



Slavery and Human Trafficking Statement 2016/2017

Dated: 28 June 2017

This statement is made by Olam International UK Limited on behalf of itself and its wholly owned subsidiaries (“us” or “we”) pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Statement”).

As a leading agri-business operating from seed to shelf in 70 countries, supplying food and industrial raw materials to over 23,000 customers worldwide through a team of 70,000 full-time, seasonal, contract and temporary employees, the Olam group of companies has zero tolerance for slavery or human trafficking in its organisation and industry. We are committed to maintaining our work, as a global leader in many food and industrial raw material businesses, in engaging with others including suppliers, interest groups and Governments, to eliminate abuses in the labour markets where we operate or have influence.

Growing Responsibly

Our Core Purpose of [Growing Responsibly](#) describes how we do business every day and binds our business units, geographies and functions to living this ethos. We believe in embedding sustainable practices across every section of our [supply chain](#).

Importantly, our London office serves as Olam’s global headquarters for our dedicated Corporate Responsibility and Sustainability (“CR&S”) function spanning the global Olam business. Amongst others, [Livelihoods](#) and [Labour](#) comprise two of our seven key [priority areas](#) that impact our business either directly, or indirectly in our supply chain. These cover human rights issues including child labour, which feed into our stated Goals namely [Economic Opportunity and Inclusion](#), a [Zero Harm Workplace](#) and [Respect For Worker’s Rights](#). We regularly report on our progress globally in meeting all of our Goals, in our [sustainability reporting](#).

Relevant Policies

A number of policies which are already in place are being reviewed and improved upon regularly along with all our initiatives which require us to mitigate the risk of slavery or human trafficking occurring in our business or any of its supply chains. These include:

- [Olam International Code of Conduct](#) - establishing our commitment to growing responsibly including to human rights and standing against all forms of child exploitation, the use of forced labour and abiding by relevant ILO conventions.
- [Olam Supplier Code](#) - establishing a minimum, non-negotiable standard to which all our suppliers must adhere and which supplements our usual due diligence processes.
- [Olam Livelihood Charter](#) – reflecting our commitment to acting ethically and with integrity in all of our business relationships. In particular, working with smallholders to improve economic, social and environmental issues, which include labour practices.



- [Olam Sustainable Palm Oil Policy](#) – reflecting our commitment to human rights and ‘no exploitation’ in our own plantations, as well as our third party sourcing.

Our Continuing Commitment

We are committed to the responsible and sustainable management of our supply chains from seed to shelf. At the heart of this commitment, we are against all forms of slavery, child exploitation and the use of forced or trafficked labour. Further, we are mobilising a transparent and open grievance mechanism for employees, community members and farmers to report issues of exploitation, child labour and slavery so as to inform, educate and train the people who contribute to our business. Our latest report on labour challenges in our supply chain, our goals and progress can be viewed in the [Labour section of our 2016 Annual Report](#). Please also refer to Goal 1.4 in the [Livelihoods section](#) regarding child labour.

This Statement was approved by the Board of Olam International UK Limited on behalf of all of its wholly owned subsidiaries on 28 June 2017.

A handwritten signature in black ink, appearing to read "Gerard Manley", is written over a horizontal line.

Gerard Manley

Director

Olam International UK Limited