

## **Human Rights Policy**

*(Updated February 2026)*

Wilmar International Limited (Wilmar) is committed to conducting business ethically and responsibly, fully recognising the social and environmental impacts of our operations. Across our supply chain, Wilmar upholds human rights, ensures personal security free from harassment or abuse, and provides safe, clean and healthy working and living environments.

### **1. Guidelines:**

Wilmar adheres to internationally recognised human rights principles and complies with all applicable local laws. Our approach is guided by key international frameworks and policies that support ethical and responsible business conduct. These include:

- The United Nations (UN) Universal Declaration of Human Rights
- International Labour Organization (ILO) Core Conventions on Labour Standards
- Wilmar's No Deforestation, No Peat, No Exploitation (NDPE) Policy
- Food and Agriculture Organization's (FAO) Voluntary Guidelines on the Responsible Governance and Tenure (VGGT)
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Other Wilmar policies, frameworks and procedures that support our human rights values and commitments are as follows:
  - Equal Opportunity Policy
  - Sexual Harassment, Violence and Abuse, and Reproductive Rights Policy
  - Child Protection Policy
  - Women's Charter
  - Grievance Procedure
  - Whistleblowing Policy
  - Health and Safety Policy
  - Human Rights Due Diligence Framework
  - Human Rights Defenders Policy

### **2. Scope:**

2.1 This Policy covers Wilmar's global operations, including refineries, mills and plantations that we own, manage, or invest in, regardless of stake; our subsidiaries, partners (associates and joint ventures) and third-party suppliers (at group level). In implementing this policy, we are subject to the laws of the many countries in which we operate and are committed to complying with all applicable laws. Where this Policy exceeds local laws, the higher standards will apply. Where local laws prohibit us from upholding certain aspects of this policy, we will continue to seek ways to uphold human rights to the greatest extent possible within those legal frameworks.

2.2 **Human Rights Commitment:** Our human rights commitment is anchored in two key aspects:

2.2.1 **Labour Rights**

We are committed to upholding the rights of workers, including:

- a) No forced or bonded labour
- b) Freedom of association and the right to collective bargaining
- c) Child protection
- d) Provision of conducive working conditions
- e) Occupational health and safety
- f) Non-discrimination / equal opportunity
- g) Women's rights
- h) Provision of safe and decent accommodation

2.2.2 **Indigenous and Local Community Rights**

We respect and protect the rights of indigenous peoples and local communities, including:

- a) Land tenure rights
- b) Commitment to obtaining Free, Prior and Informed Consent (FPIC) from local communities before commencing new operations
- c) Commitment to open, transparent, fair and equitable conflict resolution
- d) Supporting smallholders

**3. Implementation:**

3.1 Wilmar will work with a broad range of stakeholders to implement this policy within our operations as well as our external supply chain.

3.2 Wilmar has established a comprehensive [Human Rights Due Diligence Framework](#) that guides the implementation of our human rights commitments.

To support transparency and accountability, we provide a [Whistleblowing Mechanism](#) and a formal [Grievance Procedure](#) allowing stakeholders to raise concerns related to any aspect of our operations.

3.3 As outlined in our [Human Rights Defenders Policy](#), we do not tolerate threats, harassment, intimidation, the use of violence, retaliation against or interference with the activities of anyone who raises a concern, lodges a complaint, participates in an investigation or whistle blows on activities in our business operations and supply chain in good faith. We are committed to ensuring that those who come forward, can do so without fear of retaliation and reprisal.