



SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Introduction

The [United Nations Sustainable Development Goals \(SDGs\)](#) play a critical role in driving positive change for both people and the planet, offering a unified vision and global framework for addressing urgent social, economic and environmental challenges. As a leading player in the agricultural industry, we recognise we have a unique opportunity to contribute meaningfully to sustainable development by supporting the achievement of the SDGs through our business, reinforcing our commitment to responsible growth and long-term value creation.

Our Approach

While our business activities intersect with all 17 SDGs, we have identified [six priority goals](#) where we can make the most significant impact. These goals align with our ambition to [lead the agri-industry's decarbonisation](#) while advancing sustainable agriculture, environmental stewardship and social well-being.

We continuously [review our alignment with SDG targets](#), ensuring that our initiatives drive measurable progress in the communities where we operate. Through strategic action, innovation and collaboration, we can help shape a more [resilient, inclusive and sustainable future](#).

SDG 4: QUALITY EDUCATION

12,370 children or 89.8% of children in our plantations are supported in their education.	38 schools constructed through the Yihai Kerry Education Aid Programme.	1,366 scholarships awarded to expand access to secondary and higher education.
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Targets:

- 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.
- 4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.
- 4.4 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

Tracking our Contribution to the SDG Targets:

i. Investing In and Expanding Access to Education

- Supported 12,370 children of compulsory school-going age (89.8% of children in our plantations) in their education.
- Built schools and crèches at 100% of our plantations.
- Operate 154 crèches across oil palm plantation for Wilmar employees' children from newborn to four years old, benefiting 4,205 children as of December 2024.

Refer [here](#) for more information about the above activities.

- Awarded more than 1,366 scholarships to increase access to secondary and higher education in 2024.
- Constructed 38 schools in China and supported more than 17,000 students through Yihai Kerry Arawana's (YKA) Yihai Kerry Education Aid Programme.

Refer [here](#) for more information about the above activities.

Target:

- 4.3 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

Tracking our Contribution to the SDG Target:

i. Grooming and attracting future talent

- Continue to provide internships, graduate programmes, apprenticeships and traineeships to nurture skills and talent pool for youths and adults.

SDG 8: DECENT WORK AND ECONOMIC GROWTH

26.6 hours of training per employee on average.	100+ training sessions on human rights-related topics.	100% of oil palm plantations have established Women's Working Groups or Gender Committees.
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Target:

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities and equal pay for work of equal value.

Tracking our Contribution to the SDG Targets:

i. Promoting Diversity and Inclusion

- Continue the implementation of our [Board Diversity Policy](#) with targets to increase female representation on the Board to 25% by 2025 and 30% by 2030.
- Achieved 23.1% female representation on the Board in 2024.
- Employ over 100 employees with disabilities across our global operations.
- Female employees account for 23.8% of our global headcount.

Refer [here](#) for more information about the above activities.

ii. Maintaining a Safe and Ethical Work Environment

- Appointed Confidential Officers trained to handle reports of inappropriate workplace behaviour in Europe.
- Provided training and communication on sexual harassment and discrimination as well as implemented a Workplace Behaviour Policy in our Goodman Fielder operations.

iii. Upskilling and Empowering Our Workforce

- Continue to deliver online learning through Litmos, our e-learning management system that covers a wide range of topics.
- Provided 26.6 hours of training on average for our employees, translating to a total of around US\$4.0 million on employee training and development.

Refer [here](#) for more information about the above activities.

Targets:

- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment.

Tracking our Contribution to the SDG Targets:

i. Upholding Human and Labour Rights

- Our [Human Rights Framework](#) brings together all of Wilmar's relevant policies on human rights and provides detailed instructions on the practical implementation of all principles. This includes due-diligence mechanisms for identifying, preventing, mitigating and accounting for our impacts on human rights, including remediating any adverse impacts. Read more [here](#).
- Commit to our [Child Protection Policy](#), which outlines Wilmar's zero-tolerance stance on child labour including our efforts to protect children's rights.
- Conduct evaluations of human rights and labour practices throughout our upstream and downstream operations. Read more about our activities [here](#).
- Continue collaboration with external stakeholders and expert labour organisations to address systemic labour and human rights risks.
- Report on our efforts to address issues of modern slavery, in accordance with the United Kingdom and Australian Modern Slavery Acts.
- On-going collaboration with [Dignity in Work for All](#) on systemic labour and human rights risks.

ii. Promoting Fair Labour Practices

- Member of the [RSPO Living Wage Task Force](#) since 2021, collaborating with stakeholders to develop living wage benchmarks.
- Assessed 100% of our employees and contractors to ensure that they are paid a living wage.
- Conducted more than 100 training sessions on human rights-related topics, with more than 1,000 suppliers participating globally since 2015.
- Collaborated with Indonesian Palm Oil Association and Indonesian trade unions to create the manual on [Protecting the Rights of Women Workers in Palm Oil Plantations](#).
- Implemented the [Women's Charter](#), which outlines our commitment to respecting women's rights and ensuring their welfare.
- 100% of our oil palm plantations in Indonesia, Malaysia, Nigeria and Ghana have implemented [Women's Working Groups or Gender Committees](#) to promote and implement our social-related policies to promote and implement our social-related policies.

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

17,940 MT of packaging waste reduced against our 15,000 MT reduction target.

Over 60 R&D projects across our China operations to enhance product quality and nutrition while minimising our impacts on the environment.

Targets:

- 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Tracking our Contribution to the SDG Targets:

i. Innovation and Technology

- Over 60 R&D projects across our China operations to improve agricultural practices, optimise factory processes, enhance product quality and manufacture healthy and nutritious food products.
- Our YKA R&D Centre developed an environmentally friendly oil processing method that significantly reduces resource consumption and emissions.

Refer [here](#) for more information about the above activities.

ii. Sustainable Resource Use

- 51.8% of global energy consumption is sourced from renewable sources.
- Achieved water consumption intensity targets for palm oil mills in Indonesia (Central Kalimantan, West Kalimantan and Sumatra) and Nigeria.
- Continued our Group-wide water saving awareness campaign, encouraging employees to identify and report water wastage in our operations via a water-saving checklist.

Refer [here](#) for more information about the above activities.

- Through YKA's "Sustainable Packaging 2025 Plan", YKA targets to reduce the use of packaging materials by 15,000 tonnes from a baseline year of 2020. As of December 2024, YKA reduced its packaging waste by 17,940 tonnes, exceeding its target by over 20.0%.
- In 2024, a total of 577,399 MT of materials for packaging (plastic and non-plastic) were used across our business operations, of which 49.7% are made from renewable materials.

Refer [here](#) for more information about the above activities.

iii. **Waste Management**

- Diverted 65.3% of our total waste from landfilling.
- Applied circular economy principles by reusing biomass waste as fuel and fertiliser.

iv. **Responsible Sourcing and Sustainable Practices**

- Achieved 98.5% traceability to palm oil mill and 91.0% traceability to plantation in 2024.
- Achieved 100% response rate for grievances raised via our grievance mechanism in 2024.

v. **Minimise the Use of Chemicals**

- Prohibit the use of highly hazardous pesticides categorised as class 1A or 1B by the World Health Organization, along with pesticides restricted under the Stockholm and Rotterdam Convention, in all our operations and those of our suppliers.
- Implemented an Integrated Pest Management approach, combining cultural, mechanical, biological and chemical strategies to control pests.

SDG 13: CLIMATE ACTION

Reduced our Scope 1 and 2 Absolute GHG Emissions by 4.3% from 2023.	About half of total energy use at Group-level derived from renewable energy source.	Increased the total installed power capacity of PV power plants in China from 81.0 MWp in 2023 to 105.3 MWp in 2024.
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Target:

- 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Tracking our Contribution to the SDG Targets:

i. Committing to Emissions Reduction

- Commit to the following Science-Based Targets Initiative (SBTi) validated target:
 - Near-Term Target:** Reduce Scopes 1 and 2 emissions by 50.4% and Scope 3 by 30.0% respectively by 2032 from a 2022 baseline.
 - Near-Term Target:** Reduce FLAG Scope 1 and 3 emissions by 36.4% by 2032 from a 2022 baseline.
 - Net-Zero Target:** 90.0% reduction in emissions across Scopes 1, 2 and 3 by 2050, and a 72.0% reduction across FLAG Scopes 1 and 3 emissions by 2050 from a 2022 baseline.
- Established emission reduction pathways across key the top five geographies that contribute to our emissions including China, Indonesia, Malaysia, India, Australia and New Zealand.
- Since the launch of the Agriculture Sectoral Roadmap to 1.5-degree Celsius at COP27 in 2022, we have been actively implementing the roadmap and collaborating with relevant partners to deliver on its goals. Please refer to [the Palm Oil Sectoral Roadmap Commitment Index](#) for progress updates.

ii. **Climate Change Mitigation and Adaptation**

- Achieved 1.3% reduction in GHG emissions intensity (excluding shipping) across the Group from 2023 to 2024.
- Sourced 51.8% of our total energy use at Group-level from renewable energy sources.
- Continued to reduce reliance on electricity from the grid and non-renewable sources for factory operations. For instance:
 - Continued to roll out rooftop solar installations across our operations. As of 2024, 105.3 MWp of rooftop solar panels are already in operation with an additional 10 MWp currently under construction or planned to be implemented in the next five years.
 - Adopted technologies to reduce energy consumption in our factories, including steam condensate recovery, waste heat recovery of exhaust gas and steam residual pressure power generation.
 - Decommissioned several coal boilers and switched from coal to biomass, natural gas and biogas collected via the treatment of wastewater and sewage across our operations in China, Indonesia and Vietnam.
 - Our subsidiary Goodman Fielder has maintained 100% renewable electricity across their operations in New Zealand through the purchase of Renewable Energy Certificates since January 2021 and has achieved a similar feat across their Australian operations since July 2021. We are continuing the process of reviewing our approach to renewables, focusing on how we can transition our own operations via insetting instead of offsetting where possible.
- Invested in the R&D of palm seedlings that are more resilient to extreme weather patterns.

Refer [here](#) for more information about the above activities.

SDG 15: LIFE ON LAND

Over 31,000 Ha of HCV Areas and HCS Forests conserved within our oil palm plantations.	More than 650 Ha of Riparian Zones restored and rehabilitated.	100+ trainings and awareness sessions conducted on NDPE-related topics.
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Targets:

- 15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.
- 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.
- 15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods and strive to achieve a land degradation-neutral world.
- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

Tracking our Contribution to the SDG Targets:

- i. Upholding Our No Deforestation Commitment
 - Our [No Deforestation, No Peat, No Exploitation](#) (NDPE) Policy prohibits development in High Carbon Stock (HCS) forests and High Conservation Value (HCV) areas.
 - Extended our commitment to protecting HCS forests and HCV areas in our sugar operations through the [No Deforestation and No People Exploitation Sugar Policy](#) launched in 2021.
- ii. Promoting Sustainable Land Management
 - [Strict no burning policy](#) to prevent land degradation from the use of fires.
 - Promote [best management practices](#) for peatland management to minimise peat subsidence.

iii. **Protecting and Restoring Ecosystems**

- Conserved 31,842 Ha of HCV areas and HCS forests in our oil palm plantations in Indonesia, Malaysia, Ghana and Nigeria (approximately 10.4% of our total landbank).
- Restored and rehabilitated 681 Ha of riparian zones with over 264,024 trees from 52 species in Indonesia, Malaysia and West Africa as of 2024.
- Initiated a landscape project spanning around 2,783 Ha beyond Wilmar's concessions in Indonesia and Ghana to support biodiversity and community-based conservation.

iv. **Conducting Monitoring and Training**

- Conduct regular monitoring of conservation areas and enforce zero deforestation within our operational areas using satellite monitoring tools.
- Proactively monitor deforestation and peatland development at supplier group level through the [Supplier Group Compliance Programme](#).
- Our [black-furred gibbon rehabilitation and reintroduction programme](#) in West Sumatra, Indonesia has successfully reintroduced 23 siamangs into the wild.
- Additionally, 25 groups of proboscis monkeys are monitored and protected in Sabah, Malaysia
- Since the implementation of Wilmar's [NDPE Policy](#), we have conducted 111 trainings and awareness sessions on NDPE-related topics. These sessions were attended by more than 1,000 suppliers globally. Examples include NDPE workshops to raise awareness and understanding of conservation for suppliers in Indonesia and Malaysia.

v. **Promoting Conservation Awareness and Education**

- Raising awareness on the importance of biodiversity conservation through our [Wildlife Awareness Outreach Programme](#) and the establishment of walking paths in designated parts of our conservation areas in Indonesia as a learning ground for students.
- Published practical forest conservation guidance for use by non-conservation experts working in agriculture in Indonesia, Malaysia and West Africa. Read more [here](#).

Refer [here](#) for more information about our conservation efforts.

SDG 17: PARTNERSHIPS FOR THE GOALS

US\$13.9 Million contributed to community investment and philanthropic activities in China, Indonesia, Malaysia, Australia, New Zealand, Fiji, Papua New Guinea, Ghana, Nigeria, Myanmar, Vietnam and Singapore.

Target:

17.6 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

Tracking our Contribution to the SDG Targets:

- i. Collaborating to Drive Sustainable Practices
 - Participate in various working groups of the Roundtable on Sustainable Palm oil (RSPO) and the Malaysian Sustainable Palm Oil (MSPO).
 - Member of the Tropical Forest Alliance, Business for Social Responsibility, Bonsucro, Round Table on Responsible Soy, among [others](#).
- ii. Partnering for Knowledge Sharing and Innovation
 - [Ongoing partnerships](#) on biodiversity and conservation initiatives with research institutions and civil society organisations.
 - [R&D programmes](#) with academic and national research centres across the world to optimise process efficiencies and enhance product quality.
 - Contribute to the Palm Oil Collaboration Group to promote transformation at the landscape-level through knowledge sharing and collaborative action. Read more [here](#).
- iii. Engaging the Community
 - Collaborate social diversity and [community programmes](#) with local partners.
 - Contributed over US\$13.9 million to community investment and philanthropic activities in China, Indonesia, Malaysia, Australia, New Zealand, Fiji, Papua New Guinea, Ghana, Nigeria, Myanmar, Vietnam and Singapore.