



SOCIAL POLICY

The oil palm industry has an important and significant role to play in the national socio-economic development of Malaysia and Indonesia. As a leading economic force and a major employer in areas of its operations, Wilmar International's ("Wilmar") goal is to establish financially independent and self-reliant communities through harmonious relationships with its surrounding neighbours.

Wilmar endeavours to support the local economies through the infrastructure, services and employment generated by its mill and plantation operations.

To achieve the above goal, Wilmar will:

- Comply with the prevailing statutory employment and social obligations and laws; and other applicable requirements to which the Group subscribes;
- Implement and maintain a social system conforming to the RSPO Principles & Criteria standards, the United Nations Global Compact Principles and the Group's policies and SOPs;
- Embrace a policy of open engagement and on-going consultation with local communities, and other stakeholders or credible organizations that represent them with the intention of resolving all land disputes within its concession area in an honest, peaceful and fair manner;
- Identify deficiencies and gaps within the community infrastructure and skills base, and provide the necessary empowerment support through a scheme of carefully designed support and build-up programmes that include the areas of education and health welfare;
- Preserve indigenous cultural values through building religious places of worships and restoring or leaving intact historical sites;
- Periodically review this Social Policy to ensure it remains relevant and applicable for the business.

A handwritten signature in black ink, appearing to read 'Go Ing Sing', with a stylized flourish at the end.

GOH ING SING
GROUP PLANTATION HEAD

A handwritten signature in black ink, appearing to read 'Jeremy Goon', with a stylized flourish at the end.

JEREMY GOON
GROUP CSR HEAD