of Human Rights.
- ILO Core Conventions on Labour Standards
- Wilmar’s No Deforestation, No Peat, No Exploitation Policy.
- Food and Agriculture Organization’s Voluntarily Guidelines on the Responsible Governance & Tenure.
- Other Wilmar policies that support our human rights value and commitment e.g. policies on Child Labour; Occupational Health and Safety, Equal Opportunity, Whistle Blowing, Sexual Harasment, Violence and Abuse, Reproductive Right, Corporate Social Responsibility.

## **C. Scope**

This policy applies to all Wilmar's subsidiaries and associates, including suppliers and contractors. In implementing this Policy, we are subject to the laws of the many countries in which we operate and we are committed to complying with all such applicable laws. Where our Policy, procedures and commitments are more stringent than local laws, the higher standards apply. In situations where the local laws are less stringent, we endeavor to develop a response on a case-by-case basis while using our policy as a guideline. Where local law prohibits us from upholding certain aspects of this policy, we comply with these local laws while continually seeking to respect and protect human rights.

### **Our human rights definition covers two key aspects:**

#### **1) *Labour Rights***

- a. Freedom of association
- b. No forced or bonded labour
- c. No child labour
- d. Conducive working conditions

#### **2) *Indigenous and Local Communities' Rights***

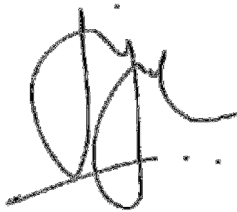
- a. Respect land tenure rights
- b. Commit to Obtaining Free Prior and Informed Consent from local communities before commencing new operations.
- c. Commit to Open, Transparent, Fair and Equitable Conflict Resolution

These human rights aspects are to be interpreted in line with the core principles stipulated in the above guidelines, in particular, the UN Universal Declaration of Human Rights, the ILO Core Conventions on Labour Standards and Wilmar's No Deforestation, No Peat and No Exploitation Policy.

## D. Implementation

Wilmar will work with a broad range of stakeholders to implement this policy within its operations as well as its external supply chain. The Group understands that companies will need time to implement the core provisions of this policy; it expects its supply chain to be fully compliant with this policy by 31 December 2015.

The Group has in place a whistle blowing mechanism, and will also establish a Grievance Procedure to enable any stakeholder to raise a grievance against any party.



GOH ING SING  
GROUP PLANTATION HEAD



JEREMY GOON  
GROUP CSR HEAD