



2023

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)



In the face of growing social and environmental complexities, the United Nations Sustainable Development Goals (SDGs) offer a unified vision for sustainable development that encompasses both people and planet. At Wilmar, we uphold our commitment to the SDGs, in recognition of the pivotal role they play in driving positive change.

While our business activities touch on all 17 interrelated SDGs, we have identified six priority goals that are most relevant and yield the greatest positive impact across our operations. Our activities and initiatives are aligned to contribute meaningfully to these goals in the communities where we operate.

ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

4 QUALITY EDUCATION



SDG 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, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- 4.5 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

WILMAR ACTIVITIES

INVEST IN EDUCATION ACROSS ALL AGE GROUPS

- Supported more than **12,000** children of compulsory school-going age in their education
- Built schools and crèches at **100%** of our plantations
- Operate **154** crèches which have benefitted **4,120** children, from newborns to four-year-olds, of Wilmar employees, fostering early childhood development and supporting working parents

Read more about the above activities [here](#)

- Through the Yihai Kerry Education Aid Programme, we have funded the construction of **38** schools in China, with **17,836** students currently studying in these schools
- Awarded over **980** scholarships globally in 2023 to increase access to secondary and higher education

GROOMING FUTURE TALENT

- Continue to provide career development initiatives including internships, graduate programmes, apprenticeships and traineeships to nurture skills and build a talent pool of young professionals

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

8 DECENT WORK AND ECONOMIC GROWTH



SDG TARGETS

- 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
- 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

WILMAR ACTIVITIES

HUMAN RIGHTS FRAMEWORK

- The **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 impact. Read more [here](#)
- Incorporates our **Child Protection Policy** which outlines Wilmar's zero-tolerance stance on child labour including our efforts to protect children's rights.

Read more [here](#)

- Continue collaboration with external stakeholders and expert labour organisations to address systemic labour and human rights risks

UPSKILLING AND EMPOWERING OUR WORKFORCE

- Continue to deliver learning opportunities on a wide range of topics through Litmos, our online learning management system
- Recorded **14.8** hours of training on average per employee and invested over **US\$5.5 million** in employee training and development in 2023

PROMOTING DIVERSITY AND INCLUSION

- Our strengthened **Board Diversity Policy** sets quantitative gender diversity of **25%** female representation on the Board by 2025 and **30%** by 2030. As of 2023, **23.1%** of our Directors, excluding an Alternate Director, were female. Read more [here](#)
- **104** employees with disabilities across our global operations, which is equivalent to approximately **0.09%** of our total workforce
- Our **Women's Charter** 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 **Women's Working Groups or Gender Committees** to promote and implement our social-related policies

PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL *(CONTINUATION)*

WILMAR ACTIVITIES

MAINTAIN A SAFE AND ETHICAL WORK ENVIRONMENT

- Appointed Confidential Officers in our Europe operations, who are trained to handle reports related to inappropriate workplace behaviour
- Provided training and communication on sexual harassment and discrimination as well as implemented a Workplace Behaviour Policy in our Goodman Fielder operations
- Report on our efforts to address issues of modern slavery, in accordance with the United Kingdom and Australian Modern Slavery Acts. Read more [here](#)

PROMOTE FAIR LABOUR PRACTICES

- Assessed 100% of our employees and contractors to ensure that they are paid a living wage (LW)
- Co-chaired the Roundtable on Sustainable Palm Oil (RSPO) [Living Wage Task Force](#) since 2021 and working with stakeholders to develop LW benchmarks
- Conducted more than 75 training sessions on topics related to child protection, forced labour and ethical recruitment, conservation and peat management, occupational health and safety as well as traceability, with more than 885 suppliers participating globally since 2015
- Collaborated Indonesian Palm Oil Association and Indonesian trade unions to develop a manual on [Protecting the Rights of Women Workers in Palm Oil Plantations](#)

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS



SDG 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

WILMAR ACTIVITIES

INNOVATION AND TECHNOLOGY

- Invest actively in innovation to improve agricultural practices, optimise factory processes, enhance product quality and manufacture healthy and nutritious food products. Read more [here](#)
- Our YKA Research & Development (R&D) Centre developed an environmental friendly oil processing method that significantly reduces resource consumption and emissions

RESPONSIBLE SOURCING AND SUSTAINABLE PRACTICES

- Achieved 98.8% traceability to palm oil mill and 90.6% traceability to plantation
- Achieved 100% response rate for grievances raised via our grievance mechanism in 2023

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS *(CONTINUATION)*

WILMAR ACTIVITIES

SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES

- Achieved **4.8%** annual decrease in energy intensity (MWh per MT product excluding shipping) in 2023, with **52.2%** of global energy consumption from renewable sources
- Achieved water consumption intensity targets for palm oil mills in Indonesia (Central Kalimantan, West Kalimantan and Sumatra) and Nigeria
- Launched a Group-wide water saving awareness campaign to encourage employees to identify and report water wastage in our operations via a water saving checklist
- In 2023, a total of **589,194 MT** of materials for packaging (plastic and non-plastic) were used across our business operations, of which **51.1%** were made from renewable materials
- Through its "Sustainable Packaging 2025 Plan", YKA reduced its packaging waste by **11,447 MT** from 2020 baseline, reaching **76.3%** of its target. Read more [here](#)

WASTE MANAGEMENT

- **65.8%** of our total waste in 2023 was diverted from landfilling
- Applied circular economy principles by reusing biomass waste as fuel and fertiliser

MINIMISE USE OF CHEMICALS

- Prohibit the use of highly hazardous pesticides categorised as class 1A or 1B by the World Health Organisation, 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

TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

13 CLIMATE ACTION



SDG TARGETS

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

WILMAR ACTIVITIES

COMMITMENT TO REDUCING EMISSIONS

- Signed up to the Science Based Targets initiative in 2022 with a commitment to set both near-term and net-zero emission targets in line with a 1.5-degree Celsius pathway. Work is currently underway to develop time-bound plans that outline our strategy to achieving these targets
- 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
- Revised our baseline year from 2020 to 2022 to better reflect our emissions profile as a result of delayed projects earmarked for execution in 2020 and align our data with the Forest, Land and Agriculture guidance

CLIMATE CHANGE MITIGATION AND ADAPTATION

- 4.1% reduction in Greenhouse Gas emissions intensity across the Group from 2022 to 2023
- Reduced reliance on grid electricity and non-renewable fuel sources for factory operations through:
 - » Solar photovoltaic installations across our global operations. A total generation capacity of 117 MWp is currently under construction or proposed for implementation in the next five years
 - » Replacing coal boilers with cleaner fuel alternatives such as biomass and utilising more efficient boilers
 - » Adopting technologies to reduce energy consumption in our factories, including steam condensate recovery, waste heat recovery of exhaust gas and steam residual pressure power generation
- Invested in the R&D of palm seedlings that are more resilient to extreme weather patterns

PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS

15 LIFE ON LAND



SDG 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

WILMAR ACTIVITIES

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

PROMOTING SUSTAINABLE LAND MANAGEMENT

- Strict no burning policy to prevent land degradation from the use of fires. Read more [here](#)
- Promote best management practices for **peatland** management to minimise peat subsidence

PROTECTING AND RESTORING ECOSYSTEMS

- Conserved over **32,000 ha** across our global operations
- Restored and rehabilitated **531 ha** of riparian zones with over **228,000** trees from **52** species in Indonesia, Malaysia and West Africa as of December 2023
- Planted over **32,000** trees from **89** species in Sabah and Sarawak through the Conservation Recreational Landscape Project since 2020
- Initiated more than **2,700 ha** landscape project beyond Wilmar's concessions in Indonesia and Ghana to support biodiversity and community-based conservation. Read more [here](#)



PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS *(CONTINUATION)*

WILMAR ACTIVITIES

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](#)
- Conduct [trainings and awareness sessions](#) on NDPE-related topics for suppliers across our operations globally
- Our [gibbon rehabilitation and reintroduction programme](#) in West Sumatra, Indonesia has successfully reintroduced 22 siamangs into the wild. Additionally, 25 proboscis monkeys are monitored and protected in Sabah, Malaysia

PROMOTING CONSERVATION AWARENESS AND EDUCATION

- Raise awareness on the importance of biodiversity conservation through our [Wildlife Awareness Outreach Programme](#)
- Implement educational and awareness programmes for students to foster environmental responsibility in future generations
- Published a practical forest conservation guidance for non-conservation experts working in agriculture in Indonesia and Malaysia. We will also publish guidance for a selection of countries in Africa in the near future. Read more [here](#)

More on Wilmar's conservation efforts can be read [here](#)

STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALISE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT

17 PARTNERSHIPS
FOR THE GOALS



SDG TARGETS

17.16 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

WILMAR ACTIVITIES

COLLABORATIONS FOR SUSTAINABLE PRACTICES

- Active participant in various working groups of the RSPO and the Malaysian Sustainable Palm Oil
- Member of the Tropical Forest Alliance, Pongo Alliance, BSR, Bonsucro, Round Table on Responsible Soy, Sabah Jurisdictional Certification Steering Committee, among **others**

PARTNERSHIPS 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
- Promote transformation at the landscape level through knowledge sharing and collaborative action via the Palm Oil Collaboration Group. Read more **here**

COMMUNITY ENGAGEMENT

- Social diversity and **community programmes** with local partners



WILMAR
INTERNATIONAL
LIMITED

CO. REG. NO. 199904785Z

28 Biopolis Road
Singapore 138568
T. (65) 6216 0244

www.wilmar-international.com

