

KEEPING KIDS IN SCHOOL

WILMAR'S EFFORTS TO SAFEGUARD CHILDREN'S RIGHTS

As we commemorate the International Day against Child Labour, we remain steadfast in our commitment and dedicated to our efforts to safeguard the rights of children throughout our operations. Wilmar channels significant effort and resources towards ensuring that our operations are free from any forms of child labour, child exploitation or child abuse. We also launched our Child Protection Policy in 2017 to outline our commitments to respecting and protecting the rights of children.

Wilmar firmly believes that all children have the right to education, as it provides them with the foundation and building blocks to alleviate themselves from poverty while steering them towards a brighter future. We make it our priority to ensure that children living in Wilmar-owned plantations with their families have access to free quality education as well as safe and conducive surroundings that will enable them to thrive.

Wilmar has established schools and crèches at 100 percent of our plantations. Crèches especially form an important part of our efforts. As parents set about daily to get to work, crèches provide them with the assurance that their children are being cared for in a safe, clean and conducive environment. Health and wellbeing of children and families are therefore among the main pillars of our Women's Charter – and overall activities related to improvements of crèches in our plantations come under the purview of the Women's Working Groups (WoW).



Crèche caretakers in our Sabahmas plantation in Sabah, Malaysia

In 2020, about 10,840 children of compulsory school-going age, which is 92.2 percent of children in our plantations, were supported in their education. As of December 2020, Wilmar has 145 crèches across our plantations in Ghana, Indonesia and Malaysia that tend to 3,366 children of Wilmar employees. In Ghana, we also welcome and additional 18 children from the surrounding communities to be cared for at our crèches.

We introduced registration procedures and attendance records for children at crèches to improve safety and security. However, the records also provide us with medical and vaccination history, which our crèches use to ensure children receive all mandatory immunization. Together with maternal health cards that track prenatal and antenatal health of our women employees, it provides a more comprehensive indicator to better understand the health status of families living in our plantations.



We continuously review the performance of our crèches while introducing strict operating procedures on cleanliness, child management and education. Since 2019, early childhood education has become part of the establishment with learning aids such as posters and murals as well as indoor play materials being used as educational tools.

A group learning session at the crèche in our CKP plantation in Central Kalimantan, Indonesia

We also rolled out a training programme involving visits to renowned childcare centers in cities. The programme kicked off with field visits by our crèche caretakers in Malaysia. Harni bt Kadir was among those who participated in the field visit. She is a trained and well experienced crèche caretaker, having taken on the role since 2013 and among those that make up the backbone of our operations in our Sapi 1 Estate in Sabah, Malaysia.



Harni (far left) with her fellow crèche caretakers in our Sapi Plantation in Sabah, Malaysia

We established a crèche in 2016 at our sole operations in Ghana, which is our Benso Oil Palm Plantation Plc (BOPP). The crèche, which is named after Lim Peng Hor who was BOPP's General Manager at the time, has 98 children enrolled and cared for by three professional caregivers, three assistants, a cook and a nurse.



The playground (left) and classroom (right) at our crèche in our BOPP plantation in Ghana

Wilmar continues to champion child rights within our operations while leading the transformation of the industry towards similar commitments. Working in collaboration with Business for Social Responsibility (BSR) and our customers including, amongst others, Colgate Palmolive, Nestlé, Procter & Gamble and Pepsico, we developed a specific programme to protect the rights of children living in oil palm plantations and also [published a manual on Child Protection and Safeguarding Implementation](#).

Wilmar was also recognized as the [overall best performing company in Southeast Asia in 2018 and 2020](#) for protecting and strengthening children's rights by the Global Child Forum (GCF), who also identified Wilmar to be among the top global achievers in their 2019 benchmark study. GCF published a [case study on Wilmar](#) that reflects on our journey while sharing our learnings and experiences in protecting children's rights in our operations.