

Wilmar International Limited (Wilmar)

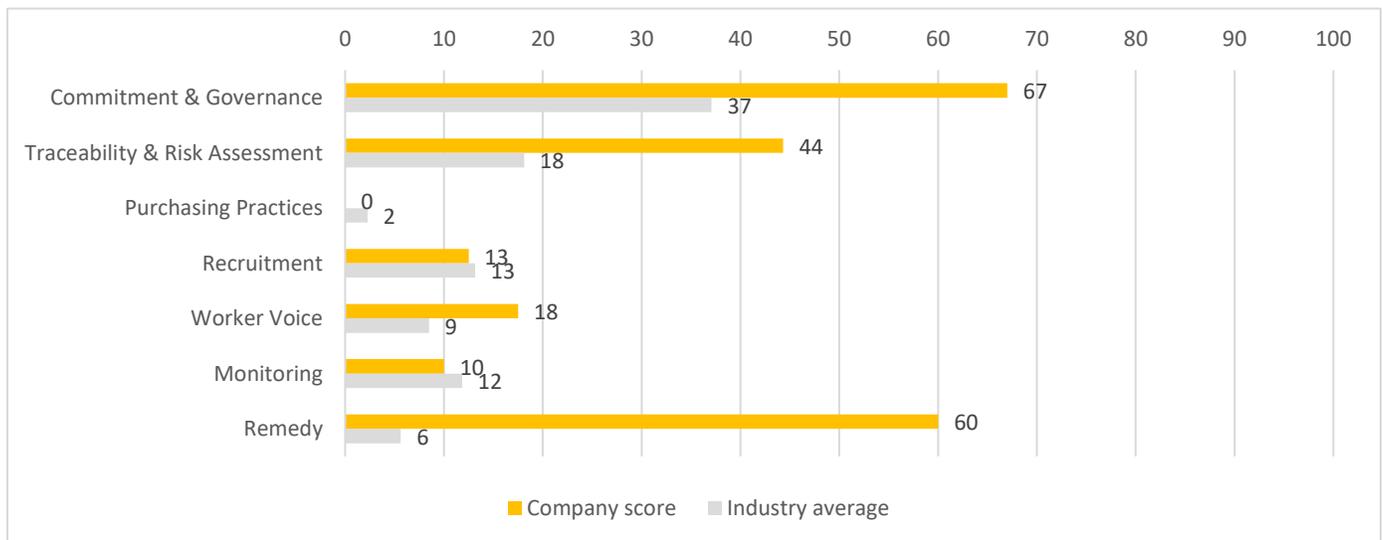
TICKER
F34

MARKET CAPITALIZATION
US\$19.84 billion

HEADQUARTERS
Singapore

DISCLOSURES
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: Not applicable

Australia Modern Slavery Act: [Yes \(Disclosure of Subsidiary\)](#)
OVERALL RANKING
9 out of 60
[2020 Rank:](#) 10 out of 43

OVERALL SCORE
34 out of 100
THEME-LEVEL SCORES

KEY DATA POINTS
FIRST-TIER SUPPLIER LIST

Yes

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes

REMEDY FOR SUPPLY CHAIN WORKERS

Yes

HIGH-RISK COMMODITIES²

■ Palm oil, sugarcane, rice and others

SUMMARY

Wilmar International Limited (Wilmar), one of the world's largest oil palm plantation owners and palm oil traders,³ ranks 9 out of 60 companies. Since 2020, the company improved on the themes of Traceability & Risk Assessment, Recruitment, and Remedy. This is because the company began disclosing further detail on its risk assessment process as well as remedy examples (including related to fee remediation). The company's score is based in particular on its stronger performance on the themes of Commitment & Governance, Traceability & Risk Assessment, and Remedy. Notably, Wilmar is the highest-scoring Asian company in the benchmark is among those achieving the highest score on the theme of Remedy. Additional steps the company could take to address forced labor risks in its supply chains, include strengthening its disclosure and practices on the themes of Purchasing Practices, Recruitment, and Freedom of Association.

LEADING PRACTICES

Process for responding to grievances: Wilmar discloses a detailed procedure for handling grievances, which includes details on timelines, clearly outlines responsibilities of internal actors, discloses how it involves affected stakeholders, provides descriptions of suspensions procedures and criteria for re-entry, and discloses a detailed list of example corrective actions, remediation, and group level systemic changes for non-compliances related to forced labour, as well as other types of labour rights violations.

Remedy examples: Wilmar discloses a public database of grievances raised in relation to its palm oil operations and the first tier supply chain and for each grievance includes a description of the steps taken. This includes a disclosure of the remedy process provided by its supplier Sime Darby Plantation Berhad in 2022 following a discovery of recruitment fees, including the amount reimbursed, number of workers to be reimbursed, and structural changes made.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider ring-fencing labour costs such that they are not impacted during pricing negotiations.

Recruitment: To avoid the exploitation of migrant workers in its supply chains, the company may also consider providing details of how it supports responsible recruitment in its supply chains (for example, by sharing due diligence findings on recruitment fees with peers or by creating demand for responsible recruitment agencies). The company is further encouraged to disclose information on the recruitment agencies used by its suppliers.

Worker Voice: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

¹ Research conducted through January 2023 or through April 2023, 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](#).

² For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).

³ Wilmar, "Oil Palm Plantation & Milling," <https://www.wilmar-international.com/our-businesses/plantation/oil-palm-plantation-milling>. Accessed 19 June 2023.