

THEME 1 COMMITMENT AND GOVERNANCE

1.1 Commitment

The company:

(1) has publicly demonstrated its commitment to addressing human trafficking and forced labor.

Relevant policies and documents – all publicly available on our sustainability dashboard	
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 (NDPE) 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
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/
Initiatives to provide a better and more conducive environment for our workers	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/03/Initiatives-to-provide-a-better-and-more-conducive-environment-for-our-workers.pdf
Palm oil companies announce an initiative with Forum for the Future to address human and labour rights	http://www.wilmar-international.com/sustainability/wp-content/uploads/2018/03/Sustainability-Joint-Statement-FINAL-2-050318.pdf
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

1.2 Supply Chain Standards

The company's supply chain standard:

(1) requires suppliers to uphold workers' fundamental rights and freedoms (those articulated in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work), including the elimination of forced labor;

Yes. Our [NDPE Policy](#) extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(2) has been approved by a senior executive;

Yes. Wilmar's NDPE Policy was [launched by our Chairman and CEO](#), Kuok Khoon Hong, in December 2013.

(3) is easily accessible from the company's website;

Yes. Our NDPE Policy is publicly available on our [sustainability dashboard](#).

(4) is updated regularly, following internal review and input from external stakeholders; and

Yes. We are currently in the process of reviewing our NDPE Policy.

(5) is communicated to the company's suppliers.

Yes. The NDPE Policy has been communicated to all our suppliers.

1.3 Management and Accountability

The company:

(1) has a committee, team, program, or officer responsible for the implementation of its supply chain policies and standards that addresses human trafficking and forced labor; and

Yes. See page 28 and 29 of Wilmar's [Sustainability Report 2016](#).

(2) has tasked a board member or board committee with oversight of its supply chain policies and standards that address human trafficking and forced labor.

Yes. See page 28 and 29 of Wilmar's [Sustainability Report 2016](#).

1.4 Training

The company undertakes programs which include:

(1) the training of all relevant decision-makers within the company on risks, policies, and standards related to human trafficking and forced labor; and

Yes. As part of our collaboration with Verite to improve labour practices, trainings have been conducted for all relevant decision makers. Please refer to [Wilmar's progress in strengthening labour practices](#) and [Initiatives to provide a better and more conducive environment for our workers](#).

(2) the training and capacity-building of suppliers on risks, policies, and standards related to human trafficking and forced labor, covering key supply chain contexts.

Yes. Wilmar, in collaboration with NGO and civil society partners, have conducted a series of labour workshops for our suppliers. Please refer to our quarterly Policy Implementation Progress Reports [<link>](#) for more info.

1.5 Stakeholder Engagement

In the last three years, the company has engaged relevant stakeholders by:

(1) providing at least two examples of engagements on forced labor and human trafficking with policy makers, worker rights organisations, local NGOs, or other relevant stakeholders in countries in which its suppliers operate, covering different supply chain contexts; and

Yes. Wilmar, in collaboration with NGO and civil society partners, have conducted a series of labour workshops for our suppliers. Please refer to our quarterly Policy Implementation Progress Reports [<link>](#) for more info.

(2) actively participating in one or more multi-stakeholder or industry initiatives focused on eradicating forced labor and human trafficking across the industry.

Yes. We are part of the [RSPO Human Rights working group](#) and the United Nations Global Compact. In addition, Please refer to these multi-stakeholder initiatives we have participated in:

- i. [Palm oil companies announce initiative with Forum for the Future to address human and labour rights](#)

- ii. [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](#)
- iii. [Palm oil buyers and producers collective action to improve labour conditions](#)

THEME 2 TRACEABILITY AND RISK ASSESSMENT

2.1 Traceability

The company discloses:

(1) the names and addresses of its first-tier suppliers;

Yes. Please see [supply chain map](#), on our sustainability dashboard.

(2) the countries of below first-tier suppliers (this does not include raw material suppliers);

Yes. Please see [supply chain map](#), on our sustainability dashboard.

(3) the sourcing countries of raw materials at high risk of forced labor and human trafficking; and

Yes. Please see [supply chain map](#), on our sustainability dashboard.

(4) some information on its suppliers' workforce.

Yes. Please refer to our [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence. [Overarching reports](#) with info on supplier issues, including workforce issues, are also published.

2.2 Risk Assessment

The company discloses:

(1) details on how it conducts human rights supply chain risk or impact assessments that include forced labor risks or assessments that focus specifically on forced labor risks; and

Yes. Please refer to our [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence. [Overarching reports](#) with info on supplier issues, including workforce issues, are also published.

(2) details on forced labor risks identified in different tiers of its supply chain.

Yes. Please refer to our [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence. [Overarching reports](#) with info on supplier issues, including workforce issues, are also published.

THEME 3: PURCHASING PRACTICES

3.1 Purchasing Practices

Purchasing practices and pricing may both positively impact labor standards in the company's supply chain, and increase risks of forced labor and human trafficking. The company:

(1) is taking steps towards responsible raw materials sourcing;

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(2) is adopting responsible purchasing practices in the first tier of its supply chain; and

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(3) provides procurement incentives to first-tier suppliers to encourage or reward good labor practices (such as price premiums, increased orders, and longer-term contracts).

Yes. Please refer to our [Grievance Procedure](#) for the implementation of our NDPE policy, which stipulates that our business relationships non-compliant suppliers will be reviewed and ceased, as a last resort.

3.2 Supplier Selection

The company:

(1) assesses risks of forced labor at potential suppliers prior to entering into any contracts with them.

Yes. All suppliers are socialised with our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). Please also refer to our [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence.

3.3 Integration into Supplier Contracts

The company:

(1) integrates supply chain standards addressing forced labor and human trafficking into supplier contracts.

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

3.4 Cascading Standards through the Supply Chain

The company:

(1) requires its first-tier suppliers to take steps to ensure that their own suppliers implement standards that are in-line with the company's supply chain standards addressing forced labor and human trafficking.

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

THEME 4: RECRUITMENT

4.1 Recruitment Approach

The company:

(1) has a policy that requires direct employment in its supply chain;

No.

(2) requires employment and recruitment agencies in its supply chain to uphold workers' fundamental rights and freedoms (those articulated in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work), including the elimination of forced labor; and

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3: No Exploitation of People and Communities. This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(3) discloses information on the recruitment agencies used by its suppliers.

No.

4.2 Recruitment Fees

The company:

(1) requires that no worker in its supply chain pay for a job—the costs of recruitment should be borne not by the worker but by the employer ("Employer Pays Principle"); and

No recruitment fees are charged. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Ethical recruitment. This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(2) takes steps to ensure that such fees are reimbursed to the workers, in the event that it discovers that fees have been paid by workers in its supply chain.

Yes, workers have access to remedy. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#). This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

4.3 Monitoring and Ethical Recruitment

The company:

(1) takes steps to ensure employment and/or recruitment agencies used in its supply chain are monitored to assess and address risks of forced labor and human trafficking; and

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Respect and recognise the rights of all workers including contract, temporary and migrant workers. This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(2) provides details of how it supports ethical recruitment in its supply chain.

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Respect and recognise the rights of all workers including contract, temporary and migrant workers. This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

4.4 Migrant Worker Rights

The company:

(1) takes steps to ensure migrant workers understand the terms and conditions of their recruitment and employment, and also understand their rights;

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Respect and recognise the rights of all workers including contract, temporary and migrant workers. This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

(2) takes steps to ensure its suppliers refrain from restricting workers’ movement, including through the retention of passports or other personal documents against workers' will;

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Respect and recognise the rights of all workers including contract, temporary and migrant workers. This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

(3) takes steps to ensure migrant workers are not discriminated against, and not retaliated against, when they raise grievances; and

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – Respect and recognise the rights of all workers including contract, temporary and migrant workers. This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

(4) provides evidence of how it works with suppliers to ensure migrant workers' rights are respected.

Please refer to our this brief on how Wilmar is working with our suppliers to eradicate the practice of retention of workers’ passports: [Providing a safe place for workers’ passports](#). This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

THEME 4: WORKER VOICE

5.1 Communication of Policies

The company takes steps to ensure:

(1) its policies and standards, which include human trafficking and forced labor, are available in the languages of its suppliers' workers; and

Yes. We are also working with unions on capacity building programmes for union leaders to enable them to better explain policies, standards and rights to the workers. Please refer to [Wilmar’s progress in strengthening labour practices](#) – section 5: Union engagement.

(2) its human trafficking and forced labour policies and standards are communicated to workers in its supply chain.

Yes.

5.2 Worker Voice

The company:

(1) works with relevant stakeholders to engage with and educate workers in its supply chain on their labour rights;

Yes. Our work with Business of Social Responsibility and Verite involve engagement and interviews with workers.

We are also working with unions on capacity building programmes for union leaders to enable them to better explain policies, standards and rights to the workers. Please refer to [Wilmar's progress in strengthening labour practices](#) – section 5: Union engagement.

(2) takes steps to ensure that there are worker-to-worker education initiatives on labour rights in its supply chain;

This is done through worker unions representatives. We are working with unions on capacity building programmes for union leaders to enable them to better explain policies, standards and rights to the workers. Please refer to [Wilmar's progress in strengthening labour practices](#) – section 5: Union engagement.

(3) provides evidence of the positive impact of worker engagement in its supply chain; and

Please refer to our [progress update on strengthening labour practices](#) – page 5, Improved and Standardised Payslips, which resulted from engagement with our workers.

Please refer to our this brief on how Wilmar is working with our suppliers to eradicate the practice of retention of workers' passports: [Providing a safe place for workers' passports](#).

(4) provides at least two examples of worker engagement initiatives covering different supply chain contexts.

- i. Please refer to our [progress update on strengthening labour practices](#) – page 5, Improved and Standardised Payslips, which resulted from engagement with our workers.
- ii. Please refer to our this brief on how Wilmar is working with our suppliers to eradicate the practice of retention of workers' passports: [Providing a safe place for workers' passports](#).

5.3 Freedom of Association

The company:

(1) describes how it works with suppliers to improve their practices in relation to freedom of association and collective bargaining;

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – xvi: rights of personnel to form and join trade unions of their choice, and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining are made available for all such personnel.

This NDPE policy extends across Wilmar's entire supply chain, including our joint-ventures and third-party suppliers.

(2) works with local or global trade unions to support freedom of association in its supply chain;

Please refer to our quarterly Policy Implementation Progress Reports <[link](#)>, in particular Progress Update 3: 1 July to 30 September 2017 – participation in Industrial Relations and Workers’ Rights Training by Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI) Hukutan, an Indonesian workers’ union. Following this training, we will be working closely with the various unions in Indonesia to establish similar trainings internally for our workers.

(3) takes steps to ensure workplace environments in which workers are able to pursue alternative forms of organizing (e.g., worker councils or worker-management dialogues) where there are regulatory constraints on freedom of association; and

Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – xvi: rights of personnel to form and join trade unions of their choice, and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining are made available for all such personnel.

This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

(4) provides at least two examples covering different supply chain contexts of how it improved freedom of association for supply chain workers.

- i. Socialisation of our NDPE policy with all our suppliers and monitoring and enforcing supplier compliance to our policy.
- ii. Through the [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence, and sharing of best practices for common challenges faced by suppliers, which may include labour issues and freedom of association.

5.4 Grievance Mechanism

The company:

(1) takes steps to ensure a formal mechanism to report a grievance to an impartial entity regarding labor conditions in the company's supply chain is available to its suppliers' workers and relevant stakeholders;

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – xiii: Access to remedy. This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

Please also refer to the public [Grievance Procedure](#) on our Sustainability Dashboard.

(2) takes steps to ensure that the existence of the mechanism is communicated to its suppliers' workers;

Yes. Please refer to our [No Deforestation, No Peat, No Exploitation \(NDPE\) policy](#), section 3 – xiii: Access to remedy. This NDPE policy extends across Wilmar’s entire supply chain, including our joint-ventures and third-party suppliers.

(3) takes steps to ensure that workers or an independent third-party are involved in the design or performance of the mechanism, to ensure that its suppliers' workers trust the mechanism;

Yes. NGOs and consultants were involved in the design of the grievance mechanisms.

(4) discloses data about the practical operation of the mechanism, such as the number of grievances filed, addressed, and resolved, or an evaluation of the effectiveness of the mechanism; and

Yes. Please refer to the public [Grievance Procedure](#) on our Sustainability Dashboard, which includes a [grievance list](#) with progress updates and reports.

(5) provides evidence that the mechanism is available and used by workers below tier one in its supply chain, or by relevant stakeholders in key supply chain contexts.

Yes. Please refer to the public [Grievance Procedure](#) on our Sustainability Dashboard, which includes a [grievance list](#) with progress updates and reports.

THEME 6: MONITORING

6.1 Auditing Process

The company has a supplier audit process that includes:

- (1) non-scheduled visits;
- (2) a review of relevant documents;
- (3) interviews with workers;
- (4) visits to associated production facilities and related worker housing; and
- (5) supplier audits below the first tier.

Please refer to the [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence.

Please refer to our [report](#) from a field visit to a supplier, together with The Forest Trust.

6.2 Audit Disclosure

The company discloses:

- (1) the percentage of suppliers audited annually;
- (2) the percentage of unannounced audits;
- (3) the number or percentage of workers interviewed during audits;
- (4) information on the qualification of the auditors used; and
- (5) a summary of findings, including details regarding any violations revealed.

Yes. Please refer to our [Aggregator Refinery Transformation](#) programme, a form of supply chain risk-based due diligence. [Overarching reports](#) with info on supplier issues, including workforce issues, are also published.

Number of supplier mills visited are reported quarterly in our Policy Implementation Progress Reports [<link>](#) annually in our Sustainability Report [<link>](#).

Please refer to [Report on Labour Assessment by BSR](#) on Wilmar's operations - the assessment methodology involved visual observations, interviews, focus group discussions, and documentation review. Over 100 employees, mostly non-management workers, were interviewed by BSR.

Please also refer to our [report](#) from a field visit to a supplier, together with The Forest Trust.

THEME 7: REMEDY

7.1 Corrective Action Plans

The company's corrective action plans include:

- (1) potential actions taken in case of non-compliance, such as stop-work notices, warning letters, supplementary training, and policy revision;
- (2) a means to verify remediation and/or implementation of corrective actions, such as record review, employee interviews, spot-checks, or other means;
- (3) potential consequences if corrective actions are not taken; and
- (4) a summary or an example of its corrective action process in practice.

Please refer to the following documents:

- [Wilmar's Progress in Strengthening Labour Practices](#)
- Please refer to our [report](#) from a field visit to a supplier, together with The Forest Trust, which includes recommended corrective action plans.
- Example of assessment report and corrective action plan, as published in our grievance list:
 - [Internal Assessment Report on Human and Labour Rights Issues in North Sumatra](#)

7.2 Remedy Programs / Response to Allegations

A. If no allegation regarding forced labor in the company's supply chain has been identified in the last three years, the company discloses:

- (1) a process for responding to the complaints and/or reported violations of policies and standards; and
- (2) at least two examples of outcomes for workers of its remedy process in practice, covering different supply chain contexts.

Yes. Public statements are issued, e.g. <[Wilmar seeks collaboration for labour transformation in palm oil](#)> and allegations are logged in our Grievance Procedure and accessible by all stakeholders, with progress updates and reports available – see N27 and N28 in our [grievance list](#).

Please refer to the following documents:

- [Wilmar's Progress in Strengthening Labour Practices](#)
- Please refer to our [report](#) from a field visit to a supplier, together with The Forest Trust, which includes recommended corrective action plans.

- Example of assessment report and corrective action plan, as published in our grievance list:
 - [Internal Assessment Report on Human and Labour Rights Issues in North Sumatra](#)
 - [Report on Labour Assessment by BSR](#)

B.1. If one or more allegations regarding forced labor in the company's supply chain have been identified in the last three years, the company discloses:

- (1) a process for responding to the complaints and/or reported violations of policies and standards;
- (2) a public response to the allegation, which covers each aspect of each allegation;
- (3) outcomes of the remedy process in the case of the allegation(s); and
- (4) evidence that remedy(ies) are satisfactory to the victims or groups representing the victims.

Yes. Public statements are issued, e.g. <[Wilmar seeks collaboration for labour transformation in palm oil](#)> and allegations are logged in our Grievance Procedure and accessible by all stakeholders, with progress updates and reports available – see N27 and N28 in our [grievance list](#).

Please refer to the following documents:

- [Wilmar's Progress in Strengthening Labour Practices](#)
- Please refer to our [report](#) from a field visit to a supplier, together with The Forest Trust, which includes recommended corrective action plans.
- Example of assessment report and corrective action plan, as published in our grievance list:
 - [Internal Assessment Report on Human and Labour Rights Issues in North Sumatra](#)
 - [Report on Labour Assessment by BSR](#)

B.2. If one or more allegations regarding forced labor in the company's supply chain have been identified in the last three years, and the company denies the allegation, the company discloses:

- (1) a process for responding to the complaints and/or reported violations of policies and standards;
- (2) a public response to the allegation, which covers each aspect of each allegation;
- (3) a description of what actions it would take to prevent and remediate the alleged impacts; and
- (4) that it engages in a dialogue with the stakeholders reportedly affected in the allegation, or requires its supplier(s) to do so.

Yes. Public statements are issued, e.g. <[Wilmar seeks collaboration for labour transformation in palm oil](#)> and allegations are logged in our Grievance Procedure and accessible by all stakeholders, with progress updates and reports available – see N27 and N28 in our [grievance list](#).

Please refer to the following documents:

- [Wilmar's Progress in Strengthening Labour Practices](#)
- Please refer to our [report](#) from a field visit to a supplier, together with The Forest Trust, which includes recommended corrective action plans.

- Example of assessment report and corrective action plan, as published in our grievance list:
 - [Internal Assessment Report on Human and Labour Rights Issues in North Sumatra](#)
 - [Report on Labour Assessment by BSR](#)