CSR Tribune

Wilmar's Humana Schools enable 12-year-old Mohammad Yusuf to pursue his dreams.

Find out more about him and the Humana Schools on page 11.

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"We are now dedicated to a collaborative process, listening carefully to key stakeholders and addressing their concerns in our business strategies and actions."

Welcome Note from Chairman and CEO

elcome to the first edition of *CSR Tribune*. As one of the world's leading agribusiness groups, there is increasing interest from stakeholders on how we can manage our operations to maximize benefits and minimize downsides. It is not easy; but we try, using global benchmarks such as the principles of the Roundtable for Sustainable Palm Oil (RSPO) and United Nations Global Compact (UNGC) to guide us.

Past experience has also taught us the importance of engagement. We are now dedicated to a collaborative process, listening carefully to key stakeholders and addressing their concerns in our business strategies and actions.

All these are aimed at achieving our triple bottomline goal of Profit, People and Planet. This newsletter is being produced to keep you informed of our progress in that area.

We hope you find the articles interesting and welcome your feedback which can be directed to <u>csr@wilmar.com.sg</u>

Kuok Khoon Hong

Wilmar Joins the UN CEO Water Mandate

W ilmar has taken another step to confirm our commitment to operate on a foundation of responsibility towards the environment, the surrounding communities, and our employees. Recognising that water is going to be the next global crisis besides climate change, we have joined leading international companies to endorse the United Nations CEO Water Mandate to help address the world's water challenges. Our endorsement confirms our adherence to its principles which offer a roadmap for water sustainability.



CSR Tribune | May 2009

Water is an essential resource to our business; our plantations and production processes are dependent on it for our long term viability. It is equally important to our employees and the communities wherein we operate, without which sustainable living is impossible.

clean", said Jeremy Goon, Group Head for CSR.

Traditionally, effluent is discharged into the rivers after treatment. One current project we have is the channelling of treated effluent to

the oil palm plantations for land

"This move is a natural extension of what we have already committed to, following our participation in the United Nations Global Compact in 2008 and our recent achievement of RSPO certification for our mills and plantations in East Malaysia for sustainable production of palm oil. We recognise that for our business to thrive, we

"Water is an essential resource to our business; our plantations and production processes are dependent on it for our long term viability."

need to ensure the well-being of our employees and local communities. This means providing safe-drinking water by maintaining the natural water-courses around our operations application, instead of discharging into the rivers directly. This not only helps to irrigate the fields, its nutrient properties also help fertilise the soil, thereby reducing fertiliser usage, minimising envi-

ronmental impact

cost-savings.

enabling

We are progressively rolling this out to all our operations in Malaysia and Indonesia.

and

About the Mandate

The CEO Water Mandate recognises the important role of the private sector in water stewardship, and it is designed to involve companies to help address the water challenges. The mandate focuses on six areas: direct operations, supply chain and watershed management, collective action, public policy, community engagement, and transparency.

It asks companies to begin examining their operations, to encourage better water practices throughout the supply chain, and to work with governments, civil society organizations, and communities to make progress.

> Effluents are treated before discharging into the natural water-

> > ways.

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REACHout

Wilmar Collaborates with Industry to Meet Chemical Safety Standards

What is REACH?

REACH is a new European Union (EU) regulation on chemicals and their safe use which came into force in 2007, and whose details were finalised at the end of 2008. Known as the <u>Registration</u>, <u>Evaluation</u>, <u>Authorisation</u> and Restriction of <u>Ch</u>emicals, it aims to enhance the protection of human health and the environment from exposure to chemical risks, as well as strengthen the competitiveness and innovative capacity of the EU chemical industry. This is achieved by streamlining and improving the former legislative framework for chemicals of the EU.

With this new regulation, the industry is now responsible for the assessment and management of risks posed by chemicals and providing appropriate and relevant safety information to their users. By November 2010, all chemicals produced or imported for distribution in the European market must be registered in the database. The registration should be accompanied by a relevant Chemical Safety Report.

How does REACH Concern Wilmar?

Under the REACH mandate, we are required to conduct in-depth analysis on both chemical and non-chemical products, in accordance with the

Wilmar's office in Rotterdam, the Netherlands: Western Europe is one of the key growth markets for Wilmar. Wilmar is committed to meeting the regulatory requirements for this region.

European Chemical Agency (ECHA). Our oleochemicals products, in particular the biodiesel, are most likely to fall under REACH's purview. As part of the process, we will first verify whether our non-oleochemicals products are exempted.

The analysis will study the possible toxic effects of our products on humans and the environment.

What is Wilmar's Role?

We are working with our counterparts from the industry to ensure we meet the REACH requirements. In the beginning of 2009, we joined the REACH Vegetable Oils Derived Substances (REVODS) consortium that comprises key players of the vegetable oils and fats industry, including Cargill, Saipol and Bunge. Apart from funding laboratory analysis work, REVODS provides a platform for issue discussion and knowledge-sharing amongst the industry players periodically.

We hope to meet the requirements for REACH by June 2010.

"By November 2010, all chemicals produced or imported for distribution in the European market must be registered in the database."



Engagement Proves the Best Means for Conflict Resolution

Openness and intensive engagement with relevant stakeholders led to the settlement of a long-standing conflict with local communities in West Kalimantan, Indonesia.

In July 2007, local residents in the Sambas region of West Kalimantan raised concerns with the Compliance Advisor Ombudsman (CAO) – a member of the World Bank - about the environmental and social impacts of Wilmar's operations in that area. Specific concerns include:

- Land clearance without appropriate community approvals;
- Land clearance without appropriate Environmental Impact Analysis (EIA) processes
- Violation of national regulations and laws
- Illegal use of fire to clear lands
- Clearance of primary and high conservation value forests
- Non-compliance with the protocols of the Roundtable on Sustainable Palm Oil (RSPO)

In response to these concerns, we worked with the CAO to facilitate communication with all relevant stakeholders, including the villagers, international and local civil organizations and governments. An intensive dialogue process ensued and it yielded satisfactory results. Settlement agreements relating to compensation and land were reached. In addition, we agreed to

- self-impose a moratorium on all new plantation development in our plantations until appropriate EIAs and high conservation value forest assessments are completed;
- conduct social impact studies in all new developments in West Kalimantan and elsewhere

On the other allegations, Wilmar:

 categorically maintains that we do not promote or set fire on our properties.

- acknowledges that to some extent the land rights and tenure frameworks in Indonesia are ambiguous which leads to lack of clarity in licensing and permit procedures. As a consequence, land conflicts arise, and companies like Wilmar get embroiled into disputes, despite complying with national and local legislation.
- believes that the RSPO protocols provides by far the most progressive and appropriate means to achieving sustainable production of palm oil and is committed to achieving RSPO certification for all its plantations and mills in phase progression.

Throughout the process, all parties concerned exhibited goodwill and determination to resolve their differences.

The conflict was successfully resolved in December 2008. From this incident, Wilmar has learned to appreciate the importance and value of continual engagement with civil societies, especially through the principles of *Free Prior and Informed Consent (FPIC)* to address issues as they emerge.

What is FPIC

Free Prior and Informed Consent (FPIC) is a key principle in RSPO standards. It refers to informed, noncoercive negotiations between companies and their multi-stakeholders – including indigenous communities, governments and other companies – <u>prior to</u> oil palm development on customary lands. The concept of FPIC* is in line with the international human rights law which recognizes indigenous peoples' inherent and prior rights to their lands and resources, and its underlying principles can be summarized as i) information about and consultation on any proposed initiative and its likely impacts; ii) meaningful participation of indigenous peoples; and iii) representative institutions.

Close-up: CSR Representative for Europe

Name: Claudia Basta Nationality / Current Country of Residence: Italy / the Netherlands Date of Joining Wilmar: 2 February 2009 Appointment: CSR Representative for Europe (Rotterdam) Previous Work Experience: Greenpeace International - Research Unit **Dutch Applied Research Institute TNO** Joint Research Centre (European Commission)

1. What was working for Greenpeace like? Why did you decide to come and work for the other side of the fence, and more specifically, why Wilmar?

Greenpeace is a global campaigning organization supported by millions of people around the world. In Europe, in particular the Netherlands, supporters of Greenpeace are often your colleagues, or your friends. Working for the organization provides an

inspirational and aspirational take on environmental sustainability.

But as a non-governmental organisation, there are limitations to providing solutions to environmental problems; corporations are best positioned to change things on the ground, especially for a large organisation like Wilmar. Therefore when I saw the vacancy for a CSR Representative in Wilmar, I thought it was a great opportunity to make lasting changes.

Any interesting incidents or experi-2. ence about your work previously?

As an International Research Coordinator in Greenpeace, I worked on scientific findings from governmental and nongovernmental sources. The research studies are typically used in the formulation of campaign strategies. One such project involved investigating into the causes of water pollution and scarcity in Southern China. The findings revealed that in certain areas most of the problems are caused by small and medium-sized local companies which do not have the resources for pollution reduction and control. These companies are also relatively less scrutinized than bigger companies. Bigger companies tend to pay more attention to regulatory compliance and environmental performance; they have more to lose if they do not. This experience taught me to be less sceptical of large corporations.

3. Tell us more about your PhD studies and thesis.

In 2004, the Joint Research Centre of the European Commission

placed on the backburner."

launched an investigation on safety regulations. As a Scientific Trainee, I was assigned to develop part of the project. The project gave me the foundation for my PhD thesis. My thesis centers on how different European countries interpret an EU directive and translate it into their own national legislations, with particular focus on environmental risk in land-use planning. I found this to be an interesting angle because it involves tackling different perspectives, such as economical, social, territorial and cultural variables. The legislative environment for the biodiesel industry in Europe is

constantly changing. Knowing the legislative dynamics of the European Union and how their environmental regulations are formulated, basically "from the inside", is helpful to my work in Wilmar.

What are your thoughts on sustainability in Asia? 4.

I am still new to the Asian context. Based on my limited experience in the Dutch Applied Research Institute which had brought me to China, I recognise the contrast between Asian and Euro-





pean perspectives on sustainability. The rapid pace of development in Asia sometimes means that environmental issues are placed on the back-burner.

On the other hand, Europe has more stringent requirements. I am of the opinion that only through effective cooperation can the needs and demands from both sides be met. It is ultimately about understanding each other's perspectives and bridging the different viewpoints towards a common goal.

5. How do you think your former experience can help Wilmar advance its CSR objectives?

As one of the largest players in the oil palm sector, Wilmar is highly scrutinised in Europe. I am kept busy with the numerous queries from our customers about our work on sustainability. In addition, part of my work involves keeping up with the legislative environment in Europe. Imaging juggling between a 60 odd pages report on regulatory technicalities, responding to stakeholder queries, lobbying at the European Union if needed, monitoring the scientific literature which may have an impact on our business...and so on. My past working experience provides me with a good understanding of these responsibilities.

5. What do you like to do in your free time?

Wilmar Employee Walks the Talk

Many things... but for now I would like to spend more time on what I love most - Tango-dancing. It is the epitome of technique, dedication and passion...that represents me very well!

Volunteerism Spirit Soars High

t is half-past twelve on a hot and humid Saturday afternoon.

After collecting the recyclable materials from the Kaminsky Estate in Sarawak, East Malaysia, Neuchlos Jub, 29, drives his pickup truck to Toh and Toh Recycling Centre. The recycling centre is located in Miri, a city in northern Sarawak, about 1.5 hours' drive from the estate.

This is a familiar routine to the Safety and Health Officer of our Sarawak estate operations during his weekends. Neuchlos is also one of our internal auditors for assessing the operations' compliance to the *RSPO*^{*} standards. Since last November, the recycling centre no

longer collects the recyclable materials directly from all our opera-

*Roundtable on Sustainable Palm Oil

tions (six oil palm plantations and three palm oil mills) in Sarawak, due to the economic downturn and limited resources. Undeterred,

"As part of the RSPO team on the ground, Neuchlos has a keen and personal interest to keep up the recycling effort, even more so when the economy is down." Neuchlos volunteered to deliver the recyclable materials to the centre, especially since it is only about 15 minutes' drive from his home in Miri.

It is more than a simple case of convenience. As part of the RSPO team, Neuchlos has a keen and personal interest to keep up the recycling effort, even more so when the economy is down.

Neuchlos' initiative is motivated by the 3R Programme of **<u>Reduce</u>**, **<u>Reuse</u>** and **<u>Recycle</u>**, part of

Neuchlos delivers the recyclable items to the Recycling Centre every weekend.



the Group's commitment to the Roundtable Sustainable for Palm Oil (RSPO), and response to government's call for better waste management.

"Our efforts bring both environmental and economic returns. Every tonne of recycled paper substituted for non-recycled paper saves 17 trees, uses fewer chemicals and natural resources. If we keep up with our 3R efforts, our Sarawak operations can potentially generate about RM12,000 (US\$3,400)," said the recycling enthusiast.

His estimation of the potential monetary gains from recycling is backed by a detailed study done by the Group earlier. The study was conducted to find out the types and characteristics of waste generated on the estates. From the assessments, items like aluminium cans, plastic bottles, scrap metals and old newspapers are identified for the 3R programme for their reusability value.

At Wilmar, the 3R Programme is also part of an ongoing process to educate our employees to do their part for the environment. Extensive communication channels like internal memos, motivational posters and progress reports are utilised to achieve this. Part of the new employees' orientation includes an environmental education that comprises the 3R Programme, among others.

"I am proud and heartened to have employees like Neuchlos in our company, who believes in doing the right thing and volunteers himself for a worthy cause," said one of his supervisors, Simon Siburat, Sustainability Co-ordinator.

Expected Output from the Recycle Plan per Month			
Expected Quantity per Month	Recycled Waste	Unit Price* as of April 2009	Total (RM)
1 Tonne	a) Used Plastic	RM 0.30 / kg	RM 300.00
½ Tonne	b) Used Paper and Old Newspaper	RM 0.05 / kg	RM 25.00
50 Kg	c) Aluminum	RM 3.00 / kg	RM 150.00
1 Tonne	d) Scrap Metals and Iron	RM 0.50 / kg	RM 500.00
200 Bottles	e) Bottles	RM 0.05 per bottle	RM 10.00
Grand Total Per Month :			RM 985.00
*based on prevailing market rates			

Neuchlos sorting out the recyclable items like aluminium cans, plastic bottles, scrap metals and old newspapers which are identified for their reusability.



Training a New Generation of Planters

T hey smiled widely and proudly in front of the camera on their graduation day. After six months of intensive training, they have finally completed their course on basic estate management. They are the new graduates from the Ipas Training Centre located in Sapi Plantation Estate, Sandakan, Sabah, East Malaysia.

Set up in 1993, Ipas offers technical training on best management practices in oil palm cultivation that are consistent with the principles of sustainable agriculture and production. To date, Ipas has produced 365 graduates. The majority of the trainees will work in our Group's plantations upon graduation, beginning their career as assistant managers. The Group also has a new training school in Sampit, Central Kalimantan, Indonesia.

Plantation estate management is one of the most lucrative professions in Malaysia, especially in East Malaysia. The rapid expansion of oil palm plantations means there is a huge demand for skilled estate managers.

But it is not always about getting a highly paid job. "I grew up in a plantation because my dad worked as a planter. Some of my closest friends also grew up in a plantation environment. They were so jealous when I told them that I've gotten a job as a planter," remarked Mohammad Sani Abdullah, 26.

"I prefer a quiet environment. City life is too stressful for me," said Dailius Gandoh Sibin, 23, whose hometown is Lahad Datu, also in Sabah.

Most of the young fellows are in their early twenties and are fresh graduates from local universities. Their educational backgrounds are diverse, ranging from psychology to industrial chemical engineering. For those who are keen on working in estates but not trained as planters, the lpas training provides the basics. The trainees get theoretical and practical lessons on botanical tips, people management skills and even budget planning and management.

"Set up in 1993, Ipas offers technical training on best management practices in oil palm cultivation that are consistent with the principles of sustainable agriculture and production."

"We got the boys to attend

a workshop by an external consultancy which specialises on RSPO*. It is good for them to know more about RSPO before they start their career," said Henry Dusmin, a manager in the Group's plantations, who oversees the Ipas Training Centre and is the RSPO Head Compliance Coordinator for the Sapi, Terusan and Kiabau Estates.

The syllabus for the training school is designed by the Group's veteran estate managers. It is regularly reviewed and revised to keep up with the latest agricultural trends and practices.

"We did not know about the RSPO until our Ipas training," said Constantine Peter Jupili, 23. "I once worked in the plantation of another company where the houses for the plantation workers have big holes on the floors. It was quite a rude shock. When I learned about the RSPO's mission, I think it is good for the industry to embrace the RSPO values, and look into improving workers' welfare, including providing some decent facilities," he added.

*RSPO—Roundtable on Sustainable Palm Oil

These Ipas graduates - (from left) Mohammad Sunny Abdullah, Dailius Gandoh Sibin, Jerry S. Kangon and Constantine Peter Jupili - are trained in sustainable agriculture; they will work to ensure responsible management of plantations under their care.



Children: "School is where we want to be" — Bringing Schools to Plantations



Al-khalil S. Jula conducting lessons in English. Wilmar's Humana Schools aims to provide education for all the children of our Indonesian workers in our Malaysian estates.

In tiny chairs set up in rows, a group of children dressed in bright yellow and green uniforms pored over their English textbooks. They are students from the new Humana School in our Terusan Estate in Sabah, East Malaysia.

Al-Khalil S. Jula, 27, read out the text on his book, as his students echoed after him. A native of Mindanao in the Philippines, he has been a teacher with Humana since January this year.

"I used to teach in a high school back home

where the children take learning for granted. Here the children are different. They are more enthusiastic to learn," the teacher said.

They have more reasons to like school than most children elsewhere. As offspring of foreign workers in the Malaysian oil palm plantations, their foreign status has excluded them from the country's mainstream education system. Distance and high costs of private schools further deprived them of an education. Faced with these setbacks, most foreign workers sent their young back to Indonesia. Some chose to keep their children by their side to keep the family together. As a result, these children are normally left to idle on their own in the estates.

Not anymore. The Borneo Child Aid Society - locally known as Humana - is a non-profit organisation that aims to provide basic education to plantation children of Indonesian or Filipino descent in the remotest parts of Borneo.

Mohammad Yusuf, 12, said, "I used to accompany my mum to pick loose (oil palm) fruits in the fields, now I can study and play with my friends in school."

Wilmar works with the Borneo Child Aid Society to run these schools. In 2006, we approached the organisation to develop a pilot project in our Sabahmas estate. Our first Humana school was launched in April 2007. The schools were so well-received that four more were built in the following year. Our employees treasure the opportunity to send their children to school. As far as they are concerned, education means a better future.

"Our employees treasure the opportunity to send their children to school. As far as they are concerned, education means a better future." In school, the children enjoy an integrated and well-rounded curriculum of English, Malay and Indonesian languages; mathematics; science; sports and the arts (music, culture and dance).

"Many parents are happy to send their kids to school. They can't take care of their kids when they are out in the fields. The schools will keep their children busy," Al-Khalil added.

Our employees will have more to rejoice. There are eight more schools in the pipeline, mainly in

Sabah and Sarawak, where our plantations are sited. Wilmar aims to provide education for all the children of our Indonesian workers in our Malaysian estates.

The earnest learning environment grooms students and unleashes their potentials. Yusuf picked up his guitar and gave a perfect rendition of an English song entitled "I've a dream," as his classmates watched on. He learned his musical skills from school.

When asked what he hopes to pursue in future, Yusuf's eyes twinkled and he chuckled, "I want to be a singer when I grow up."

Twelve-year-old Mohammad Yusuf wants to be a singer when he grows up.

Three Things to Know about Corporate Social Responsibility

B abies died from melamine in milk powder for infants. People poisoned from rivers contaminated by toxic chemical discharged by factories. Children exploited as workers in sweatshops.

Corporations are increasingly seen as villains who will resort to anything to make profits. In response to outcry against irresponsible behaviour, corporations are beginning to include public interest into corporate decision-making. This process of aligning values and conduct with expectations and needs of stakeholders is known as Corporate Social Responsibility (CSR), a term for corporations' ethical obligations in the business spheres.

Here are the three things you need to know about CSR.

1. CSR is enlightened self-interest.

Adam Smith, widely credited as the father of modern economics, observed that "It is not from the benevolence of the butcher, the brewer, or the baker that we expect our dinner, but from their regard to their own interest. We address ourselves, not to their humanity but to their self-love, and never talk to them of our own necessities but of their advantages."

Adam Smith's idea of self interest is often criticised to be devoid

of human values and represents only greed for profit. But Adam Smith could have been misunderstood. His other less heeded view that "how selfish soever man may be supposed, there are evidently some principles in his nature, which interest him in the fortunes of others, and render their happiness necessary to him, though he derives nothing from it, except the pleasure of seeing it" suggests that self and public interest can co-exist.

"Enlightened corporations endeavour to honour the triple bottom-line of Profit, People and Planet, without having to compromise one over the other."



People: Providing employment opportunities for people in developing countries like Indonesia.

Place these theories in the business context, enlightened corporations can marry self and public interest to achieve optimum results. They recognise they have the ability to change and improve the world, and they exercise their power to attain those goals in a responsible manner. They endeavour to honour the triple bottom-line of Profit, People and Planet, without having to compromise one over the other.



Planet: Palm oil cultivation must be done in a way that do not harm the ecosystems.

At Wilmar, optimal business performance means creating value that reaps maximum economic, social and environmental benefits. It means our palm oil cultivation has to be done in a way that will not harm fragile ecosystems. It means that all the kids of our plantation workers have a chance to go to school. It means providing roads and electricity for the local communities in the most remote areas of developing nations. It means improved econo-



Profit: Optimal business performance means creating value that reaps maximum economic, social and environmental benefits.

mies for the countries in which we operate. It also means profit maximisation for our shareholders.

2. CSR is about building relationships

Building harmonious relations with stakeholders is important for the long-term success of any business. But no relationship is ever perfect: differences may breed unhappiness, and conflicts may arise. One of the best methods to develop understanding and resolve differences is to engage various parties in discussions or open debates. The ultimate goal is to achieve a win-win situation for all parties. CSR practitioners term this approach as stakeholder engagement.

One way of stakeholder engagement is to participate in forums dedicated to the industry. Wilmar is a member of the Roundtable for Sustainable Palm Oil (RSPO), a multi-stakeholder association that connects different players in the palm oil supply chain. The association provides a common platform to facilitate open dialogues and share best practices that benefit the industry,

environment and society. In addition, we also engage with other stakeholder groups – including civil organisations - actively, outside of the RSPO.

3. CSR is not charity

In his autobiography, *Banker to the Poor,* 2006 Nobel laureate Muhammad Yunus said, "When we want to help the poor, we usually offer them charity..... Charity is no solution to poverty. Charity only perpetuates poverty by taking the initiative away from the poor."

Indeed, charity is a passive activity. While the motivation behind charity is admirable, there is no real attempt to solve problems.

In the case of corporations, charity normally comes after the profits have been made. This means that the commitment to charity can be inconsistent and irregular. Corporations can choose not to donate when their profits are down.

CSR goes beyond money-giving to include real and direct involvement with the environment in which companies work, leading to greater and deeper roles of businesses that bring about fundamental and sustained benefits. A case in point is Wilmar's participation in the smallholder schemes initiated by the Indonesian government to alleviate poverty and promote smallholder land ownership. Smallholders are farmers who grow oil palm trees, with help from their family. We provide the smallholders with the necessary agricultural resources, act as bank guarantors for the micro-financing of their oil palm farms and buy their produce. Such initiatives not only provide them with a steady and sustainable income, but also raise their self-esteem.

People: Wilmar participates in the smallholder scheme initiated by the Indonesian government . Such initiatives not only provide them with a steady and sustainable income, but also raise their self-esteem.



Certification for Sustainable Palm Oil Production

W e are pleased to announce that our wholly-owned Business Unit, PPB Oil Palms Berhad, has been awarded

the certification for sustainable palm oil production, in accordance with the rigorous standards of the Roundtable for Sustainable Palm Oil ("RSPO"). Together, its three palm oil mills produce approximately 123,000 metric tonnes of crude palm oil annually from its supply base of four plantations of more than 19,400 hectares in the state of Sabah, East Malaysia.

The award is a testament to the Group's strong commitment towards sustainable palm oil production, based on sound management and active engagement with the different stakeholders in the palm oil supply chain. We hope to achieve certification for all its mill operations within the next four years.

Mr Kuok Khoon Hong, the Group's Chairman and CEO said, "We are proud to be one of the first few recipients of the RSPO certification, the only rec-

ognized certification system in the market. The award is the culmination of months of hard work and a recognition of the efforts of our team. I see this as only the beginning of Wilmar's sustain-

tainable palm oil production.""We are proud to bePPB Oil Palms received its certification from

ability roadmap; we will continue to work tirelessly towards sus-

Control Union World Group, a RSPO-accredited certification body, following an in-depth audit process that found the Group's plantation and mill operating practices comply with RSPO's Principles and Criteria.

"It is indeed an accomplishment, given the complexity of the requirements and the significant number of interests – including stakeholder opinions – that must be considered and taken into account. But more significantly, the invaluable experience gained in the process has strengthened our management systems. We will strive for continual improvement, and to ultimately outperform the comprehensive and stringent standards required by the RSPO's certification programme", said Mr Jeremy Goon, Group Head of Corporate Social Responsibility.

Editorial Team

Produced by: Wilmar CSR Dept Editorial Members: Jeremy Goon Sharon Chong Carolyn Lim Contributors: Simon Siburat Claudia Basta Neuchlos Jub Wilmar International Limited is Asia's leading agribusiness group. Our business activities include oil palm cultivation, edible oils refining, oilseeds crushing, consumer pack edible oils processing and merchandising, specialty fats, oleochemicals and biodiesel manufacturing, and grains processing and merchandising.

Headquartered in Singapore, our operations are located in more than 20 countries across four continents, with a primary focus on Indonesia, Malaysia, China, India and Europe. Backed by a staff force of more than 70,000 people, over 170 processing plants and an extensive distribution network, our products are sold to more than 50 countries globally.

For more information, please log on to <u>www.wilmar-international.com</u> For feedback or query, please email <u>csr@wilmar.com.sg</u>





one of the first few

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the only recognized

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