

Women's Charter

Wilmar International (“Wilmar”) believe that the work environment needs to be diverse, not discriminatory, and provide equal opportunities. Where our employees live within housing estates in our operations, the work environment also must provide a decent home life.

Women are an important part of our workforce. We recognize that women may have responsibilities and societal expectations outside of work, that can have impacts on the decisions and choices that they make regarding their careers and work. With this recognition, Wilmar is committed to providing the best possible means of support for women, whether they are our employees, or live in housing estates in our operations.

This charter sets out the core areas to ensure a fairer and more inclusive workplace for women in Wilmar. We are committed to respecting women's rights and ensuring their welfare, and by extension, the welfare of the families that they care for are protected. This includes specifically the following rights:

- I. Protection from sexual harassment and violence
- II. Non-discriminatory, fair, and equal opportunities at work, and in workers' representation
- III. Protection and care of female health
- IV. Continuous education for personal and family life improvement
- V. Care of family life and welfare

This charter is underpinned by the following policies that more specifically indicate Wilmar's commitments to workers' rights:

- [No Deforestation, No Peat, and No Exploitation Policy](#) (covering No Forced Labour, and Freedom of Association)
- [Sexual Harassment, Violence and Abuse, Reproductive Rights Policy](#)
- [Child Protection Policy](#)
- [Equal Opportunities Policy](#)
- [Workplace Health and Safety Policy](#)

Scope:

This charter is relevant throughout Wilmar's operations globally. Wilmar employs people to work in diverse work environments including offices, factories, and plantations. In each work environment, the charter will apply through various initiatives that are relevant to the work environment. These initiatives will be developed through Management, the Human Resource Department, Operations, as well as the Sustainability Department.

In our upstream palm oil operations, the charter will be implemented through locally set up committees for women that operate at each estate and mill.

Annex 1: Implementation of Wilmar's Women's Charter in upstream palm oil operations

The implementation of Wilmar's Women's Charter is the direct responsibility of the individually set up committees for women in each upstream oil palm operational unit. These committees report directly to the estate or mill management.

Women's Committees and Gender Committees

Wilmar has been a member of Roundtable of Sustainable Palm Oil (RSPO) since 2005 and achieved its first RSPO certificate in 2008. As part of the RSPO certification requirements, committees were set up in each individual estate and mill to ensure that issues relevant to women were being identified and addressed in each operational unit. Notably, to address cases of sexual harassment or violence in the operational unit. The set-up of these committees was done independently and given the flexibility to define their work focus. This resulted in 2 slightly different approaches:

- In Malaysia the committees were called Women's Committees (sometimes Women and Children Committees). The Women's Committees were made up exclusively of women employees, and in addition to addressing sexual harassment and violence cases, focussed more on the welfare of children and the family in the operational unit
- In Indonesia, the committees were called Gender Committees, and its members made up of both men and women. In addition to addressing sexual harassment and violence cases, the Gender Committee focussed more on human resource related issues, such as worker representation as well as disputes relevant to women workers

For clarity and to avoid confusion, all these committees will be referenced as "Women's Working Groups" (WoW) from this point forward on in this document.

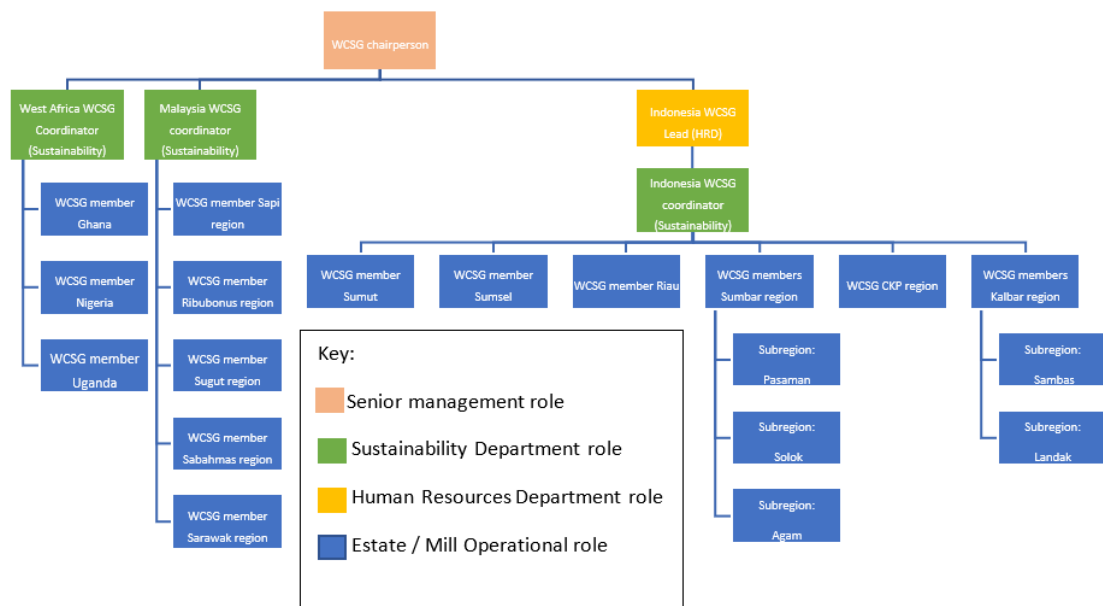
Women’s Committees Steering Committee

In April 2019, the Women’s Committee Steering Committee (WCSG) was established to ensure consistency in the running of the various Women’s Committees in Wilmar’s oil palm operational units.

The WCSG is headed by a chairperson who is a woman from senior management. The WCSG chairperson’s role is to represent the interests of the Women’s Working Group (WoW), as well as women in the workforce with top management within Wilmar. The membership of the WCSG is made up of women leads who each represent a specific geographic group of operational units. Coordinating the WCSG members in each country is a Sustainability Department lead for Women’s Issues, as well as supporting resources from each relevant Human Resource Department¹.

Structure and Governance of the WCSG and WoW

The structure of the WCSG² is as follows:



¹ In Malaysia, the Human Resource Department only handles employees in executive levels and above, therefore is not relevant to the WCSG Malaysia chapter

² The WCSG chapter for West Africa operations was set up in 2020 and follows that of the Malaysian structure, where the Human Resource Department is not involved.

Each regional and subregional WCSG member is responsible for ensuring consistency of work coverage and approach of the work plan of each operational unit (estates and mills) under that region. Each WCSG regional member is expected to meet with all WoW leaders under their responsibility at least once every quarter. This can be done through a collective meeting of all WoW in a region, or through individual meetings or visits by the WCSG regional member. The WCSG regional member will then be tasked to report any relevant issues in the quarterly Regional Management Committee (RMC) meetings. The WCSG members are encouraged to form direct links to the various key offices and departments that are relevant, e.g. health clinic and staff, HRD, Safety and Health Committees, etc.

Each WoW is in turn to be made up of all female core members, where members can come from any employee category. Any previous members who are men (i.e. from the previous Gender Committee set up in Indonesia) shall be retired from the committee, however, can be retained in a consultative role as needed.

Each WoW is free to create their own sub-committees depending on local specifics and needs.

Mandatory Issue Areas and Implementation Guidelines for WoW

There are 5 mandatory issues that are required to be part of the work plan for each WoW. These mandatory issues reflect Wilmar’s Women’s Charter. The WCSG will be ensuring consistency of WoW activities based on these guidelines.

Key issue: Protection and Care of Female Health
1) Improve Communication by medical officers and women workers
2) Regular Health screening and appropriate feedback of test results
3) Maternal Health (Prenatal and Postnatal)
4) Ensuring safe work for women specific to work type
5) Awareness outreach on health-related issues
Key issue: Care of Family Life and Welfare
1) Awareness on importance of kids’ education
2) Creche improvement and care taker training
3) Support for handicapped children (both physical and mental disabilities)

4) Improvement of living conditions
5) Children safety
Key issue: Protection from sexual harassment and violence
1) Definition of sexual harassment cases
2) Set up of special sexual harassment investigation unit
3) Identifying rehabilitation requirements after case is investigated and resolved
4) Child abuse grievance handling
5) Evaluation of action taken and effect on the victims
6) Awareness raising and socialization for the special sexual harassment unit
Key issue: Non-discriminatory, fair, and equal opportunities at work, and in workers' representation
1) Awareness of unions and women representations
2) Welfare of non-worker women in our estates
3) Collection of better data on women and children in our estates
4) Investigating discrimination cases related to work and decisions pertaining to work
Key issue: Continuous education for personal and family life improvement
1) Furthering Education focusing on women, parents, and families