

Occupational Health and Safety Policy

At Wilmar, we are committed to providing a safe and healthy working environment for our employees and stakeholders. We believe that all incidents and occupational illnesses are preventable, and we will work relentlessly to improve our safety performance towards zero incidents. Our commitment is to eliminate hazards and reduce OH&S risks, ensuring the well-being of everyone involved in our operations. We are dedicated to the continual improvement of our OH&S management system, fostering a culture of safety and accountability.

We will achieve this by:

- Complying with all local and national legislation and other requirements within the countries in which we operate.
- Ongoing implementation of our Wilmar Integrated Management System (WIMS), which is central to our health and safety strategy.
- Development and implementation of Health, Safety, and Process Safety standards, tailored to our specific operational risks.
- Ongoing enhancement of the global EHS reporting platform and fostering an open and transparent reporting culture.
- Seeking continuous improvement in health and safety performance through setting annual objectives, targets, KPIs and focus areas, and measuring progress against our goals.
- Engaging our people and stakeholders to build and maintain a safe workplace through consultation and participation at all levels.
- Providing continuous safety training and development opportunities for all employees and contractors to enhance their knowledge and skills.
- Developing and regularly updating emergency preparedness and response plans to ensure readiness for any incident.

We will ensure that our working conditions are monitored and that our people are fit for work. Wilmar expects all people involved in our operations to take responsibility for their own safety and the safety of others around them, and to immediately report any hazard or incident.

Our ultimate goal is to send everyone home safely every day.



Kuok Khoon Hong
Chairman and CEO
Wilmar International Limited
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