



## **Cargill Commitment on Human Rights**

### **Our Commitment**

Cargill is committed to treating people with dignity and respect in the workplace and in the communities where we do business. We promote and respect human rights as outlined in the Universal Declaration of Human Rights and the UN Sustainable Development Goals. We are a participant in the UN Global Compact. We take guidance from the UN Guiding Principles on Business and Human Rights and the International Labour Organisation Fundamental Principles and Rights at Work. These frameworks call on us to engage in due diligence and take action to remedy issues where identified in our workplaces, supply chains and extended communities.

Cargill's purpose is to nourish the world in a safe, responsible and sustainable way. We aspire to be the most trusted source of products and services across the agricultural, food, industrial and financial markets we serve. As a result of the diverse regions and industries we operate in, we aim to operationalize this Commitment in three key areas: at work, in our supply chains, and in our extended communities.

This Commitment contains overarching principles that we embed into our policies and systems. Material impacts are further outlined and addressed through specific supply chain commitments.

### **Promotion of an equitable, safe and supportive workplace**

Cargill's people are our greatest asset. We provide an equitable, safe and supportive workplace. We value the unique contributions of our global team, enabling those who support Cargill's goals to achieve their own individual potential.

Our Code of Conduct serves as the foundation for the behaviors expected from all our employees. Every employee receives an introduction to Cargill's Code of Conduct and Guiding Principles, which is followed by regular training to help ensure that employees' actions align with the Company's commitments on business conduct, the environment, people and communities.

Safe: A key measure of our success is sending every employee and contractor home safe every day. We are committed to conducting all our business activities in a manner that protects the health and safety of our people. Cargill's commitment to safety includes protecting personal data, and we have global rules for the lawful and proper handling of this data.

Equitable: We apply equitable hiring practices, offer competitive compensation for our employees, and meet or exceed all applicable laws regarding working conditions. We respect the freedom of association and employees' right to choose to form or voluntarily join trade unions and collectively bargain. We have committed to achieving gender parity at the executive level by 2030.

Cargill does not use or tolerate the use of human trafficking, forced labor or child labor. In particular:

- the recruitment, harboring, transportation, provision, or obtaining of a person for work or services through force, fraud or coercion for the purpose of involuntary servitude or slavery;
- any work or service not of free will, exacted under threat of penalty, including practices such as restricting movement or imprisonment, withholding wages or identity documents to force a worker to stay on the job, or entangling workers in fraudulent debt;
- any work or service by children exposing them to risks that can harm physical, mental or educational development.

Migrant or temporary foreign workers are accorded treatment and protection equal to other workers.

Supportive: We foster an inclusive work environment free of harassment and discrimination. We value the full range of perspectives and talents of our diverse employees. This includes, for example, diversity of ethnicity, gender, language, physical ability, race, religion, sexual orientation, gender identity and expression, life experience and socioeconomic status. We maintain employee diversity councils, each with executive sponsors. We make every reasonable attempt to provide religious accommodation to all employees.

### **Operating responsible supply chains**

We believe responsible supply chains must respect people and human rights, promote good agricultural practices, provide viable livelihoods, reduce environmental impacts, treat animals humanely, and produce safe food and other products.

Cargill's Supplier Code of Conduct extends our Guiding Principles into the supply chain, and sets expectations for our supplier partners, including requirements to:

- Provide safe and healthy working conditions at all operations
- Never use or tolerate the use of human trafficking, forced labor or child labor
- Foster an inclusive work environment free of harassment and discrimination
- Meet or exceed all legal requirements for compensation and working conditions.

We believe it is essential that all parties in the supply chain – industry, government and non-governmental organizations – work together to deliver on these commitments.

### **Respecting and supporting communities**

With our global reach comes the responsibility to understand and manage our impact. We know our ability to grow as a company depends on the way we treat people, how we enrich our communities, and how well we serve our customers.

Our aim is to respect the resources or tenure rights of indigenous people and communities. We observe the principle of free, prior and informed consent and Cargill supports the FAO Voluntary Guidelines on Responsible Tenure of Land, Fisheries and Forests, which help ensure that land tenure rights of local people are protected.

### **Reports and Remedies**

We take all reports of potential misconduct seriously and handle them promptly, fairly, and as confidentially as possible. We have established a transparent, open, and predictable process for investigating and remediating grievances. Any grievance or report from employees and external parties

may be submitted anonymously online or by phone via Cargill's secure Ethics Open Line, which is operated by an independent third-party and available every hour of every day. Employees can also raise issues with their manager, human resources representative, and/or through their trade union or employee representative. Cargill will not tolerate retaliation against anyone who, in good faith, raises a concern or participates in an investigation.