



KnowTheChain Engagement Questions 2018 Food & Beverage Benchmark

Completing these questions provides you the opportunity to guide us to information regarding your company's efforts to address human trafficking and forced labor in its supply chains. **Answers to these questions will be made publicly available on the [Business & Human Rights Resource Centre \(BHRRC\) website](#), a KnowTheChain partner.**

KnowTheChain will review the information available on your public website, as well as information you link to from your website.

If your company was included in our 2016 benchmark and you completed our engagement questionnaire at that time, relevant responses will be included in our 2018 benchmark as long as the information is not more than three years old.

Over a period of two months (during Q2-2018), you will be invited to review the information we collected and provide additional disclosure. We will particularly welcome specific examples you may be able to provide regarding the implementation of your processes, as well any leading practices. We will invite you either publish additional disclosure on your website, and send us the link to the specific page(s), or send the information to us, and we will publish them on the [website of Business & Human Rights Resource Centre](#).

In case you do not have sufficient publicly available information on some or all of the indicators of the KnowTheChain benchmark methodology (see attached methodology and guidance), you **are welcome to disclose relevant information to us at this stage already**.¹ Please let us know by 9 February that you wish to do so, and send us the additional information by 9 March. We will publish the information provided on the [website of Business & Human Rights Resource Centre](#).

Please email your response to the below questions to Felicitas Weber, BHRRC KnowTheChain Project Lead at weber@business-humanrights.org and CC companies@knowthechain.org.

The accuracy of our reports is important to us, we appreciate your help and cooperation. Should you have any questions, please contact Felicitas Weber at weber@business-humanrights.org.

¹ Please indicate which benchmark indicators the information relates to. Should this be of interest, we would be happy to send you the indicators in an Excel or Word document for you to fill out.



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General Information

Name of company: Wilmar International

Name of respondent: Kelly Chen

Position of respondent: Assistant Manager, Sustainability

Respondent's email address: kelly.chenkaili@wilmar.com.sg

Disclosure Information

1. Documents

KnowTheChain aims to decrease the reporting burden for companies. Therefore, we will review information available on your company's public website. However, to ensure we take into consideration all relevant documents, we invite you to provide us with links to any statements, reports, webpages, or documents that you would us to take into account as we review your company's approach to managing forced labor risks in its supply chains.

Publicly available documents as web links	
Wilmar Sustainability Dashboard	http://www.wilmar-international.com/sustainability/
Wilmar Sustainability Report 2016	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/08/Wilmar-SR-2016-Final.pdf
No Deforestation, No Peat, No Exploitation Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2012/11/No-Deforestation-No-Peat-No-Exploitation-Policy.pdf
Human Rights Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/Human-Rights-Policy.pdf#zoom=150
Equal Opportunity Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/Equal-Opportunity-Policy.pdf#zoom=150
Sexual Harassment, Violence & Abuse, and Reproductive Rights Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/Sexual-Harassment-Violence-and-Abuse-and-Reproductive-Rights-Policy.pdf#zoom=150
Child Protection Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/Child-Protection-Policy.pdf#zoom=150
Occupational Health & Safety Policy	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/01/Safety-and-Health-Policy-for-Wilmar-Group-of-Companies.pdf



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UK Modern Slavery Act Transparency Statement	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/UK-Modern-Slavery-Act-Transparency-Statement-Wilmar-International.pdf
Traceability	http://www.wilmar-international.com/sustainability/progress/traceability/
Risk-based due diligence (Aggregator Refinery Transformation)	http://www.wilmar-international.com/sustainability/progress/aggregator-refinery-transformation-art/
Grievance Mechanism	http://www.wilmar-international.com/sustainability/grievance-procedure/
12-month progress report in strengthening labour practices	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/12/Wilmar-Progress-in-Strengthening-Labour-Practices-FINAL-1.pdf
School redevelopment programme in Indonesia	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/11/Sustainability-Brief-School-Redevelopment-Programme-in-Indonesia.pdf
Palm oil buyers collective action to improve labour conditions in the Indonesian palm oil industry	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/11/News-Release-15-Nov-17-Collective-Action-to-improve-Labour-Conditions.pdf
Providing a safe place for workers' passports	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/10/Sustainability-Brief-Providing-a-Safe-Place-for-Workers%E2%80%99-Passports.pdf
Collaboration with Verite to confront labour issues in the Indonesian palm oil industry	http://www.wilmar-international.com/sustainability/wp-content/uploads/2017/04/Joint-Statement-Wilmar-Verite-Collaboration_Final.pdf
Seeking collaboration for labour transformation	http://www.wilmar-international.com/sustainability/wp-content/uploads/2016/11/Wilmar-Seeks-Collaboration-for-Labour-Transformation-in-Palm-Oil_29_Nov_2016.pdf
Wilmar, GAR and BSR call for closer collaboration to find solutions to Indonesian palm oil sector labour challenges	http://www.wilmar-international.com/sustainability/wp-content/uploads/2016/11/News-Release-7-Nov-16-GAR_WIL_BSR_Joint_Collaboration-Final.pdf
Making progress on No Exploitation commitments	http://www.wilmar-international.com/sustainability/wp-content/uploads/2016/10/Making-Progress-on-No-Exploitation-Commitments-Ongoing-work-within-Wilmar-operations-and-suppliers-1.pdf

2. Membership in industry and multi-stakeholder associations

Please indicate your membership in industry and multi-stakeholder associations relevant to addressing forced labor in the supply chain.



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- [RSPO Human Rights Working Group](#)
- [Collaboration with Business for Social Responsibility \(BSR\) and Golden-Agri Resources \(GAR\) to seek improvements and find solutions to labour challenges in the Indonesian palm oil industry](#)
- [Palm oil buyers and producers collective action to improve labour conditions](#)
- United Nations Global Compact

3. Providing supplemental disclosure: Statement under the UK Modern Slavery Act

The 2018 KnowTheChain benchmarks will look at a company's compliance with regulatory transparency requirements. While this information will not feed into the overall benchmark score, it will be displayed on your company's scorecard (see methodology guidance for further information).

We believe your organisation is required to produce a statement under the UK Modern Slavery Act, as your organisation has a turnover of over £36 million, and carries out business in the UK (see also UK Home Office, "[Slavery and human trafficking in supply chains: guidance for businesses](#)", updated 4 October 2017, p. 7-8: "3. Who is required to comply?"). However, we could not identify such a statement on your website.

We would welcome if you could provide us with a link to your statement, a time-bound commitment to produce such a statement, or evidence that your company is not subject to the UK Modern Slavery Act.

Please see Wilmar's Statement under the UK Modern Slavery Act at this link:

<http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/02/UK-Modern-Slavery-Act-Transparency-Statement-Wilmar-International.pdf>