



PT WAHANA CITRA NABATI

SUPPLIER GATHERING REPORT



Prepared by

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INTRODUCTION

PROJECT BACKGROUND

Human rights issues have become a widely discussed topic today, with many critical aspects emerging in the enforcement of human rights in the workplace—particularly within palm oil plantation companies. A lack of understanding regarding the critical points that must be fulfilled to meet human rights standards is one of the main reasons these standards are often not adequately met.

To improve the quality of human rights standards implementation among its suppliers, PT Wahana Citra Nabati intends to hold a workshop on the application of human rights standards. This workshop will also include further verification to assess the extent to which suppliers have implemented these standards in their operational activities. The focus will cover key points of Human Rights Due Diligence (HRDD), such as child labor and/or access to education, occupational health and safety, the prohibition of discrimination and violence, humane working hours, decent income and adequate wages, freedom of association and collective bargaining, the rights of indigenous and local communities to land, and the protection of human rights defenders (HRDs).

This initiative aims to ensure that suppliers comply with established standards in implementing human rights systems. It is expected to be a first step toward improving the enforcement of human rights standards across all suppliers, in alignment with applicable and appropriate human rights norms.

COLLABORATIONS

As part of our continued commitment to fair and responsible labor practices in the palm oil sector, this year's Supplier Gathering serves as a key moment to foster deeper and more meaningful collaboration. One of the highlights of the event is our strategic partnership with Earthworm Foundation, a global non-profit organization dedicated to transforming supply chains for social and environmental good.

During the event, Earthworm Foundation delivered a session on Human Rights Due Diligence (HRDD)—a structured approach to identifying, preventing, and addressing human rights risks across supply chains. This topic is highly relevant for

suppliers as they navigate growing market expectations and the increasing demand for compliance with global sustainability standards.

Beyond their role as a guest speaker, Earthworm Foundation's presence also marks the beginning of a potential long-term collaboration through their flagship initiative, the Labour Transformation Programme (LTP). LTP is designed to support mills and plantations in improving labor practices through assessments, training, and data-driven guidance. The program aims to help companies meet buyer expectations, strengthen labor management

systems, and foster healthier, fairer, and more productive working environments.

Focusing on key issues such as forced labor, working hours, freedom of association, grievance mechanisms, and the protection of women and children, LTP promotes tangible, on-the-ground improvements. Through this collaboration, we hope our suppliers can access the right support and tools to enhance competitiveness while building a more responsible and ethical supply chain.



Supplier Gathering PT Wahana Citra Nabati, Jakarta



COMPANY PROFILE



PT WAHANA CITRA NABATI

Advance Edible Oil & Fats

PT Wahana Citra Nabati, established in 1999 and headquartered in Jakarta, stands as a prominent player in the palm oil industry. Specializing in the refining of palm oil and its derivative products, the company plays a pivotal role in Indonesia's food security landscape. As the nation experiences substantial population growth and an escalating demand for high-quality food and vegetable oils, PT Wahana Citra Nabati addresses this need through its core business activities.

The company is a key producer of Indonesian palm oil, coconut oil, palm kernel oil, and edible oil, with an unwavering commitment to delivering refined palm oil products of the highest quality. This dedication is underpinned by the effective implementation of sustainable palm oil practices, guided by comprehensive strategies and policies. PT Wahana Citra Nabati operates with an annual production capacity of 300,000 metric tons, demonstrating its consistent readiness to meet the increasing demand for top-tier refined palm oil products in the market. The company's enduring commitment to quality, sustainability, and meeting the evolving needs of the food industry positions it as a reliable and forward-thinking contributor to Indonesia's palm oil sector.





BUILDING CONNECTION

The event began with participant registration and a warm welcome by WCN's Sustainability Team and management. The opening session was designed to break the ice, with participants engaging in brief introductions that helped set a positive and inclusive tone for the rest of the day.

Opening remarks were delivered by Mr. Evann Tjokrosetio and Ms. Cecilia Tjokrosetio, representing WCN management. They emphasized the importance of collaboration in building a responsible and long-term supply chain, highlighting that business growth must go hand in hand with stakeholder empowerment and ethical operations.

To symbolize this shared commitment, all participants gathered for a group photo. This was followed by an interactive ice-breaking game where attendees were challenged to guess each other's names, job titles, and company affiliations. Prizes were awarded to the winners, creating a fun and relaxed atmosphere that encouraged deeper engagement among peers.



Additionally, Ms. Lanny, representing the management of PT Wahana Citra Nabati, expressed heartfelt thanks to the suppliers who took the time to attend the event. Her words reflected the company's appreciation for their presence and active participation in fostering sustainable partnerships. She also emphasized the importance of maintaining strong collaboration to achieve shared sustainability goals in the future. The company looks forward to continued engagement and collective growth with all stakeholders involved.



Deepening Knowledge on HRDD and Ethical Labor Practices

The core sessions of the event were led by Earthworm Foundation, a nonprofit organization that partners with businesses to transform supply chains for the better. The first session introduced the organization and its mission, followed by the first module on Human Rights Due Diligence (HRDD). Participants were introduced to the fundamentals of HRDD, its relevance in the palm oil sector, and how it aligns with global expectations for ethical labor practices. After the first session, participants enjoyed a coffee break, allowing time for informal discussion and networking.



The learning continued with a Kahoot-based quiz designed to reinforce the key concepts from the HRDD session. The interactive format sparked enthusiastic participation while helping solidify understanding in an engaging way.

The second HRDD session explored practical steps that suppliers can take to apply labor rights principles in their operations. Challenges and real-world scenarios were discussed to help participants reflect on their current practices and identify areas for improvement. This was followed by a second coffee break, conveniently served at the participants' tables to keep the event flowing smoothly.





Strategic Collaboration and Transformation Pathways

During lunch, a dedicated discussion took place involving Earthworm Foundation, WCN, and representatives from Sandabi, Cargill, and Goodhope. This session focused on Earthworm's flagship initiative, the Labour Transformation Programme (LTP)—a strategic approach that helps suppliers bridge the gap between current labor practices and evolving market expectations. Through assessments, action planning, and long-term support, LTP aims to foster meaningful improvements on the ground.

Following lunch, the third HRDD session was delivered, featuring deeper technical insights, practical strategies, and group discussions. To maintain participant energy and interaction, Earthworm facilitated another short game, adding a light and collaborative element to the session.

As the day neared its conclusion, WCN presented updates on the implementation of the European Union Deforestation Regulation (EUDR), particularly regarding the requirement to monitor land use change by suppliers after the cutoff date of 31 December 2020. This served as a timely reminder for suppliers to align their practices with upcoming international regulatory standards.

The event closed with final remarks by the host, concluding a full day of learning, discussion, and renewed commitment toward building a more ethical, transparent, and sustainable palm oil supply chain.



SUMMARY



Supplier Gathering 2025 successfully served as a collaborative platform to strengthen the relationship between PT Wahana Citra Nabati (WCN) and its suppliers, while reinforcing a shared understanding of the importance of responsible labor practices in the palm oil supply chain. Through a combination of educational sessions, in-depth discussions, and interactive activities, the event encouraged active participation and helped foster a culture of ethical and sustainable business.

The presence of Earthworm Foundation provided valuable insights on the implementation of Human Rights Due Diligence (HRDD) and introduced the Labour Transformation Programme (LTP) as a practical framework to help suppliers bridge the gap between current labor conditions and international standards. In addition, the session on the European Union Deforestation Regulation (EUDR) further prepared suppliers to align with evolving global regulatory requirements.

Overall, the gathering not only facilitated knowledge-sharing but also strengthened collective commitment to building a palm oil supply chain that is more transparent, equitable, and sustainable. WCN hopes that the synergy created during this event will serve as a strong foundation for long-term, meaningful collaboration in the future.



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