

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 Olam's Purpose of Re-imagining Global Agriculture and Food Systems to enable prosperous farmers, thriving rural communities and healthy ecosystems to coexist.

Our position

We are committed to protecting human rights, providing a safe and healthy work environment where all 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 have influence.

Policies and Commitment

In addition to complying with local laws and statutory requirements in individual countries where we operate, Olam has 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 of Conduct is grounded in the international human rights guidance and identifies the human rights standards we expect our suppliers and business partners to uphold. We are 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.

Our commitment in action

Human rights issues are challenging to identify and complex to prevent and mitigate. We are 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 are 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.

A safe, equitable and supportive workplace

Olam believes in maintaining a safe and healthy work environment and to treating all employees with dignity and fairness. We will 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.

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

Diversity and Inclusion

At Olam we value diversity and we believe inclusion and collaboration amongst different people with diverse backgrounds, experiences, expertise offers unique value to our business. We strive to promote diversity and inclusiveness at all levels in the organization, and we are focused on providing an enabling environment that allows every individual to reach their full potential. We have established an Inclusion, Diversity & Equality (IDE) Council, co-chaired by the Olam Group CEOs, to lead and drive our IDE strategy and act on our commitment to diversity, equality, and inclusion across the Group.

Empowering women

Across the world, many women are disadvantaged, with less access to resources, skills and training, and economic opportunities. In 2019, Olam 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 are taking steps to support and advance opportunities for women including mentoring, affirmative action on female candidates for open roles, and establishing more family friendly workplaces. We are 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 are 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.

Child Rights

Child labour in some of our supply chain remains a serious issue. We are committed to eliminating illegal, unsafe and unacceptable labour practices. Olam is the first agri-business to be affiliated with the Fair Labour Association (FLA), to strengthen processes and monitoring systems in our cocoa supply chain in Côte d'Ivoire and in our hazelnuts supply chain in Turkey. We are taking action to prevent and protect children by tackling the root causes by improving the livelihoods of farmers and their families and supporting better access to education.

We are participating in a number of multi-stakeholder and sector-wide initiatives, including Cocoa Action, a cocoa industry initiative to address child labour issues in both Cote d'Ivoire and Ghana, as well as a board member of the International Cocoa Initiative, a multi-stakeholder partnership dedicated to child protection in cocoa-growing communities. We are 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.

Health and Nutrition

We are 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 leader for our work on nutrition in supply chains.

Responsible supply chains

We are 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. [Olam's 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.

Respecting and supporting communities

Around the world we maintain open and regular dialogue with local communities where we operate and support activities that are making tangible differences on the ground to improve livelihoods, eliminate illegal and unacceptable labour practices, and deliver better living standards for farmers and rural communities. We respect customary and legal tenure, and access rights of indigenous people, as well as local and cultural traditions. We are committed to the principle of Free, Prior and Informed Consent (FPIC) which is outlined in our [Living Landscapes Policy](#).

Remedy and 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 have established a cross-commodity [grievance procedure](#) which applies to our own operations and third-party suppliers to enable concerns about breaches of our policies to be raised confidentially. All grievances are logged and investigated with status updates, and actions, reported.

We continue to raise awareness and understanding amongst our employees and workers on human rights, as well as with our suppliers, and encourage them to speak up and raise concerns, without retribution. We report on our activities and progress in our Annual Report and Global Reporting Initiative Report.

Governance

Our work in this area is supported by the Corporate Responsibility & Sustainability Executive Committee which includes representation from across geographical regions, businesses and functions to ensure every part of our business is clear about their role in respecting human rights. Board-level oversight is provided by the Corporate Responsibility & Sustainability Board Committee of Olam International. Our IDE Council, co-chaired by the Olam Group CEOs, additionally leads and oversees our strategy and actions on diversity, equality, and inclusion across the Group.