



Wilmar Reaffirms Commitment to Uphold Code of Business Ethics and Conduct

Singapore, 12 December 2016 --- There have been concerns expressed by some external stakeholders concerning the protection of workers in relation to recent public reports linked to labour and human rights allegations in Wilmar's supply chain.

We would like to provide assurance to all stakeholders that Wilmar's [Whistleblowing Policy \("Policy"\)](#), instituted in April 2013, is intended to encourage employees, as well as external parties, to raise concerns about possible or suspected corporate improprieties within Wilmar.

This Policy ensures that a process is in place for independent investigations of alleged improprieties and for appropriate follow-up actions, including providing assurance that the complainants will be protected from reprisals for whistleblowing in good faith and without malice.

In particular, Section 6 of the Policy clearly stipulates that any employee who raises a genuine concern and makes a disclosure in good faith will not be at risk of losing his or her job, nor suffer adverse treatment or harassment for doing so.

Wilmar strictly adheres to the spirit of this Policy, and does not penalise employees for raising concerns to ensure that Wilmar's business conduct meets its policies on compliance, including when they choose to raise the issues through third-parties.