

SUPPLIER CODE



Wilmar Sugar respects the communities in which we operate and those from which we source raw materials, products, services and various supplies (**supplies**). This Supplier Code (**Code**) provides a set of conditions to support our goal to purchase supplies that are produced in a socially responsible and environmentally sustainable manner.

All Wilmar Sugar suppliers are required to comply with the Code. We also expect our suppliers to be able to verify that any third party they engage in the process of manufacturing goods or providing services for Wilmar Sugar, or on our behalf, operates in a manner consistent with this Code.

In this Code, **Wilmar Sugar** means the Wilmar Sugar Australia Limited group of companies, including all related bodies corporate and affiliated entities (i.e. entities in which Wilmar Sugar Australia Limited controls or owns, directly or indirectly, more than 50% of the outstanding shares). This includes Wilmar BioEthanol (Australia) Pty Ltd, Sugar Australia Pty Ltd and New Zealand Sugar Company Limited.

By becoming a supplier of Wilmar Sugar, the supplier agrees to:

1. No exploitation

Ensure no exploitation of peoples' rights within their operations by:

- **Child labour** – Not knowingly using or promoting the use of the worst forms of child labour and taking appropriate measures to prevent the use of such labour in connection with their activities. The supplier will employ remedial actions in the case that child labour is uncovered to ensure appropriate follow-up on, and assistance for, protection of the child's welfare.
- **Forced and bonded labour** - Not knowingly using or promoting the use of forced or bonded labour or human trafficking, and taking appropriate measures to prevent the use of such labour in connection with their activities. The supplier will employ remedial actions in the case that such labour or trafficking is uncovered to ensure that victims are referred to existing services for support and assistance.
- **Ethical recruitment** – Ensuring ethical recruitment such that workers do not incur any recruitment fees at any stage of the recruitment process.
- **No unlawful document retention** - Ensuring that jobseekers are not required to provide monetary deposits or other collateral as a condition of employment and are not subject to the unlawful withholding of wages, identification cards, passports or other travel documents, or other personal belongings without their consent.
- **Workplace health and safety** - Providing a safe and healthy workplace, and working to protect workers, local communities and the environment from exposure to hazardous chemicals.
- Pesticides categorised as World Health Organization Class 1A or 1B and listed by the Stockholm or Rotterdam Conventions must not be used, except in specific and urgent situations.
- **Workplace accident insurance** - Providing accident insurance for all workers covering medical treatment for work-related illness and injury, and compensation for work-related illness and injury causing death or permanent disability.
- **Employment contracts** - Ensuring that workers are given, in writing and in a language that they understand, the details of their working conditions. This includes, but is not limited to, the nature of the work to be undertaken, rate of pay and pay arrangements, working hours, holiday and other leave, and all other benefits of employment. These rights include those 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 is restricted under law, parallel means of independent and free association and bargaining shall be made available for all such personnel.
- **Wages** - Ensuring all workers are paid a wage equal to or exceeding the legal minimum wage.
- **Respect for diversity** - Ensuring that workers are protected from any discrimination that would constitute a violation of their human rights, establishing working practices that safeguard against any unlawful or unethical discrimination, and endeavouring to ensure that migrant workers are treated no less favourably than other workers performing a similar task.
- **Harassment and abuse** - Ensuring the implementation of policies to prevent and remediate harassment and abuse, including sexual harassment and abuse.
- **Access to remedy** - Ensuring workers have access to judicial remedy and to credible grievance mechanisms, without fear of recrimination or dismissal.

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- **Data protection principles** - Ensuring confidentiality in all of their dealings and ensuring that permission has been given and documented before disclosing, displaying, submitting or seeking confidential or personal information or data obtained in connection with the recruitment or employment of workers.
- **Accommodations** – When housing accommodations are provided, the supplier and the sub-contractors with whom they are engaged in long-term contracts will ensure that:
 - > they are adequate and safe;
 - > separate and segregated accommodations are provided for single men and women;
 - > there are no restrictions imposed which interfere with workers' rights to leave the housing facility during their free time;
 - > the average living space in the absence of national regulations will not be less than 3.8m² per individual; and
 - > it is possible to lock sleeping quarters from both outside and inside.

2. Respect the environment

Respect the natural environment by:

- Complying with all relevant applicable laws and regulations relating to the protection of the environment.
- Avoiding contamination or pollution of water sources at and around farms and facilities, and conserving water resources.
- Minimising, recovering or reusing waste where practicable and disposing of waste in line with local regulations.
- Reducing greenhouse gas emissions by using fossil fuels and non-renewable resources efficiently, and investigating alternatives where practicable.
- Upholding all applicable laws and relevant industry guidelines for the protection and humane treatment of animals.

Enforcement

Wilmar Sugar acknowledges that failing to strongly enforce this Code will lead to poor implementation and we will assess suppliers' performance against it. The most powerful sanction we have available is to cease doing business with a supplier. Wilmar Sugar reserves the right to disengage from any supplier and terminate any contract based on their performance against this Code.

Confidential contact

We have established a secure communication channel to enable our suppliers to confidentially raise concerns and compliance matters related to this Code. If you have questions, you are encouraged to contact us directly at suppliersurvey@au.wilmar-intl.com or under the provisions outlined in our Wilmar Sugar Whistleblower Policy (found at www.wilmarsugar-anz.com).

3. Respect local communities

Respect local communities by:

- Respecting the rights of local communities and indigenous people to give or withhold their free, prior and informed consent to operations on lands to which they hold legal, communal or customary rights.
- Respecting land tenure rights by recognising duties and responsibility associated with tenure rights, such as respect for the long-term protection and sustainable use of land, forests and fisheries. This is done in cognisance of the national obligations, constitutions, local laws and regulations of the country in which the supplier is operating.
- Preventing and adequately addressing any adverse health and safety impact of their operations on surrounding communities.
- Not participating in or benefitting from illegal forced relocations.
- Employing and sourcing goods and services locally whenever practicable.

4. Compliance

Ensure compliance by:

- Making their suppliers and sub-contractors fully aware of this Code and its meaning.
- Communicating the contents of this Code to their employees.
- Advising Wilmar Sugar immediately of any issues that are inconsistent with the principles of this Code.