

## Workplace Health and Safety Policy

In Wilmar, we are committed to providing a safe and healthy working environment for our people 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.

This requires us to work towards ensuring that we take all practicable steps to protect people involved in Wilmar operations from harm. Our goal is to send everyone home safely, every day.

We will do this by:

1. The ongoing implementation of our integrated EHS Management System (WIMS);
2. Development and implementation of Minimum Standards for Safety, Environment and Process Safety;
3. Ongoing development of the global EHS reporting platform and the continued development of an open reporting culture;
4. Seeking continuous improvement to health and safety performance through setting annual objectives, targets, KPIs and focus areas, measurement of progress against our goals and communication to our stakeholders;
5. Running an internal audit program and expanding existing in-Country audit programs;
6. Engaging our people to build and maintain a safe workplace;
7. Development and delivery of training and education material to improve workers skills and awareness of EHS requirements and practices; and
8. Complying with all Local and National legislation within the Countries in which we operate

We will take steps to ensure that our people are fit for work and working conditions are monitored. 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 incident or hazard.

This Policy is to be read in conjunction with the:

- Wilmar High Risk Work Policy
- Wilmar Environment Policy
- Wilmar Incident and Hazard Reporting Policy
- Wilmar Safety Disciplinary Policy

which can be found at <https://portal.wilmarapps.com/projects/ehs/>



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