



Olam Agri

Human & Labour Rights Position Statement



Introduction

We acknowledge our role and responsibility as a global leader in food and agriculture, 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.

We're committed to protecting human rights – providing a safe and healthy work environment where all our employees are treated with dignity and fairness – and to respecting 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/or have influence.



Our Key Objectives

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

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

We're a signatory to the UN Global Compact. While we work to advance respect for all rights, we focus on the most pressing human rights issues, and we

prioritise initiatives that reach the most vulnerable people in both our workforce and supply chains.

If it's ever identified that Olam Agri has contributed to adverse impacts, we endeavour to provide or cooperate closely in the remediation process.

Cooperation & Partnerships

Human rights issues are challenging to identify and complex to prevent and mitigate. We're building strong partnerships with human rights organisations globally, as developing innovative solutions require concerted collaboration across both 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 wider

stakeholders to raise the bar on human rights and positively impact the lives of millions of the world's most vulnerable people.

A Safe, Equitable & Supportive Workplace

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We provide equal employment opportunities based on merit and performance regardless of ethnicity, religion, gender, age, nationality, sexual orientation, ability, citizenship status or relationship status.

We strictly comply with all applicable laws on compensation, including minimum wage.

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 we find the right to freedom of association and collective bargaining is restricted under law, we'll develop alternate processes for collaborating with workers.

Diversity & Inclusion

We value diversity and believe encouraging collaboration among people with diverse backgrounds, experiences and expertise enhances inclusion and brings unique value.

We promote diversity and inclusiveness at all levels in our organisation, and we're focused on providing an

environment that supports every individual to reach their full potential.

Empowering Women

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

In 2019, we signed the Women's Empowerment Principles (WEP) to support gender equality and women's empowerment across our operations and supply chains. We're taking steps to support and advance opportunities for women including (but not limited to) mentoring and inclusive recruitment of female candidates, and we're establishing more family friendly workplaces and offering flexible working across our operations. We have developed global employee guidelines for parental leave including maternity and paternity leave.

We're committed to improving opportunities for women across our supply chains. We offer programmes and initiatives which deliver training, access to savings and loans, support income generating activities, and boost women's representation and leadership in cooperatives and farmer groups.



Child Rights

Child labour in some of our supply chains remains a serious issue. Olam Agri is committed to eliminating illegal, unsafe, and unacceptable labour practices. We're working to prevent and protect children, tackling the root causes by improving the livelihoods of farmers and their families and supporting better access to education. We're also participating in several stakeholder and sector-wide initiatives. Read about our latest programmes on our website (olamagri.com).

We're a member of the ILO Child Labour Platform (CLP) which aims to identify practical steps and activate 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, supporting progress towards achieving the UN Sustainable Development Goals as they relate to children's rights.

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 improved 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 the requirements set by national legislation on access to healthcare, and we work with partners to provide affordable quality healthcare for all our employees. As a member of the Workforce

Nutrition Alliance, we share lessons and best practices with industry partners, and we've been recognised as a leader for our work on nutrition in supply chains.



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 work 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.

If we find any supplier intentionally violating human rights, we'll apply the appropriate penalties, which may include suspension.

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

Respecting & Supporting Communities

Around the world, we cultivate and 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 make a tangible difference on the ground to improve livelihoods and ensure access to essential services, such as drinking water, sanitation, health, and education.

We uphold the rights of indigenous peoples, established by the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), including customary land tenure and access rights, and the 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.



Remedy & Reporting

We believe feedback and input from stakeholders is invaluable to drive improvements and best practices, as well as increasing transparency across our supply chains. Throughout our organisation, we aim to establish grievance mechanisms that correspond to the UNGP effectiveness criteria.

Along with our corporate-level Grievance Procedure, we're setting up country and business-level grievance mechanisms, adapted more closely to the needs of

local stakeholders. All grievances are logged and investigated with status updates, and all actions are reported.

Governance

Human and labour rights topics are overseen by the Corporate Responsibility and Sustainability (CR&S) function, working in close cooperation with the sustainability teams within businesses.

Our work in this area is supported by our CR&S Board Committee, which guides and advances our response to social and environmental issues and ensures good

governance by working to embed ESG standards and best practices in all our operations.



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Olam Agri

7 Straits View, Marina One East,
Tower #20-01, Singapore 018936

T +65 6339 4100