



SUSTAINABILITY

OUR APPROACH TO SUSTAINABILITY

As a global leading agribusiness group with a presence across the value chain, Wilmar is in a strategic position to leverage our resources and expertise to create a positive impact for our stakeholders. We are committed to providing responsible and sustainable food, animal feeds and agri-products that safeguard the well-being of both people and our planet.

The foundation of our sustainability commitments is built on four main pillars which set a clear direction in the development of our strategies to boost performance across all business segments:

- Protecting the environment
- Looking after people and communities
- Delivering product excellence
- Transforming our supply chain

Our No Deforestation, No Peat, No Exploitation (NDPE) Policy is the crux of our global operations and our supply chain. Other sustainability-related policies and framework which encompass the environment, human and labour rights, health and safety, equal opportunities, women empowerment, child protection and food safety further strengthen the NDPE Policy.

In 2021, Wilmar introduced our No Deforestation and No People Exploitation Sugar Policy built around a firm commitment to work in partnership with our buyers and suppliers to improve sugarcane production for both people and the environment. We are working progressively to implement this Policy through the various actors in our supply chain to drive lasting improvements in sustainability.

All of the Group's policies and frameworks are available and accessible on our Sustainability Dashboard (<https://www.wilmar-international.com/sustainability>).

PROTECTING THE ENVIRONMENT

Being an industry leader, Wilmar believes in leading by example and demonstrates this by being an early adopter of identifying High Conservation Value (HCV) areas and establishing these areas as protected zones.

BIODIVERSITY AND CONSERVATION

Protecting Conservation Areas

As an extension of our overarching NDPE Policy, Wilmar is committed to biodiversity conservation in our operations and supply chain. Our proactive approach to environmental protection is guided by two main objectives:

- To manage, maintain and sustain biodiversity and ecological functions existing within conservation areas in Wilmar-owned operations and across the wider landscapes where we operate
- To strive to provide technical guidance and support to our stakeholders, including our suppliers, to enable the mainstreaming of biodiversity conservation in the plantation landscape

Remaining steadfast in our commitment to No Deforestation and No Peat across our entire palm supply chain, we have maintained our total Group-wide conservation areas at more than 32,000 hectares. Our focus is to increase yields and extraction rates to meet production demand without any further land clearing.



Wilmar's riparian zone in Bukit Durang, Sarawak, Malaysia.



SUSTAINABILITY

Our conservation areas are maintained based on evaluations conducted to date for our palm oil operations where all identified HCV and High Conservation Stock (HCS) areas are monitored. A dedicated conservation team consisting of qualified High Conservation Stock Approach (HCSA) practitioners and licensed HCV-HCSA assessors carry out the evaluations. We also work closely with local communities, civil society organisations, governments and suppliers to ensure the effective management and conservation of our operations and the surrounding landscapes.

Similarly for our sugar operations, we require all sugarcane farm development activities to demonstrate that they do not involve HCV areas or areas that are legally protected internationally or nationally.

Protecting Peatlands

Peatlands play a crucial role in climate change mitigation as it stores more carbon than all other forms of vegetation combined. Peatlands pose a fire risk if drained or exposed to dry weather as they are carbon-rich. Since implementing our NDPE Policy, we have prohibited any new development on peatlands, regardless of depth. We also collaborate with experts and local people to research solutions for peat restoration as we recognise the opportunities and benefits these areas provide, including reducing greenhouse gas (GHG) emissions.

We apply best management practices as defined by peat experts and the Roundtable on Sustainable Palm Oil (RSPO) in the 1% of our total planted palm area that is classified as peat. An example is maintaining water tables at optimal levels to minimise peat subsidence and the release of carbon dioxide.

We also participate in and contribute to knowledge-sharing platforms and multi-stakeholder initiatives such as the Tropical Forest Alliance as well as peatland conservation efforts and targets by the Indonesian Peatland Restoration Agency (Badan Restorasi Gambut).

Fire Prevention, Monitoring and Suppression

Since 2020, we have been utilising an integrated fire monitoring platform that automatically downloads and sends hotspot data to our field managers via a web-based instant messaging application. The platform was developed internally by our geographic information system team and the programme has been extended beyond Indonesia to Ghana, Malaysia and Nigeria since 2021. This is in addition to the daily on-ground fire monitoring system.

We also continue to work closely with the RSPO in sharing fire-related data and verifying hotspot notifications through the RSPO Hotspot Monitoring Programme. Our response teams are immediately dispatched to extinguish fires if there are confirmed incidences.

CLIMATE CHANGE

Climate change poses a risk to our planet, including livelihoods, food production and security. As we work on identifying opportunities to strengthen our business resilience, we are also setting up to mitigate the impacts of climate change.

We are committed to progressively reduce greenhouse gas (GHG) emissions from our operations while supporting global efforts to mitigate the impacts of climate change. All our business segments are focused on reducing GHG emissions through various initiatives.

Following our commitment to develop a sectoral roadmap for enhanced supply chain action consistent with a 1.5°C pathway, we worked closely with our peers and completed the roadmap in September 2022. We signed up to the Science Based Targets initiative (SBTi) and are committed to both near-term and net-zero emission targets. We are developing timebound plans over the next 24 months to outline our strategy and approach to achieving our comprehensive targets that are consistent with a 1.5°C pathway aligned with SBTi.

We have established our Scope 1 and 2 baselines and implemented measures to reduce these emissions, primarily through investments in operational efficiency and renewable energy. We have also completed the mapping of the Group's Scope 3 emissions for our target baseline year, which will be disclosed in our Sustainability Report 2022.

In addition, we are building a more resilient business by continuing to act proactively on the evolving risks and opportunities relevant to our business and key stakeholders.



Fire management and response team undergoing training in Indonesia.



The Sumatran surili (*Presbytis melalophos*) found in Wilmar's conservation site in Indonesia.

ENVIRONMENTAL FOOTPRINT OF OUR OPERATIONS

As we rely on various resources including water and energy for our business to operate, we acknowledge the crucial role we play in minimising the environmental footprint in our business operations. We support sustainable production by implementing efficient measures to reduce the use of resources. Our commitment to minimising the environmental footprint of our operations is mapped out in our Environmental Policy. We reuse, recover and recycle waste while making efforts to manage waste, effluents and chemicals responsibly. We fully adhere to all environmental laws and regulations in the countries where we operate.

The renewable energy in our palm oil and sugar upstream operations is mostly generated from biomass which is derived from our operational waste. The primary energy sources in our palm oil mills are the by-products of the milling process like empty fruit bunches (EFB), kernel shells and mill fibre. In our sugar milling operations in Australia and India, cane bagasse is the main source of fuel powering our mills. In Australia, we are one of the largest producers of renewable biomass energy.

We adopt different technologies in our factories to reduce our energy consumption, improve energy efficiency and reduce reliance on non-renewable energy sources, including steam condensate recovery, waste heat recovery of exhaust gas, steam residual pressure power generation and rooftop solar. These initiatives also result in significant GHG emissions reduction.

To reduce water consumption in our oil palm plantations, we adopt a lifecycle approach in the design and operation of our mills. We also implement water efficiency measures such as rainwater collection and wash water recycling in water-intensive mills, nursery irrigation and household use.

We also implement comprehensive procedures to protect the quality of discharged water. We identify priority substances of concern in the water discharges and regularly monitor and report our progress in reducing significant pollutants. We adhere to all discharge limits specified in the local regulations of the countries we operate in.

Where possible, we adopt the principles of a circular economy model and are committed to reducing the amount of waste generated. All the waste produced in our upstream palm activities is recovered and reused where organic waste including EFB, mesocarp fibre and palm kernel shells are used as fuel or organic fertiliser. Similarly, our sugar milling operations use cane bagasse as fuel for our boilers while other by-products such as press mud, ash, sludge and yeast sludge are used for soil enhancement purposes.

We also apply the waste management hierarchy in our factory operations to minimise waste channeled to landfills. Where possible, our factory production processes are modified to maximise recovery of waste generated and to reduce waste channeled to landfills.

SUSTAINABLE PACKAGING

We work closely with our research and development (R&D) teams as well as the wider industry to develop packaging solutions using the least number of materials and maximising packaging that can be reused or recycled by end-users. This goes towards minimising the impact of packaging waste, particularly plastic waste, while prioritising food safety and quality, lengthening shelf life and reducing food waste. We also look into improving the sourcing requirements of the materials we procure to ensure that they are from sustainable sources.

Since completing our baseline packaging data in 2020 which identified the key plastic materials used and their material efficiencies, the data has been used to drive our efforts on reducing the amount of packaging material needed with a focus on these materials in countries where material efficiency is low.



SUSTAINABILITY

LOOKING AFTER PEOPLE AND COMMUNITIES

As a multinational organisation with a global footprint and a workforce comprising different nationalities and cultural backgrounds, we are committed to upholding the human rights and labour standards of our workers and local communities in support of the universal acknowledgement of each person's inherent dignity.

HUMAN RIGHTS AND LABOUR STANDARDS

Wilmar is committed to respecting human rights as defined in the United Nations (UN) Declaration of Human Rights and the International Labour Organisation (ILO) Core Conventions on Labour as well as to implementing the UN Guiding Principles on Business and Human Rights. As a signatory of the UN Global Compact, our objective is to ensure that this applies to all parties or individuals throughout our value chain.

We also adhere to local, national and ratified international laws, and where legal frameworks are not yet in place, we commit to international best practices as well as Wilmar policies.

Human Rights Policies and Frameworks

We launched our first Group-level Human Rights Defender Policy in 2021 with input from key human rights experts. This came on the heels of our Human Rights Framework established in 2019 in reference to the Organisation for Economic Co-operation and Development (OECD) guidelines.

The Framework provides detailed instructions on the practical implementation of all principles, such as due diligence mechanisms for identifying, preventing, mitigating and accounting for our impacts on human rights, including remediating any adverse impacts. The Framework also outlines several procedures and policies including Wilmar's NDPE Policy, Human Rights Policy, Whistleblowing Policy, Grievance Procedure and No Exploitation Protocol.

To keep abreast with the latest developments, we work closely with human rights experts and civil societies which also allows us to seek feedback on our approach and progress. In addition, we actively engage in partnerships and various multi-stakeholder platforms that advocate human rights.

We have been collaborating with our technical partner and expert, Verité – an independent non-profit organisation working to strengthen labour rights in supply chains. Verité has been helping us to better understand our systemic labour and human rights risks, the possible root causes of child labour, the link between work and pay practices as well as emerging labour issues.

In the 2022 Corporate Human Rights Benchmark (CHRB), we ranked first in the East Asia and Pacific region and second globally out of 127 companies.

Living Wage

Wilmar is committed to assessing and ensuring that our employees, contractors and suppliers are paid a living wage. We have assessed 100% of our employees and contractors to ensure that they are paid a living wage. We similarly assess that our palm suppliers pay their workers and contractors a living wage via our Supplier Reporting Tool.

Our assessments are based on available living wage frameworks for the countries we operate in, including the Global Living Wage Coalition, Wage Indicator Foundation, Massachusetts Institute of Technology Living Wage Calculator and the RSPO Living Wage Benchmark.

Wilmar has been a co-chair of the RSPO Living Wage Task Force (LW TF) since 2021. Our work with the LW TF involves developing living wage benchmarks with stakeholders for the different regions in which RSPO operates. This work builds on the RSPO Guidance for Implementing a Living Wage published in 2020 to which Wilmar has provided significant input. Through this initiative, RSPO and its members strive to ensure the payment of a living wage for workers and their families.

In countries without furnished data on what is considered a living wage, we ensure our workers receive at least the minimum wage and access to benefits such as non-mandatory savings schemes, free childcare and free transport. For employees who work on-site in remote areas, housing, facilities and benefits are provided.



Recruitment of Workers

To prevent human trafficking and forced labour in our palm oil operations in Malaysia and Indonesia, our workers are recruited directly and we bear all recruitment fees and related costs. This mitigates the common problems of contract misrepresentation and debt bondage arising from excessive recruitment fees charged by agents when hiring foreign workers in the agricultural sector. In instances where recruitment agencies are used, it is only to support the documentation processes.

The use of contracted agents in Ghana and Nigeria is only for logistical and administrative purposes. We handle salaries and remuneration directly with our workers to prevent risks of exploitation.

Protecting Children's Rights in our Supply Chain

Child labour, exploitation and abuse of any form are not tolerated and we are committed to protecting and safeguarding the rights of children throughout our operations. We pay closer attention to our palm oil upstream operations where the risk of child labour is highest.

In 2017, we published our Child Protection Policy which outlines our commitment to protecting the rights of children in our plantations as well as within our suppliers' and contractors' operations. We have been conducting annual child safety assessments for our upstream palm operations in Indonesia and Malaysia since 2018 and have expanded this to our operations in Africa in 2020. An internal team, independent of the plantation reporting structure, carries out these assessments to understand if there are potential risks to children and recurring issues, and to record programmes or interventions in place to improve overall child safety.

In collaboration with our plantation Women's Working Groups (WoW), we also studied health records in our plantation clinics to understand and identify any potential blind spots related to the health of mothers, infants and children.

Wilmar developed a Child Protection and Safeguarding Implementation Manual in collaboration with Business for Social Responsibility (BSR) and consumer companies including Nestlé, Colgate-Palmolive, PepsiCo, Neste and Procter & Gamble. It serves as a comprehensive guide to understanding the universal rights and protection of children and how this applies to the wider agricultural industry. In Malaysia and Indonesia, we have progressed to the next phase to test the practical application of the Manual. The findings from the assessment will be shared with our supplier base in both countries.

We have also developed the Children in Plantation Directory in collaboration with Earthworm Foundation, ADM, Avon and Nestlé to guide the private sector in improving the health, safety and education of children living on or near plantations in Malaysia. The directory of social services is the first of its kind in the country and contains four priority areas - education, community engagement, birth registration and child protection-related services for children and youth living in the rural areas of Sabah, Malaysia. We are working with BSR to develop a similar handbook in Indonesia.

We provide free and quality education for children living in our plantation operations as we believe that education is the key to eradicating poverty and improving lives. Wilmar also operates crèches across our plantations globally to care for younger children.



Class in session in Wilmar's Community Learning Centre in Sawarak, Malaysia.

In 2022, Wilmar was recognised by the Global Child Forum, a Swedish non-profit foundation, as the best-performing company in the Food, Beverage and Personal Care benchmark and emerged number one globally among a total of 310 of the world's most influential companies that were assessed.



SUSTAINABILITY

EMPLOYEE HEALTH, SAFETY AND WELL-BEING

It is our highest priority to instil a culture of safety across our entire operations, given that the nature of our business sees our workers undertaking a wide range of different tasks such as harvesting, operating heavy machinery and transporting goods. Any lapses in health and safety protocols will potentially have an adverse impact on our people and operations. Wilmar strives to uphold the fundamental rights of our employees, workers and everyone involved in our operations to safeguard their health and well-being while building a healthy, motivated and productive workforce.

Wilmar Integrated Management System (WIMS) is our integrated Environmental, Health and Safety (EHS) management system to minimise workplace health and safety risks. It is an overarching global system enabling us to have a common and consistent approach to EHS management which also:

- Follows internationally recognised standards, including ISO 14001:2015 and ISO 45001:2018
- Covers the entire Group and all our employees, despite EHS management systems being mandatory only in selected countries
- Is regularly reviewed to improve our health and safety performance, usually once every three years or when there is a change in the standards we follow

A large number of our facilities are currently certified to ISO 45001:2018 Occupational Health and Management Systems or ISO 14001:2015 and we will be implementing the same level of health and safety management across all remaining facilities in the near future. Regular health and safety training is a WIMS requirement for all our workers, especially those performing high risk tasks. Educational materials in local languages are made available to ensure our workers are updated on best practices and relevant requirements. We also enhanced our

safety leadership training in 2022 to further strengthen the safety culture across our operations. In collaboration with our Group IT team, we have developed a new Global E-Learning Programme to complement our training programmes.

In 2020, we established a Fatality and Permanent Disability Incident Process where, if systems and trainings fall short of our required standard, disciplinary action will be taken at the site's senior management level.

We focused on strengthening our seven High-Risk Work (HRW) Standards in 2022. We continue to conduct training and implement best management practices for high-risk work which includes workplaces involving the seven riskiest work types such as work at height and energy isolation. The HRW Standards were first developed in 2016 and since then, have been revised and updated to provide guidance, build awareness and monitor compliance on the ground. HRW spot audit tools have also been developed to aid sites in the carrying out of field observations and inspections for ensuring HRW compliance. Findings and remediation actions are recorded for improvement.

DIVERSITY AND INCLUSION

We believe that a diverse and non-discriminatory work environment with equal opportunities will attract the right talent and empower each of our employees to be their best and unique selves. The diversity of our workforce brings new and unique perspectives that help us to better serve our wide range of customers.

Wilmar has in place key policies to support our approach to diversity, including our Equal Opportunity Policy and Board Diversity Policy, among others. Every Country Head and Business Head in Wilmar is accountable for ensuring that diverse and inclusive practices are implemented in the workplace.

In Australia, we have committed to developing an Indigenous Recognition Plan and we are part of Diversity Council Australia Limited, an independent organisation spearheading equitable diversity and inclusion in the workplace. We also have in place an apprenticeship programme open to both young men and women who will be evaluated based on their own merits.

We also recognise the importance of empowering women in our workplace and creating a fair and inclusive environment in which they thrive. In 2019, we launched our Women's Charter which outlines our commitment to respecting women's rights and ensuring their welfare while taking into account the diverse work environments in Wilmar, including plantations, factories and offices. The Charter, which applies to our operations globally, is complemented by a number of other policies, including the Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy.



Resources to support our healthcare staff in Nigeria are stepped up to support their work in training and educating workers on hygiene, sanitisation and general health and safety.



Wilmar Women's Charter outlines our commitment to respecting women's rights and ensuring the welfare of all female workers in the Group including in our plantations, factories and offices.

Our Women's Charter outlines five key focus areas:

- Protection and care of female health
- Care of family life and welfare
- Protection from sexual harassment and violence
- Non-discriminatory, fair and equal opportunities at work and in worker representation
- Continuous education for personal and family life improvement

Wilmar began establishing women's committees in our oil palm plantations in 2007 and in April 2019, the Women's Committee Steering Group was established to ensure there is consistency and alignment with these five key focus areas. Now, we have WoW or Gender Committees in all our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria.

A number of initiatives have been launched by WoW focusing on women's welfare including training and raising awareness on topics like reproductive rights, birth control and the importance of regular screenings for breast and cervical cancer. We ensure there is equal access to health services. Maternal health cards are distributed to women to help track their prenatal health indicators.

We conduct trainings and group sessions on topics such as childhood nutrition and awareness of childhood diseases as well as conducting health-related campaigns with local hospitals or health authorities to provide a better understanding of the importance of childhood vaccinations.

The crèches established on our plantations provide a safe space for childcare while their parents are at work. To further improve the safety of our crèches, we have in place registration and attendance records which also include vaccination history. Through our crèches, we ensure that these children receive all the mandatory immunisations.

Our WoWs and Gender Committees were also set up as channels to investigate any sexual harassment-related cases. We also organised trainings in Malaysia and Indonesia to provide further knowledge and understanding of gender-based violence and sexual harassment.



SUSTAINABILITY

TALENT MANAGEMENT

Our global workforce of approximately 100,000 people across 39 countries is a key pillar of the Group's success. We aim to attract and retain the right talent across our business and value chain by creating an engaging and inclusive workplace while adhering to the highest standards of human and labour rights across our supply chain. We actively employ local talent in our overseas operations to leverage local knowledge and network.

Temporary workers play an important role in fulfilling seasonal harvest needs, time-bound tasks or specialist roles in our upstream operations, especially in sugarcane plantations and sugar mills as sugarcane is a seasonal crop.

Regardless of employment status, all our employees have access to health care, parental leave, life insurance as well as disability and invalidity coverage.

We are also developing more e-learning courses to cater to different employee levels to complement the current formal trainings, mentoring and on-the-job technical trainings.

ECONOMIC AND COMMUNITY CONTRIBUTIONS

Wilmar believes in supporting and empowering the surrounding communities in which we operate through socioeconomic development programmes covering education, health and in recent times, Covid-19 relief measures.

The establishment of our oil palm estates have led to the development of infrastructure such as roads, electricity and safe drinking water in remote rural areas. We further support rural development through offering stable employment opportunities and building workers' housing, schools and communal facilities.

Our independent smallholder programmes cater specifically to each country and aim to address the unique challenges faced by farmers in their respective locations. For example, farmers in Malaysia request for support around the provision and application of fertilisers whereas farmers in Ghana require support around the best agronomic practices. Our programmes also sometimes help farmers achieve relevant certification although it is not exclusively an objective.

We ensure that all smallholders in our programmes have access to a platform for expertise and sharing of best practices to enhance their livelihoods as well as guidance to achieve NDPE compliance.

We have implemented training programmes for sugar outgrowers, covering good farming practices for land preparation, planting systems, cane nutrient requirements, fertiliser application, weed control and the safe handling and application of chemicals.

We empower our subsidiaries to manage their own approach to economic and social contributions that are in line with the needs of local communities. Each subsidiary manages its own programmes which can include cash donations, employee volunteering or employee workplace giving.

We allocate about 1% of the Group's annual profit to support various philanthropic endeavours. Some of these include building schools in China, Indonesia, Malaysia and Africa; supporting cataract operations and prosthetic limb surgeries for the needy; building orphanages and nursing homes in China; and contributing to disaster and Covid-19 relief efforts.



Smallholder training session in Indonesia.



TRANSFORMING OUR SUPPLY CHAIN

We continue to strive towards ensuring that our sustainability commitments extend beyond our own operations to the rest of our supply chain, therefore upholding responsible sourcing and supply chain transformation as strategic priorities for Wilmar.

We recognise our responsibility and capacity to guide and influence our supply chain, which represents a significant portion of our environmental and social impact. Thus, it is critical for us to continue engaging and working closely with our suppliers in an effort to make sustainable agriculture and food production a reality.

We have established traceability and transparency initiatives for our palm oil and cane sugar supply chains. Through monitoring efforts and capacity-building programmes, we ensure continuous compliance by our suppliers at the group level to Wilmar's sustainability commitments. Suppliers are also expected to uphold basic principles related to legal compliance, business integrity, labour and human rights, environmental protection as well as product quality and safety.

In 2021, we published the Palm NDPE Implementation Annual Report alongside our annual Sustainability Report.

Responsible Sourcing in our Palm Oil Supply Chain

Wilmar has established a comprehensive traceability programme since mid-2013 to support the implementation of our NDPE commitments, as a large part of our footprint originates from third-party suppliers. Information on our suppliers is available under the traceable supply chain section which provides comprehensive and interactive information on our Sustainability Dashboard such as the parent company name, mill or refinery/ trader/ bulker name, location, percentage of traceability to mill and plantation and progress related to sustainability.

Our Supplier Reporting Tool (SRT) allows us to monitor each mill supplier for compliance with our NDPE commitments in addition to our Supplier Group Compliance Programme which also monitors our direct and indirect supply chain using satellite technology.

Strengthening our Sustainability Commitments in our Sugar Supply Chain

As one of the world's leading sugar players, it is imperative for Wilmar to implement a robust sustainability commitment for our sugar supply chain. Our NDPE Sugar Policy, launched in September 2021, was developed to avoid rigidity and allow for flexibility to adapt and complement various other existing standards and schemes such as the Sustainable Agriculture Initiative, national programmes as well as legal and regulatory frameworks.

We continue to engage closely with our suppliers and buyers through awareness and capacity-building programmes to promote the recognition and implementation of the NDPE Sugar Policy in an effort to transform the sugar industry. We also monitor our mill suppliers through the SRT platform to identify any potential areas where we can collaborate to improve performance.



Wilmar's NDPE Sugar Policy is developed around a firm commitment to work in partnership with our buyers and suppliers to improve sugarcane production for both people and the environment.



SUSTAINABILITY

DELIVERING PRODUCT EXCELLENCE

Wilmar continues to focus on developing products that contribute to the health and well-being of our consumers through innovation, R&D, transparent product marketing and labelling. Our strategy and efforts reflect our deep commitment towards delivering product excellence that meets the highest and most stringent standards of product quality and safety.

INNOVATION AND TECHNOLOGY

The adoption of new innovations and technologies remain a key strategic focus, as we continue to invest in R&D. We established strategic partnerships with leading experts, academics and institutes, namely in Australia, China, New Zealand and Singapore, among others, who contribute to our research and collaboration efforts while providing us access to a pool of talents.

Wilmar currently has over 500 projects focused on advancing agricultural practices, optimising factory processes, enhancing overall product quality across various segments and a better understanding of various ingredients through food science.

Improving Yields and Reducing Pressure on Land Use

We continue to develop and implement our cloning programmes to increase yields without requiring further land expansion. The programme involves identifying and deciding on palm oil variations based on various parameters, including yield performance. We expect yields to improve by up to 30 per cent through these variations. Through efforts by our oil palm clonal lab in Central Kalimantan, Indonesia, we are scaling up production to 500,000 clonal palms per year by 2026.

Through our collaboration with Temasek Life Sciences Laboratory (TLL), we are conducting research on applying genetic screening to reduce the palm breeding cycle to potentially halve the breeding process duration in comparison to conventional methods. Field tests are being conducted on selected genetic markers against fresh fruit bunch yields in sampled palms.

Additionally, TLL is testing DNA markers associated with Ganoderma resistance as well as identifying drought-tolerant oil palms at the seeding stage.

Meanwhile, Wilmar Sugar Australia (WSA) is working to identify 'super' parents containing additive traits that help improve sugarcane yields and the sugar content of their progeny. As part of its breeding programme, WSA is trialling the use of Genomic Selection technology, using Single Nucleotide Polymorphism chips.



Through research work conducted in the oil palm clonal lab in Central Kalimantan, Indonesia, we expect yield to improve by up to 30%.



Improving Nutrition

Wilmar, the National University of Singapore (NUS) and the National Research Foundation formed a five-year partnership in 2018 and launched the WIL@NUS Corporate Laboratory in Singapore. Hosted by the Yong Loo Lin School of Medicine, the laboratory combines the world-class expertise of Wilmar and NUS and is committed to driving innovation in food technology to aid better health and developing efficient and cost-effective sustainable biochemicals.

WIL@NUS completed a significant clinical trial in 2021 and published the results in the Journal of Nutrition on the identification of food ingredients that contribute to healthy living and ageing. In 2022, a clinical trial on developing meals for women with non-alcoholic fatty liver disease was conducted and is reported in the US National Institutes of Health clinical trial registry.

In New Zealand, Goodman Fielder launched a new series of plant-based chicken products. Rated 4-stars by the health star rating system, these products are high in protein, low in saturated fat and do not contain any artificial flavourings or colours.

PRODUCT QUALITY AND SAFETY

Wilmar has in place a Food Safety Policy, Food Fraud Policy and Food Defence Policy to ensure that our food products consistently achieve high standards of quality and safety while meeting regulatory and compliance standards.

A large majority of our food and food ingredient factories are certified to a food safety certification scheme accredited by

the Global Food Safety Initiative (GFSI). These certification schemes are:

- Food Safety System Certification 22000
- United Kingdom: British Retail Consortium Global Standard for Food Safety
- United States: Safe Quality Food

RESPONSIBLE MARKETING AND LABELLING

Wilmar markets and labels our products in a responsible manner while upholding a high level of ethical standards through strict compliance with legal and regulatory requirements outlined in each region where we operate. This includes avoiding targeting children in our sales and marketing activities, among others.

CONSUMER HEALTH AND WELL-BEING

Wilmar is well-positioned to respond to consumers' needs and continues to prioritise providing consumers with access to healthy, nutritious and affordable food, especially in emerging markets, through new product innovation and enhancements with additional nutritional attributes.

Our consumer products, whether distributed wholesale or sold directly to end-customers, are renowned for their quality. Our food products, which reach five billion consumers worldwide, include vegetable oils, sugar, flour, rice, noodles, condiments, snacks, bakery and dairy products, among many others.

We apply a targeted approach of understanding consumer requirements or preferences and aligning them with nutritional science that is constantly evolving to guide us in developing market-leading, nutritious food products.

RESPONSIBLE BUSINESS PRACTICES

Wilmar is committed to cultivating a culture of ethical and responsible business conduct, which is the cornerstone of a successful business. To uphold the trust and confidence of our stakeholders, we ensure that our employees globally comply with all relevant laws and regulations as well as Wilmar's internal policies.

Business Ethics and Compliance

Wilmar inculcates and fosters a Group-wide culture of strong business ethics and compliance throughout our global operations. This steers employee conduct and decision-making based on the highest standards of integrity. Employees are provided with relevant training programmes and guidance on our corporate policies including the Code of Conduct, Code of Ethics, Anti-Fraud Policy, Anti-Bribery and Anti-Corruption Policy and Whistleblowing Policy – all of which have been reviewed and approved by the Board of Directors.

Wilmar's Tax Policy, which ensures we manage our taxes in a responsible and credible manner, determines how all companies within the Group conduct their tax affairs.

The **Whistleblowing Policy** establishes the framework for employees as well as external parties with business or commercial relationships with Wilmar to raise concerns or incidences of corporate improprieties in confidence without the risk of reprisal. The policy also institutes the investigation and verification process followed by determining the next course of action.

All the abovementioned corporate policies are available on the Group's corporate website (<https://ir-media.wilmar-international.com/corporate-policies/>).

Wilmar does not make any direct or indirect contributions to political parties, political associations and political candidates. Wilmar recognises employees' rights to participate in the political process as individuals. Any engagement by employees in political activities must be in compliance with our Code of Conduct and other relevant Group policies.

As a responsible corporate citizen, Wilmar often takes a position on issues of public policy that could impact our business. The Group may engage in efforts that may have an impact on legislation or government policy. All such lobbying efforts are conducted in accordance with applicable laws and regulations.