

# Human & Labour Rights Position Statement

**As a global leader in food and agriculture,** we acknowledge our role and responsibility to ensure respect for human rights in our operations and in our value chains across the world.

Respecting labour and human rights is integral to cultivating a sustainable future where food and agriculture positively contribute to conserving our environment, strengthening communities, and increasing global food security.

## 1. Our Position

We're committed to protecting human rights, providing a safe and healthy work environment where all employees are treated with dignity and fairness. We respect the rights of people and communities where we operate.

We have zero tolerance for illegal and unacceptable practices such as forced labour, child labour, gender-based violence, and human trafficking in our operations and our supply chains.

We engage with suppliers, customers, civil society, governments, and communities to identify, eliminate and prevent abuses across our value chains, and in the markets where we operate and have influence.



## 2. Policies & Commitment

In addition to complying with local laws and statutory requirements in individual countries where we operate, we have embedded our commitment to human rights in our Fair Employment Policy and our Code of Conduct which are in line with the United Nations Guiding Principles on Business and Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work.

Our Supplier Code is grounded in the international human rights guidance and identifies the human rights standards we expect our suppliers and business partners to uphold.

We're also a signatory to the UN Global Compact. While we work to advance respect for all rights, we focus on the most salient human rights issues and we prioritise initiatives that reach the most vulnerable people in both our workforce and supply chains.

Where it has been identified that we have contributed to adverse impacts, we endeavour to provide or cooperate in the remediation process.

## 3. Cooperation & Partnerships

Human rights issues are challenging to identify and complex to prevent and mitigate. We're building strong human rights partnerships, as we realise that innovative solutions to human rights issues require concerted collaboration across public and private sectors.

Through our membership of the World Business Council for Sustainable Development (*WBCSD*), and our participation in other sector-wide initiatives, we're joining with global business leaders, NGOs and stakeholders to raise the bar on human rights and positively impact the lives of millions of the world's most vulnerable people.

## 4. A Safe, Equitable & Supportive Workplace

We believe in maintaining a safe and healthy work environment and treating all employees with dignity and fairness. We'll not tolerate any form of harassment or discrimination in the workplace.

We provide equal employment opportunities based on merit and performance without regard to the employee's race, colour, religion, sex, age, national origin, sexual orientation, disability, citizenship status or marital status.

We're committed to strictly complying with all applicable laws on compensation, and to provide fair, market-competitive wages and benefits that allow our employees to afford a decent standard of living.

We respect freedom of association and workers have the right to join, or to refrain from joining, representative associations of their choice, and to bargain collectively.

Where the right to freedom of association and collective bargaining is restricted under law, we shall develop alternative processes for collaborating with workers.



## 5. Diversity & Inclusion

We value diversity and we believe inclusion and collaboration amongst different people with diverse backgrounds, experiences and expertise offers unique value to our business.

We strive to promote diversity and inclusiveness at all levels in the organisation, and we're focused on providing an enabling environment that allows every individual to reach their full potential.

## 6. Empowering Women

Across the world, many women have less access to resources, skills and training, and economic opportunities than their male counterparts.

In 2019, we signed the Women's Empowerment Principles (*WEP*) to support gender equality and women's empowerment across our operations and supply chains.

Across our organisation, we're taking steps to support and advance opportunities for women including mentoring, positive action and inclusive recruitment of female candidates for open roles, and establishing more family friendly workplaces.

We're also committed to improving opportunities for women across our supply chains, through programmes and initiatives that offer women specific training, savings and loans, income generating activities, as well as boosting women's representation and leadership in cooperatives and farmer groups.

We're also providing a supportive work environment including the provision for flexible working across our operations, and global employee guidelines for parental leave including maternity and paternity leave.

## 7. Child Rights

Child labour in some of our supply chain remains a serious issue. We're committed to eliminating illegal, unsafe and unacceptable labour practices. We're taking action to prevent and protect children by tackling the root causes and improving the livelihoods of farmers and their families and supporting better access to education. We're participating in a number of stakeholder and sector-wide initiatives.

We're participating in a number of multi-stakeholder and sector-wide initiatives.

We're a member of the ILO Child Labour Platform (*CLP*) that aims to identify practical steps and catalyse collective action to overcome obstacles to the implementation of the ILO Conventions in supply chains and surrounding communities. In 2020, we joined other world leading companies as a member of the Global Child Forum Business Sounding Board to support progress towards achieving the UN Sustainable Development Goals as they relate to children's rights.

## 8. Health & Nutrition

We're committed to supporting people and communities across our supply chains to have adequate, safe, affordable, and nutritious food, as well as to improving access to high standards of healthcare. In the workplace, we follow the standards outlined in our Fair Employment Policy on health and nutrition, as well as best practices for Water, Sanitation and Hygiene (*WASH*) and food safety standards across our operations.

We meet or exceed requirements set by national legislation on access to healthcare and we work with partners to provide affordable quality healthcare for employees. As a member of the Workforce Nutrition Alliance, we share lessons and best practices with industry partners and have been recognised as a leader for our work on nutrition in supply chains.

## 9. Responsible Supply Chains

We're committed to developing supply chains that respect people and human rights, where no children or adults are subject to illegal, forced, abusive or dangerous labour practices. We recognise the importance of working with our suppliers to develop supply chains that respect people and human rights.

Our Supplier Code sets out our expectations for sourcing raw materials, products and services in an ethical, socially responsible and environmentally sustainable manner.

Any supplier found to be intentionally violating human rights is subjected to penalties such as suspension.

We invest in measures to mitigate the risk of unacceptable labour practices, such as training farmers in good labour practices and increasing awareness of labour rights.



## 10. Respecting & Supporting Communities

Around the world we maintain open and regular dialogue with local communities where we operate, including farming communities and people living on and around our sites.

We support activities that are making a tangible difference on the ground to improve livelihoods and deliver access to essential services, such as drinking water, sanitation, health and education.

We uphold the rights of indigenous people, established by the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), including customary land tenure and access rights, right to sustain traditional livelihood and cultural activities, such as hunting, fishing, gathering and performance of traditional ceremonies.

We secure Free Prior and Informed Consent (FPIC) of local communities prior to any activity that may affect their land, economic or cultural rights, as outlined in our Living Landscapes Policy.

## 11. Remedy & Reporting

We believe feedback and input from stakeholders is valuable to drive improvements and best practices, as well as increasing transparency in our supply chains. We want to establish a grievance mechanism that corresponds with the UNGP effectiveness criteria.

Along with our corporate-level Grievance Procedure, we're setting up country and business-level grievance mechanisms, adapted to needs of local stakeholders. All grievances are logged and investigated with status updates, and actions reported.

## 12. Governance

Human and labour rights topics are coordinated by the CR&S function, working in close cooperation with the sustainability teams within businesses.

Our work in this area is supported by our Corporate Responsibility & Sustainability Board Committee (CRSC) with Board oversight. The CRSC guides and advances our response to social and environmental issues and ensures good governance by working to embed ESG standards and best practices in our operations.

