

Modern Slavery
Statement 2019

Introduction



Glencore Agriculture is a market leader in the sourcing, handling, processing and marketing of agricultural commodities. We source grains, oilseeds, pulses, rice, sugar and cotton from producers and supply them to our customers around the world.

With a total workforce of approximately 16,000 people and operations in more than 35 countries, we recognise that we have a responsibility to respect the dignity, liberty and equality of everyone we work with and of all those in the communities where we operate. As part of our ongoing commitment to preventing the violation of human rights in our operations and supply chains, Glencore Agriculture is pleased to share this Modern Slavery statement.

As the demand for agricultural goods rises, we have to make sure the demand is not met at the expense of our communities or the environment. A zero tolerance approach to modern slavery in any form is a moral imperative for our company and we support the goal of reducing the exploitation of individuals at the hands of others. Throughout our operations, we seek to avoid complicity in human rights abuses and to uphold relevant international standards.

This document demonstrates the action we have taken, and progress we intend to make, to ensure we play an active role in the reduction of the occurrence of modern slavery throughout our operations and supply chains.

Who we are

We are a global leader in the sourcing, handling, processing and marketing of agricultural commodities and products.

With operations in more than 35 countries and a workforce of more than 16,000 people, we create value for producers at origin and customers at destination.

Our business covers the whole supply chain from the farm gate to the customer.

We source commodities such as grains, oilseeds, pulses, rice, sugar and cotton from producers.

Using our network of storage facilities, processing plants and transport assets we process, manage and supply these commodities and products to our customers around the world.

Our customers include the processing industry (food, animal feed and consumer products), local importers and distributors and governments.

Through our industry insight, strong relationships and network of assets, we focus on the sustainability, safety, quality and reliability of everything we do.

We are owned by three shareholders: Glencore plc, CPP Investments and the British Columbia Investment Management Corporation (BCI).



Our values of safety, entrepreneurialism, simplicity, responsibility and openness reflect our priorities and beliefs by which we conduct ourselves. They are the fundamental basis of our sustainability framework, along with our Code of Conduct and Glencore's Group policies.

Our policies

Our approach is aligned to Glencore's Human Rights Policy, Code of Conduct and Global Anti-Corruption Policy. We also take part in and benefit from Glencore's Raising Concerns programme and Compliance e-learning programme.

We evidence our commitment through our participation in international conventions, including the United Nations Global Compact, a set of principles covering human rights, labour, environment and anti-corruption and the standards set out by the International Labour Organisation (ILO).

We do not tolerate any form of workplace discrimination, harassment or physical assault, or any form of child, forced, or compulsory labour. We seek to reflect the diversity of the communities in which we operate in our workforce.

We value and respect people from all backgrounds, and we have a culture of diversity and inclusion. This includes – but is not limited to – nationality, cultural identity, religious beliefs, sexual orientation, gender and age.

We respect the rights of our employees and contractors, including freedom of association and collective bargaining. Throughout our operations, we seek to avoid complicity in human rights abuses, and to uphold relevant international standards.

At the start of employment, our employees receive the Code of Conduct, which includes our approach to respecting and upholding human rights throughout our operations.

Related documents:

- Statement of values
- Code of Conduct
- Group Human Rights Policy
- Global Anti-Corruption Policy

You can find all documents mentioned within this statement at www.glencoreagriculture.com

In the event that an employee is aware of a situation that breaches our Code of Conduct, they can raise their concerns via our Raising Concerns programme.

Our e-learning training on our Code of Conduct targets employees with regular access to a work computer. For those employees who do not have regular access to a work computer, we provide training in other ways including pre-shift general training and toolbox talks. Additionally, for relevant employees, our compliance teams conduct face-to-face training on our compliance policies and procedures and to raise awareness about compliance risks related to their functions.

In addition, those employees that have a responsibility to ensure the implementation of human rights are required to undergo further training aligned with international human rights standards. We operate grievance mechanisms at all our operations for our stakeholders.



Raising concerns programme

If one of our people encounters a situation that appears to breach our policy framework, including those on human rights and modern slavery, they must raise this promptly with their immediate supervisor or manager. Alternatively, the individual may raise the concern with another appropriate manager, compliance officer or coordinator, or a member of Glencore Agriculture's Business Ethics Committee, which is made up of our Chief Executive Officer, Chief Financial Officer, General Counsel and Global Head of Compliance.

Our Raising Concerns programme provides mechanisms, including telephone and online platforms, which can be accessed if the concern remains unresolved.

The different mechanisms reflect local conditions to ensure ease of use, such as internet availability and languages spoken, but also provide for raising concerns on an anonymous basis. We publicise the local mechanisms through dedicated training and visual material, such as posters, available widely throughout work sites.

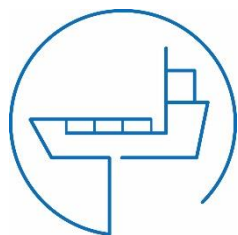
Nobody working for Glencore Agriculture suffers demotion, penalty or any other disciplinary action for raising a concern in good faith.

Our performance in 2019

We had no reported human rights breaches in 2019.



What we do



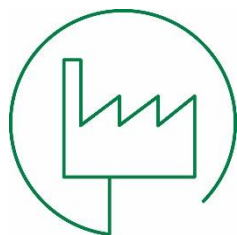
Marketing

We supply our customers with commodities direct from producers



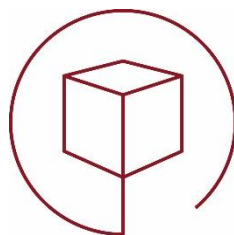
Storage & handling

We have storage facilities in key growing regions



Processing & refining

We turn commodities in to value-added products, from sugar to refined oil and protein meals



Logistics

Our rail, road and sea transport network spans the globe



Port terminals

We own port terminals in key export origins to provide reliable delivery of commodities

We source grains, oilseeds, pulses, rice, sugar and cotton from producers in the main export areas and supply them and value-added products to our customers around the world.

This means storing them, transporting commodities by sea, rail and truck, processing them into a range of useful products, and delivering them on time, to the quality and specifications our customers expect.

We are a major employer in many of the areas where we operate and have a responsibility for the health, prosperity and sustainability of those communities.

We also play a key role in feeding people and animals around the world and ensuring the security of the food supply is vital.

Our operations also bring social benefits to local communities through donations, sponsorship and fundraising activities and the expertise and support of our staff who volunteer their time. We support many local initiatives and projects that contribute positively to the wellbeing of the local communities surrounding our operations and offices.

Supplier due diligence and risk management

We have zero tolerance towards any form of forced labour, child labour, physical assault or harassment within our workplace. We care greatly about our performance in health and safety, compliance, environment and human rights, and

comply as a minimum with standards set by the ILO across all our assets and field offices.

We work with a vast number of suppliers and third parties, some of which are located in remote and rural locations where there is a lack of regulation to uphold human rights amongst small, local businesses.

We acknowledge a need to implement supplier due diligence and risk assessment procedures throughout our all operations worldwide to improve our performance in this area. We are developing a supplier standard and due diligence process in to all our contracts with third parties.

Supplier due diligence in our soy supply chains

Glencore Agriculture has fully incorporated the SIMFaz farm monitoring system in to our soy procurement operations in Brazil.

The AgroSatellite system combines several up-to-date sources on environmental, social and legal issues and includes embargoes of the Brazilian Institute of Environment and Renewable Natural Resources, the Amazon Protection System and the Amazon Soy Moratorium. Other indicators can also be analysed, including labour conditions analogous to slavery.

Suppliers who do not meet the minimum requirements identified by the SIMFaz database are flagged within our system. A deeper analysis is carried out, after which we are able to guide the supplier on how to improve the sustainability of their business.

Our progress

Glencore Agriculture Sustainability Report

Glencore Agriculture has published its own Sustainability Report, independent to Glencore plc, since 2018, detailing our efforts in health and safety, environment, community and food and feed safety.

In our 2019 report, we added a Human Rights section to our community chapter, detailing our approach to protecting the human rights of our people and our communities.

Working together to improve labour standards

We do not accept modern slavery practices in any of our business activities, from our third parties or our suppliers. However, we are aware that agricultural supply chains include products that are associated with modern slavery risks. To address the risks of risks of modern slavery that are prevalent in this industry, market leaders must make a combined commitment to bring about quantifiable action across the industry.

Glencore Agriculture has been a member of the United Nations (UN) Global Compact since 2018, an organisation which calls its members to align their operations with universal principles on human rights, labour, environment and anti-corruption. As a member, Glencore Agriculture pledges to implement changes to business operations and strategy, incorporating the Ten Principles of the UN Global Compact.

Health, Safety, Environment and Community (HSEC) Committee established

Following the appointment of our Executive Management Team in 2019, we established our Global HSEC Committee. Our Chief Executive Officer, Chief Financial Officer, Global Health and Safety and Environment Managers and our Executive Human Resources/Communications Manager.

The HSEC Committee are responsible for establishing policy and strategy, including those in relation to upholding Human Rights and eliminating Modern Slavery from our supply chains.

On the right track to eliminating child exploitation

Glencore Agriculture has signed up as a platinum member of the On the Right Track Program (Programa Na Mão Certa), an initiative by Childhood Brazil, which aims to unite governments, companies, and third-sector organisations in promoting rights and protecting children and adolescents against sexual violence, prevalent on Brazil's highway network.



The networks that benefit from child and adolescent sexual exploitation often operate along Brazil's federal highways, where children and young people are at risk from international drug and human trafficking gangs. The On the Right Track programme develops campaigns to educate truck drivers about the issue and to enable them to safeguard young people in danger.

Advertising, informative guides, presentational workshops and action guidelines raise awareness among drivers and communities. Our platinum level support for On the Right Track is a public declaration that we understand our social responsibility for the development and the wellbeing of children and adolescents.

Educating children out of poverty

Our business in India supports a charity in Lucknow, Uttar Pradesh, which educates children dwelling in slums, streets, construction sites and villages with the aim of removing abject poverty through the education and skilling of children.

Based in the largest state in India, with one of the highest number of children working as labourers, and the lowest literacy rates in the country, the Sarthak Foundation has set up seven Yellow Rooms in communities in Lucknow to provide quality education and life skills and prepare children aged 3 to 18 to enrol in formal schooling. It also has a 12-classroom rural village school. Today it provides education for over 1000 young people.

Our donations have assisted with digitising the charity's classrooms, teachers' salaries, uniforms and food for the children, ensuring exposure activities for children, preparing brighter children for professional careers, rent and course structure costs.

Looking ahead

Glencore Agriculture is committed to being a part of sustainable change, including the elimination of modern slavery within agricultural supply chains. We acknowledge the need for further action across the industry, and are working on the below projects and processes to further advance our own performance.

Development of Glencore Agriculture's Human Rights Policy

We are finalising our own Human Rights policy, independent to Glencore plc, specifically addressing human rights focus areas within agricultural supply chains.

Supplier standards

Upon entering business with suppliers and third parties, we share our expectations of fair and ethical business practices. Glencore Agriculture is currently developing its supplier standards of conduct, which will be included in contracts with suppliers and third parties.

Supplier risk-assessments

To further ensure practices of Modern Slavery do not enter our supply chains, we are developing supplier self-assessment and risk assessment processes with suppliers and third parties across our operations.



David Matiske
CEO
Glencore Agriculture

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