

HUMAN CAPITAL MANAGEMENT

With a global workforce exceeding 100,000 employees, the Group's unwavering commitment to nurturing and attracting talents is ingrained in our corporate culture. We believe that our success stems from a skilled, dedicated and diverse workforce.

Empowering our people is important to us. We invest in upskilling initiatives and provide multiple pathways for our people to develop and grow together with the organisation. At Wilmar, we go beyond building an effective workforce by cultivating a sense of belonging, purpose, and belief that everyone can make a positive difference.

ENRICHING EXPERIENCES AND TRAINING OPPORTUNITIES

As a global agribusiness group, we offer our employees the opportunity to transcend geographical boundaries and tap into a diverse pool of insights, knowledge and expertise. Wilmar organises overseas deployments and exchange programmes for employees who are keen to gain cross-cultural perspectives.



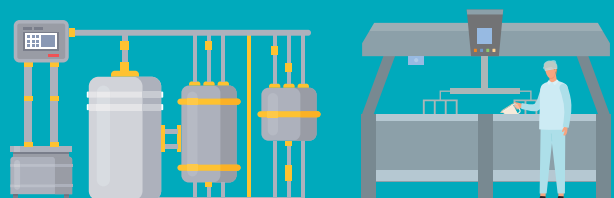
Members of Africa management team visiting the Wilmar Kitchen Experience Centre in Hangzhou.



Employees undergoing equipment training at Wilmar's Central Kitchen in Hangzhou.

Besides travelling opportunities, we also seek to elevate the skills of our workers at their workplaces to develop them for greater responsibilities. Operating across the entire food value chain at our Central Kitchen Food Parks in China, our activities demand greater employee proficiency in production-related tasks. We see this as an opportunity to upskill our workers to take up bigger roles, providing comprehensive training on industrialised knowledge such as procurement, inventory management, food safety, on-site equipment operation, quality control and lab work.

We also work with local organisations to equip our people with relevant skills, such as the extensive training and certification programme with the Ghana National Fire Service on fire safety and crisis management at Wilmar Africa Limited.



TALENT ACQUISITION

Besides cultivating skilled workers from within, we want to be an employer of choice for prospective talents. We partner with educational institutions to tap into a pipeline of fresh graduates, providing apprenticeship and internship programmes that are structured to deliver a purposeful hands-on experience of working at Wilmar. At the end of these programmes, selected participants who are keen to pursue a career at Wilmar are offered the opportunity to join the organisation as full-fledged employees.

To-date, many initiatives such as the Wilmar Apprenticeship programme in Australia, Wilmar Africa Graduate Trainee programme in Ghana, and Graduate Engineer Trainees Programme in India have produced candidates who went on to develop their careers at Wilmar. In 2023, we also launched the Seeds Internship 2.0 at Adani Wilmar. This internship features a unique opportunity for interns to engage directly with our leadership team, offering them valuable insights on the organisation's strategic vision and core values.



Wilmar Africa Graduate Trainees in Ghana with General Manager, Shaun Yeo.

LEADERSHIP DEVELOPMENT

We place a strong emphasis on identifying and grooming leaders. Strong performers receive attention from our senior management and are given stretch assignments to prepare them for challenging roles within the Group. To place the right people in the right positions, we review succession planning to ensure that there is a ready pool of talent to take on leadership positions. Emerging leaders receive guidance in the form of individualised development plans to bridge leadership gaps and build confidence to take up greater responsibilities.

THRIVING IN UNITY

Our people are at the heart of our business and our growth is deeply rooted in the shared aspirations of our employees. To us, Human Capital Management is about nurturing collective success and we do that by tilling the ground for individual excellence.

