

# SUSTAINABILITY BRIEF

## PRIORITISING AND PROTECTING WOMEN AND CHILDREN IN PLANTATIONS

The agriculture industry as a whole, and not just the palm sector, is still very much male-dominated. Wilmar recognises this and we have been working consciously to help create change. Much resources and effort have gone into empowering women who work as well as live within our plantations, which included us establishing a group-level Women's Committee Steering Group (WCSG) and streamlined estate-level committees, known as Women Working Groups (WoW).

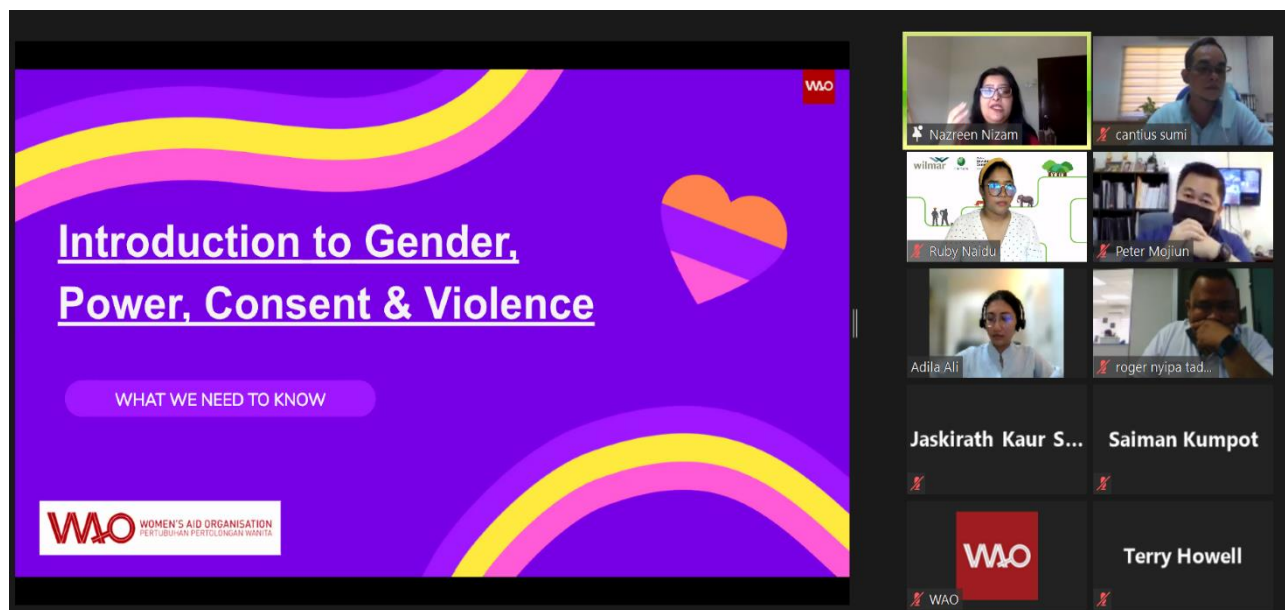


*Women form a significant part of Wilmar's workforce in varying capacities and leadership roles. It was crucial that we established conducive environments that allow them to excel while protecting their rights and wellbeing.*

One area that needed our immediate attention and support were related to the implementation of sexual harassment case investigations and follow-up action, especially considering that plantations are often a self-contained community where potential victims and offenders are working and living in the same surroundings or environment. They could be colleagues, supervisors or even neighbours. This initiated discussions about concerns surrounding the wellbeing of the victims as well as the potential risks faced by WoW members who intervene or attempt to help victims. Additionally, in tight-knit communities like those living in plantations, gossip potentially spreads fast and with a lasting stigma.

Rooted in our deep belief that raising awareness and building capacity is fundamental towards protecting the rights of women and children, Wilmar partnered with the Malaysian NGO, Women's Aid Organisation (WAO), to organise training workshops. WAO understood the complexities of the palm oil sector from their experience working with our industry peers, which made them the right partner for our endeavour.

The Gender-Based Violence Workshop, which is the first of a series of workshops to be conducted, was held in our Malaysian upstream operations for both Wilmar's management team and our plantation workers in an effort to create a better understanding and awareness of gender-based violence. This is paired with the required knowledge and skills to identify and manage such incidence, while providing the care and support for those affected.

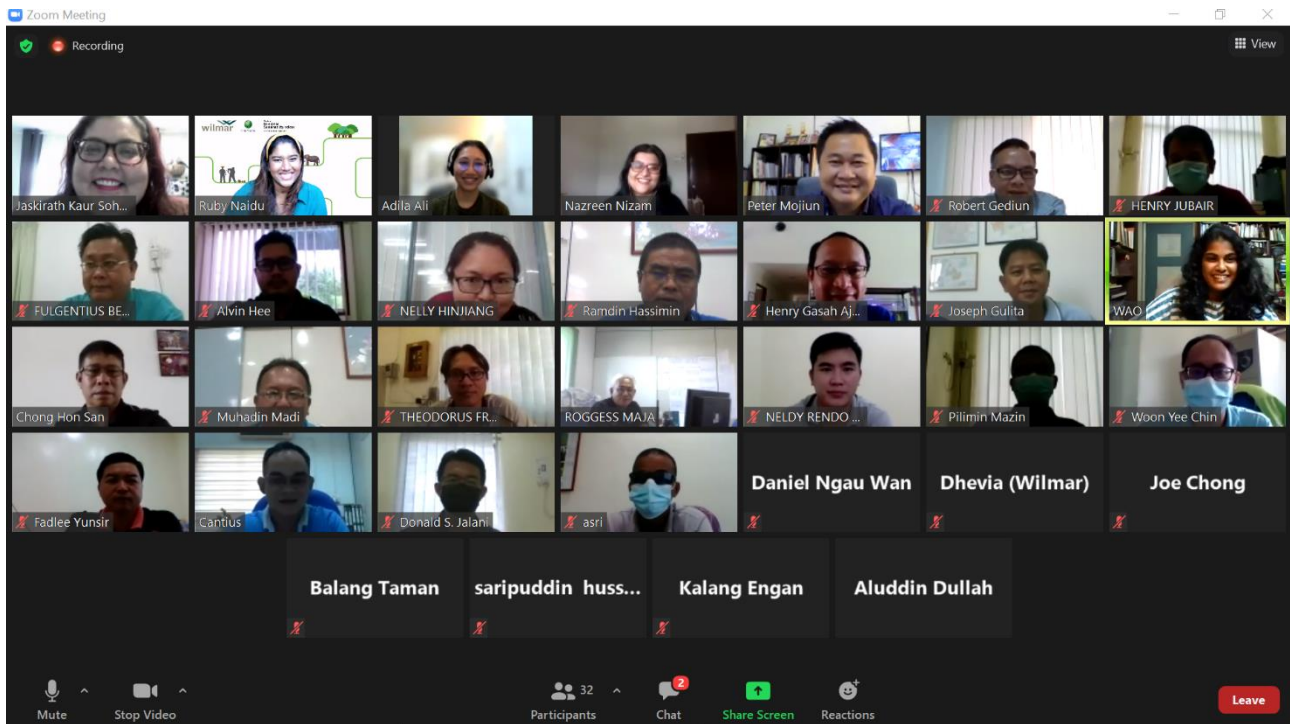


*WAO speakers introducing themselves and the training modules to the workshop participants from Wilmar*

The 4-day workshop encompassed topics that include Sexual Harassment, Domestic Violence, Rape and Sexual Violence, Child Sexual Abuse as well as Psychological First Aid. Some of the basics that were covered were the instances that define sexual harassment or sexual abuse, something that was crucial to ensure the understanding of the rights of women and children in the plantation sector.

A video of survivors' accounts titled, "Domestic Violence Survivors' Perspectives" was shown as part of the workshop. The visuals, though upsetting, facilitated the understanding of the ravages of domestic violence. A key component of the workshop was a segment on "Support in Handling Gender-based Violence Cases: Referral Pathways" that helped participants identify appropriate ways to intervene as well as proper reporting channels.

The workshop is aligned with Wilmar's Sexual Harassment, Violence, Abuse & Reproductive Policy. The principles of the policy dictates that investigations must be conducted promptly and thoroughly when complaints are lodged. If the charge of sexual harassment, violence and abuse, or infringement of reproductive rights is substantiated, Wilmar has committed to act fairly. Seniority or status within the organisation will not affect decisions or sanctions in such circumstances. Both the complainant and alleged harasser will be informed of the findings and both parties will be informed of the finding and the outcome of the investigation.



*Speakers and participants from Wilmar's operations in Malaysia after the first of many workshops to be organized focused on protecting the rights of women and children working and living in our plantations.*

The routine workshop is one effective method to empower all of our employees to know their rights as well as to create a safe and conducive work and living environment in the plantation. We will continue to explore avenues that go towards creating a positive space for all our employees.