



STATEMENT ON  
**UK MODERN SLAVERY ACT**  
SEPTEMBER 2019

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## STATEMENT ON THE UK MODERN SLAVERY ACT

Olenex Holdings B.V. (hereby together with its subsidiaries is referred to as “Olenex”) is a joint venture between Archer-Daniels-Midland Company (“ADM”) and Wilmar International Limited (“Wilmar”).

Olenex is dedicated to respect of human rights and sustainable supply chains and we expect our business partners to treat their employees with dignity and respect. Particular attention is paid to responsible sourcing of palm oil that is delinked from deforestation and exploitation, through the development of a traceable and transparent palm oil supply chain. Olenex is not a producer of crude palm oil and does not own palm plantations, but we recognize that in our role as a link between direct palm products suppliers and customers who use palm products, we can play an important role in supporting the palm oil industry’s progress towards sustainable development.

Hereby we would like to disclose our efforts to eliminate slavery and human trafficking in our product supply chains.

### OLENEX HUMAN RIGHTS COMMITMENT

Olenex’s commitment to the respect of human rights and responsible sourcing of palm oil is reflected in Olenex Code of Conduct (<http://www.olenex.com//img/pdf/Olenex%20-%20Code%20of%20Conduct%202018%20-%20ENG.pdf>), Olenex Palm Supply Chain Policy (<http://www.olenex.com/palmsupplychain.html>), as well as Wilmar’s sustainability policies, which apply to Olenex (<https://www.wilmar-international.com/sustainability/policies#other-policies>)

Olenex requires that suppliers and stakeholders:

- Comply with all applicable laws and regulations;
- Never use child labour, or forced and/or bonded labour;
- Do not charge fees to job-seekers in exchange for employment; do not use labour brokers who charge such fees; and do not withhold collateral in the form of money, identification or other personal belongings—without workers’ consent—as a condition of employment;
- Have appropriate measures in place to ensure eligibility for employment;
- Maintain systems and procedures designed to keep workers safe and protect them from occupational hazards, harassment and abuse;
- Compensate workers in accordance with all applicable local laws and regulations—including those pertaining to age, minimum wage and hours worked—and provide working conditions that comply with applicable laws and industry norms;
- Respect workers’ rights, including contract, temporary and migrant workers, to the freedom of association and the right to collective bargaining;
- Facilitate the inclusion of smallholders into the supply chain;
- Respect land-tenure rights, and the rights of indigenous and local communities to give or withhold their free, prior and informed consent to operations on lands to which they hold legal or customary rights;
- Work collaboratively with stakeholders to improve working, environmental and safety conditions in agricultural supply chains.

- Do not use pesticides that are categorized as World Health Organization Class 1A or 1B listed by the Stockholm or Rotterdam Conventions, except in specific and urgent situations. The use of paraquat is prohibited.

Please refer to Olenex Sustainability Updates (<http://www.olenex.com/sustainability.html>) for activities and actions related to respect for human rights and sustainability in 2017, 2018 and 2019.

## GRIEVANCES

We work with stakeholders in order to improve the performance of suppliers who are not immediately able to comply with Olenex Palm Supply Chain Policy, but who are willing to take appropriate and immediate remedial actions on areas of non-compliance. We will cease to do business with suppliers who are in serious violation of Olenex Palm Supply Chain Policy and refuse to comply.

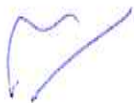
For any alleged violations detected and reported in the Olenex supply chain, Olenex follows grievance mechanism established by Wilmar, its majority shareholder and palm oil supplier (<http://www.olenex.com/grievance.html>). All investigations and findings are reported through the Wilmar's website.

## TRAINING

Olenex colleagues receive regular Code of Conduct or compliance training reinforcing the duty to know and abide by Olenex core values, policies, procedures and guidelines.

This statement constitutes slavery and human trafficking statement pursuant to section 54(1) of the U.K. Modern Slavery Act 2015 for the financial year ending December 31, 2018. This statement applies to the following companies of Olenex Group: Olenex Holdings B.V., Olenex Sàrl, Olenex Edible Oils B.V., and Olenex Edible Oils GmbH.

Approved by the Supervisory Board of Olenex Holdings B.V.



Remond van Dorland  
Managing Director  
Olenex Holdings B.V.



[www.olenex.com](http://www.olenex.com)