

# Wilmar International Ltd.

**TICKER**  
SES:F34

**MARKET CAPITALIZATION**  
US\$15 billion

**HEADQUARTERS**  
Singapore

**DISCLOSURES**  
UK Modern Slavery Act: Yes

**TARGETS**  
None

California Transparency in Supply Chains Act: Not applicable

## OVERALL RANKING

**10** out of **43**

([2018 Rank](#): 8 out of 38)

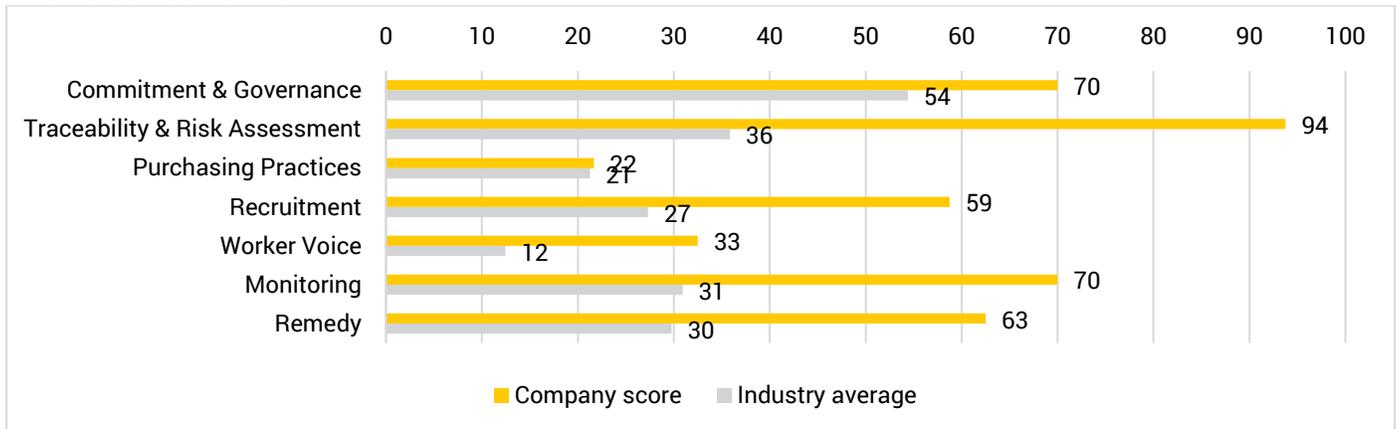
## OVERALL SCORE

**45** out of **100**

## SUMMARY

Wilmar International Ltd. (Wilmar), a Singaporean agribusiness involved in oils, grains, and sugar, ranks 10<sup>th</sup> out of 43 companies, disclosing more information on its forced labor policies and practices than its peers across all themes. Notably, Wilmar has the highest score of all the benchmarked companies headquartered in Asia. Since 2018, it has only taken limited steps to improve (namely by disclosing due diligence on potential suppliers and requiring suppliers to disclose information on their recruitment practices). As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, Wilmar's score decreased by three points. KnowTheChain identified one allegation of forced labor in Wilmar's supply chains relating to three of its suppliers. Wilmar discloses worker engagement at only one supplier and remedy outcomes at only two suppliers. Wilmar has an opportunity to improve on the themes of Purchasing Practices, Recruitment, and Worker Voice.

## THEME-LEVEL SCORES



Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

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**KEY DATA POINTS****SUPPLIER LIST**

Yes (palm oil and sugar only)

**NO-FEE POLICY**

Yes

**SUPPORTS FREEDOM OF ASSOCIATION**

Yes

**REMEDY FOR SUPPLY CHAIN WORKERS**

Yes

**HIGH-RISK COMMODITIES**Beans, palm oil, peanuts, and others<sup>1</sup>

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**LEADING PRACTICES**

**Grievance mechanism:** Wilmar states that it promotes transparency and accountability by disclosing a full list of grievances submitted via its grievance procedure (which is available to its suppliers' workers and their legitimate representatives) and by providing updates on its actions to address them.

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**NOTABLE FINDINGS**

**Risk Assessment:** Wilmar discloses details on how it identifies high-risk palm oil mills, noting that through engagement workshops, regional suppliers learn about common issues and share learnings and recommendations for improvement. It also states that it works with the labor research and consultancy organization Verité and its peer company Mars to identify "practical interventions" for its palm oil suppliers. It discloses forced labor risks in different tiers of its supply chains, including risks relating to recruitment and passport retention.

**Rights of Workers in Vulnerable Conditions:** Wilmar discloses policies for passport return, ethical recruitment, freedom of movement, and post-arrival orientation for migrant workers. It also discloses that it engages in dialogue with suppliers to encourage them to allow migrant workers full control of their passports by providing them with lockers. Further, it discloses outcomes of its remediation process that includes working with its partner, the Forest Trust, to change the employment status of workers from casual to permanent.

**Corrective Action Plans:** Wilmar states that each assessed palm oil supplier is provided with an individual report detailing the findings, recommendations, and action items following its visit. It states that it then revisits these suppliers to discuss the implementation of improvement actions. Within its grievance report platform, it discloses the implementation of corrective action processes, including supplier meetings and sharing learnings amongst suppliers.

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**OPPORTUNITIES FOR IMPROVEMENT**

**Purchasing Practices:** The company may consider adopting responsible purchasing practices (such as prompt payment, and planning and forecasting) and integrating its supply chain standards addressing forced labor and human trafficking into contracts with its suppliers to enforce its expectations with suppliers.

**Recruitment:** To avoid the exploitation of migrant workers in its supply chains, the company is encouraged to ensure that employment and/or recruitment agencies used in its supply chains are monitored and to provide details of how it supports ethical recruitment in its supply chains (for example, by using ethical recruitment agencies or supporting the development of ethical recruitment schemes).

**Worker Voice:** To prevent forced labor in its supply chains, the company is encouraged to work with relevant stakeholders to engage with and educate workers in its supply chains on their labor rights. To ensure scalability and effectiveness, the company may consider taking steps to ensure that there are worker-to-worker education initiatives on labor rights in its supply chains and measuring and disclosing evidence of the positive impact of worker engagement in its supply chains.

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**ENGAGED WITH KNOWTHECHAIN**

Yes ([Provided Additional Disclosure](#)).

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<sup>1</sup> The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor](#)."