



  
**wilmar**

WOMEN OF WILMAR

SUSTAINABILITY

CALENDAR

**2021**





## ABOUT WILMAR SUSTAINABILITY

As a leading agribusiness group, Wilmar recognises we have a fundamental role to play in developing quality products required by the world while ensuring a responsible and sustainable manner of production. We adopt a holistic approach to sustainability that is fully integrated with our business model.

Guided by the philosophy that our business must enhance stakeholder value while minimising our environmental footprint, our business practices are aligned with universally acceptable social and environmental standards. Wilmar's No Deforestation, No Peat and No Exploitation policy underpins our aspiration to make a positive impact and drive transformation across the palm oil industry.

For more information, go to [www.wilmar-international.com/sustainability](http://www.wilmar-international.com/sustainability).

**In 2019, Wilmar launched our Women's Charter and also established the Women's Committee Steering Group (WCSG), comprising of women leads representing specific geographic groups of Wilmar's operations. Wilmar strives to ensure that women are not only provided with a safe workplace, but also one that facilitates their personal and familial responsibilities, while empowering them and encouraging their professional growth simultaneously. Wilmar is continuously working towards a fairer and more inclusive workplace for women, by understanding that the roles that women have outside of work may influence them at work.**





## MESSAGE FROM TEO LA-MEI

Executive Director, Group Legal Counsel and  
Company Secretary

Through history and across continents, the story of women has been one filled with obstacles, but also perseverance and success. In some parts of the modern world, women still struggle to gain access to education, healthcare or suffrage. But women have also been and continue to be prominent leaders, revered generals, successful entrepreneurs and many others who are highly knowledgeable, skilled, capable and well respected.

The 2021 Sustainability Calendar is a recognition of the many hardworking and successful women in Wilmar, represented by, but not limited to, twelve women from our operations worldwide. They serve as an inspiration to all our women colleagues to never allow yourselves to be confined by invisible boundaries. Always face your challenges and determine your own path.

But as you trailblaze towards your goals, spare some thought towards encouraging, inspiring and empowering other women who are treading on their own similar journey towards personal or professional growth and accomplishments, or perhaps have yet to step out of their own confines to realize their true value and potential.

So, let us celebrate womanhood together with the strength to be admired, the confidence to be celebrated and the respect we have earned.





# JANUARY 2021

**Sarimanah**  
Sustainability Coordinator

"The work in Wilmar has brought colours into my life because the nature of work aims to achieve a balance between the 3Ps (People, Planet and Profit). Working as the Sustainability Coordinator has inspired me to always give my best because this role is in line with the purpose of ending poverty, promoting equality and protecting the environment/ecosystem."

Indonesia



# JANUARY

## DECEMBER 2020

M	T	W	T	F	S	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## FEBRUARY 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

01 New Year's Day

07 Constitution Day

28 Thaipusam

G I M N S H

G

M

G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
				01 	02	03
04	05	06	07 	08	09	10
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**FEBRUARY  
2021**

**Ing. Marian Gyamfua Boateng**  
Electrical Engineer

"The very fact that I am the only female in my department alone has made my journey so far very interesting. I have been blessed with great and selfless managers who continue to guide and support me in building my career as an engineer."

**Ghana**



# FEBRUARY

## JANUARY 2021

M	T	W	T	F	S	S
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04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## MARCH 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

01 Federal Territory Day

12 Chinese New Year

13 Chinese New Year



G - Ghana    I - Indonesia    M - Malaysia  
N - Nigeria    S - Singapore    H - Netherlands



MON	TUE	WED	THU	FRI	SAT	SUN
01 	02	03	04	05	06	07
08	09	10	11	12 	13 	14
15	16	17	18	19	21	21
22	23	24	25	26	27	28





# MARCH 2021

**Kristine Binti Kasphil**  
Environmental, Safety, Health and  
Social Officer

"I started my career here in Wilmar as a daily paid clerk under the Environmental, Safety and Health department. Through my 4 years of working, I was provided with numerous job specific trainings in order for me to improve, excel and be where I am today."

Malaysia





# MARCH

## FEBRUARY 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

## APRIL 2021

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05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

06 Independence Day

11 Isra Mi'raj

12 Isra Mi'raj

14 Bali Hindu New Year

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G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
01	02	03	04	05	06 	07
08	09	10	11 	12 	13	14 
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



**APRIL  
2021**

**Riska**  
Security Guard

"The opportunity to work as a security guard is an experience in itself. I am able to train my confidence in interacting with people of different personalities and also gain friends with different cultural backgrounds."

Indonesia



# APRIL

## MARCH 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## MAY 2021

M	T	W	T	F	S	S
31					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

02 Good Friday

04 Easter Sunday

05 Easter Monday

27 King's Day

29 Nuzul Al-Quran

G I M N S H

H

G N H

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M

G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
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12	13	14	15	16	17	18
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**MAY  
2021**

**Felicia Eyo Monche**  
Excavator Operator

"Wilmar believes in excellence and integrity and I appreciate that if you are patient, better things await you. I joined the company as a field labourer. However, I was selected a few years later to be trained as an excavator operator. Initially, I thought that excavator operation is only for men until I was selected and trained to operate the machine. The experience is fun and memorable."

**Nigeria**





# MAY

## APRIL 2021

M	T	W	T	F	S	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## JUNE 2021

M	T	W	T	F	S	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

01 Labour Day	G	I	M	N	S
05 Liberation Day					H
12 Lebaran Holiday					I
13 Ascension Day				I	H
13 Eid al-Fitr					G
13 Hari Raya Aidilfitri					I
13/14 Id El Fitri					M
14 Hari Raya Aidilfitri					S
17/18/19 Lebaran Holiday					N
23/24 Whit Sunday					I
25 Africa Unity Day					H
26 Vesak Day					G
30/31 Harvest Festival					I

G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
31 W					01 W	02
03	04	05 W	06	07	08	09
10	11	12 W	13 W	14 W	15	16
17 W	18 W	19 W	20	21	22	23 W
24 W	25 W	26 W	27	28	29	30 W



**JUNE  
2021**

**Leminang Chamong**  
Senior Field Officer  
(Research and Development)

"I feel respected and valued for what I bring to Wilmar. The flexibility to attend to family matters if necessary and the encouragement to come up with my own ideas and to provide input to the team is very important to me."

Malaysia



# JUNE

## MAY 2021

M	T	W	T	F	S	S
31					01	02
03	04	05	06	07	08	09
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## JULY 2021

M	T	W	T	F	S	S
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05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

01 Pancasila Day

01/02 Hari Gawai

07 Agong's Birthday

12 Democracy Day

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G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
	01 	02 	03	04	05	06
07 	08	09	10	11	12 	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				





# JULY 2021

**Ami Priyani**  
Region GIS Coordinator

"My most memorable experience was swimming as far as 600 metres across the Pukan river with four colleagues while we were surveying the water depth for a bridge construction plan. Upon reaching the other side of the river, we realised that we did not have any of our belongings, including cell phones, with us. We were too tired to swim back. Luckily, one of us had a walkie talkie and we used that to contact a driver who was on the other side of the river. While we were waiting for the driver in our wet clothes, the five of us could only laugh at the realisation that we had crossed the Pukan river without a boat, and that's a record!"

Indonesia





# JULY

## JUNE 2021

M	T	W	T	F	S	S
	01	02	03	04	05	06
07	08	09	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

## AUGUST 2021

M	T	W	T	F	S	S
30	31					01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

**20** Hari Raya Haji  
**20** Idul Adha  
**20** Eid al-Adha  
**20/21** Id El Kabi  
**22** Sarawak Day



**G** - Ghana    **I** - Indonesia    **M** - Malaysia  
**N** - Nigeria    **S** - Singapore    **H** - Netherlands



MON	TUE	WED	THU	FRI	SAT	SUN
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20 W	21 W	22 W	23	24	25
26	27	28	29	30	31	



## AUGUST 2021

**Sylvia Armoo**  
Assistant division manager  
(Nursery and Eco-management unit)

"The funniest and most memorable moment for me in Wilmar was when I was first given a motorbike to work with. Falling from the bike was the "order of my day" especially when there were people around watching. The security guards at the entrance to the office had to always run to open the gate when they see me coming from afar because if I attempted to stop and wait for the gate to be opened, I would fall. I am experienced now so the days of falling are over!"

Ghana



# AUGUST

## JULY 2021

M	T	W	T	F	S	S
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## SEPTEMBER 2021

M	T	W	T	F	S	S
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 04 Founders' Day
- 09 National Day
- 10 Islamic New Year
- 10 Awal Muharram
- 17 Independence Day
- 31 Merdeka Day

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M

G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
30	31 					01
02	03	04 	05	06	07	08
09 	10 	11	12	13	14	15
16	17 	18	19	20	21	22
23	24	25	26	27	28	29



# SEPTEMBER 2021

**Yvonne Fida Binti Dabal**  
Tractor Driver

"I will never forget the time when I passed and received my tractor driving license in 2014. I was able to achieve it even though I was the only female worker among many other male workers who were also training to get their tractor licenses. The day before my driving exam, I even forgot to cook dinner for my family as I was studying hard, memorizing for the written exam!"

Malaysia





# SEPTEMBER

## AUGUST 2021

M	T	W	T	F	S	S
30	31					01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

## OCTOBER 2021

M	T	W	T	F	S	S
				01	02	03
04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

16 Malaysia Day

21 Kwame Nkrumah Memorial Day

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G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands

  
**wilmar**

MON	TUE	WED	THU	FRI	SAT	SUN
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16 	17	18	19
20	21 	22	23	24	25	26
27	28	29	30			



# OCTOBER 2021

**Napriana**  
Civil Engineer

"When I first joined Wilmar, I participated in a photography competition organised by the company and was selected as one of the finalists to attend 'Wilmar Appreciation Night' in Jakarta. At this event, I got to meet the company's senior management team. I can never forget how happy and grateful I was for an opportunity like this."

Indonesia



# OCTOBER

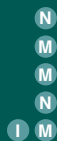
## SEPTEMBER 2021

M	T	W	T	F	S	S
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

## NOVEMBER 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 01** National Day  
**02** Sabah Governor's Birthday  
**09** Sarawak Governor's Birthday  
**19** Id El Maulud  
**19** Prophet Muhammad's Birthday



**G** - Ghana    **I** - Indonesia    **M** - Malaysia  
**N** - Nigeria    **S** - Singapore    **H** - Netherlands



MON	TUE	WED	THU	FRI	SAT	SUN
				<b>01</b> 	<b>02</b> 	<b>03</b>
<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b> 	<b>10</b>
<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>18</b>	<b>19</b> 	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>





# NOVEMBER 2021

**Nancy Asuquo Sunday**  
Assistant Nurse

"When I started working with Wilmar in 2012 at the Calaro Estate, there were only 2 nurses. As workers increased in the company, so did our work and additional resources were made available to support us. We work in a rural setting so our work also involves training and educating workers on hygiene, sanitization and general health and safety. We have seen improvements and are proud of our achievements."

Nigeria





# NOVEMBER

## OCTOBER 2021

M	T	W	T	F	S	S
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04	05	06	07	08	09	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## DECEMBER 2021

M	T	W	T	F	S	S
		01	02	03	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

04 Deepavali



G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands



MON	TUE	WED	THU	FRI	SAT	SUN
01	02	03	04 	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



**DECEMBER  
2021**

**Athena Kong Mei Tze**  
Mill Engineer

"As the first female engineer based in Sarawak, one of the challenges that I anticipated is competing with male engineers. However, I am very thankful to all my fellow engineers because they always guide and help me whenever I need them."

Malaysia



# DECEMBER

## NOVEMBER 2021

M	T	W	T	F	S	S
01	02	03	04	05	06	07
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29	30					

## JANUARY 2022

M	T	W	T	F	S	S
31					01	02
03	04	05	06	07	08	09
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 03 Farmers' Day
- 24 Christmas Eve
- 25 Christmas Day
- 26 Boxing Day
- 27 Christmas Holiday



G - Ghana I - Indonesia M - Malaysia  
N - Nigeria S - Singapore H - Netherlands



MON	TUE	WED	THU	FRI	SAT	SUN
		01	02	03 W	04	05
06	07	08	09	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24 W	25 W	26 W
27 W	28	29	30	31		

# PUBLIC HOLIDAYS 2021

## SINGAPORE

JAN 01 New Year's Day  
 FEB 12 Chinese New Year  
 FEB 13 Chinese New Year  
 APR 02 Good Friday  
 MAY 01 Labour Day  
 MAY 13 Hari Raya Aidilfitri  
 MAY 26 Vesak Day  
 JUL 20 Hari Raya Haji  
 AUG 09 National Day  
 NOV 04 Deepavali  
 DEC 25 Christmas Day

## INDONESIA

JAN 01 New Year's Day  
 FEB 12 Chinese New Year  
 MAR 11 Isra Mi'raj  
 MAR 12 Isra Mi'raj  
 MAR 14 Bali Hindu New Year  
 APR 02 Good Friday  
 MAY 01 Labour Day  
 MAY 12 Lebaran Holiday  
 MAY 13 Ascension Day  
 MAY 13 Hari Raya Aidilfitri  
 MAY 14 Hari Raya Aidilfitri  
 MAY 17/18/19 Lebaran Holiday  
 MAY 26 Vesak Day  
 JUN 01 Pancasila Day  
 JUL 20 Idul Adha  
 AUG 10 Islamic New Year  
 AUG 17 Independence Day  
 OCT 19 Prophet Muhammad's Birthday  
 DEC 24 Christmas Eve  
 DEC 25 Christmas Day  
 DEC 27 Christmas Holiday

## NIGERIA

JAN 01 New Year's Day  
 APR 02 Good Friday  
 APR 05 Easter Monday  
 MAY 01 Labour Day  
 MAY 13 Id El Fitri  
 MAY 14 Id El Fitri  
 JUN 12 Democracy Day  
 JUL 20 Id El Kabir  
 JUL 21 Id El Kabir  
 OCT 01 National Day  
 OCT 19 Id El Maulud  
 DEC 25 Christmas Day  
 DEC 26 Boxing Day

## GHANA

JAN 01 New Year's Day  
 JAN 07 Constitution Day  
 MAR 06 Independence Day  
 APR 02 Good Friday  
 APR 05 Easter Monday  
 MAY 01 Labour Day  
 MAY 13 Eid al-Fitr  
 MAY 25 Africa Unity Day  
 JUL 20 Eid al-Adha  
 AUG 04 Founders' Day  
 SEP 21 Kwame Nkrumah Memorial Day  
 DEC 03 Farmers' Day  
 DEC 25 Christmas Day  
 DEC 26 Boxing Day

## NETHERLANDS

JAN 01 New Year's Day  
 APR 02 Good Friday  
 APR 04 Easter Sunday  
 APR 05 Easter Monday  
 APR 27 King's Day  
 MAY 05 Liberation Day  
 MAY 13 Ascension Day  
 MAY 23 Whit Sunday  
 MAY 24 Whit Monday  
 DEC 25 Christmas Day  
 DEC 26 Boxing Day

## MALAYSIA

JAN 01 New Year's Day  
*All except Johor, Kedah, Kelantan, Perlis & Terengganu*  
 JAN 14 Yang di-Pertuan Besar Negeri Sembilan's Birthday  
*Negeri Sembilan only*  
 JAN 17 Sultan of Kedah's Birthday  
*Kedah only*  
 JAN 28 Thaipusam  
*Kuala Lumpur, Putrajaya, Johor, Perak, Negeri Sembilan, Penang & Selangor only*  
 FEB 01 Federal Territory Day  
*Kuala Lumpur, Labuan & Putrajaya only*  
 FEB 12 Chinese New Year  
 FEB 13 Chinese New Year  
 MAR 04 Anniversary of Installation of Sultan of Terengganu  
*Terengganu only*  
 MAR 11 Israk & Mikraj  
*Kedah, Negeri Sembilan & Perlis only*  
 MAR 23 Sultan of Johor's Birthday  
*Johor only*

APR 02 Good Friday  
*Sabah & Sarawak only*  
 APR 13 Awal Ramadan  
*Johor, Kedah & Melaka only*  
 APR 15 Declaration of Melaka as a Historical City  
*Melaka only*  
 APR 26 Sultan of Terengganu's Birthday  
*Terengganu only*  
 APR 29 Nuzul Al-Quran  
*All except Johor, Kedah, Melaka, Negeri Sembilan, Sabah & Sarawak*  
 MAY 01 Labour Day  
 MAY 07 Hari Hol Almarhum of Pahang  
*Pahang only*  
 MAY 13 Hari Raya Aidilfitri  
 MAY 14 Hari Raya Aidilfitri  
 MAY 26 Vesak Day  
 MAY 30 Harvest Festival  
*Sabah & Labuan only*  
 MAY 31 Harvest Festival  
*Sabah & Labuan only*

JUN 01 Hari Gawai  
*Sarawak only*  
 JUN 02 Hari Gawai  
*Sarawak only*  
 JUN 07 Agong's Birthday  
 JUL 07 Georgetown World Heritage City Day  
*Penang only*  
 JUL 10 Penang Governor's Birthday  
*Penang only*  
 JUL 17 Raja Perlis' Birthday  
*Perlis only*  
 JUL 19 Arafat Day  
*Terengganu only*  
 JUL 20 Hari Raya Haji  
 JUL 21 Hari Raya Haji  
*Kedah, Kelantan, Perlis & Terengganu only*  
 JUL 22 Sarawak Day  
*Sarawak only*  
 JUL 30 Birthday of the Sultan of Pahang  
*Pahang only*  
 AUG 10 Awal Muharram  
 AUG 31 Merdeka Day

SEP 13 Hari Hol Almarhum Sultan Iskandar  
*Johor only*  
 SEP 16 Malaysia Day  
 OCT 02 Sabah Governor's Birthday  
*Sabah only*  
 OCT 08 Melaka Governors Birthday  
*Melaka only*  
 OCT 09 Sarawak Governor's Birthday  
*Sarawak only*  
 OCT 19 Prophet Muhammad's Birthday  
 NOV 04 Deepavali  
*National except Sarawak*  
 NOV 05 Sultan of Perak's Birthday  
*Perak only*  
 NOV 11 Sultan of Kelantan's Birthday  
*Kelantan only*  
 NOV 12 Sultan of Kelantan's Birthday  
*Kelantan only*  
 DEC 11 Sultan of Selangor's Birthday  
*Selangor only*  
 DEC 24 Christmas Eve  
*Sabah only*  
 DEC 25 Christmas Day