

Modern Slavery and Human Trafficking Statement 2020

Dated: 26 June 2020

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

Olam is a leading food and agri-business supplying food, ingredients, feed and fibre to 25,000 customers worldwide. Our 87,000 -strong team around world spans over 60 countries and our value chain includes farming, processing and distribution operations, as well as an estimated sourcing network of 5 million farmers (direct and indirect procurement).

We are present in five segments: Edible Nuts and Spices; Confectionery and Beverage Ingredients; Food Staples and Packaged Foods; and Industrial Raw Materials, Infrastructure and Logistics.

Doing business in an ethical, socially responsible and environmentally sustainable manner is embedded in every aspect of Olam’s business. We are committed to providing a workplace 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 slavery, forced labour or human trafficking in our organisation and our supply chains.

In our role as a leader in global food and agriculture, we are engaging with suppliers, customers, civil society, governments, and communities to eliminate and prevent abuses across our value chains, and in the markets, where we operate and have influence.

Sustainability is integral to our Purpose

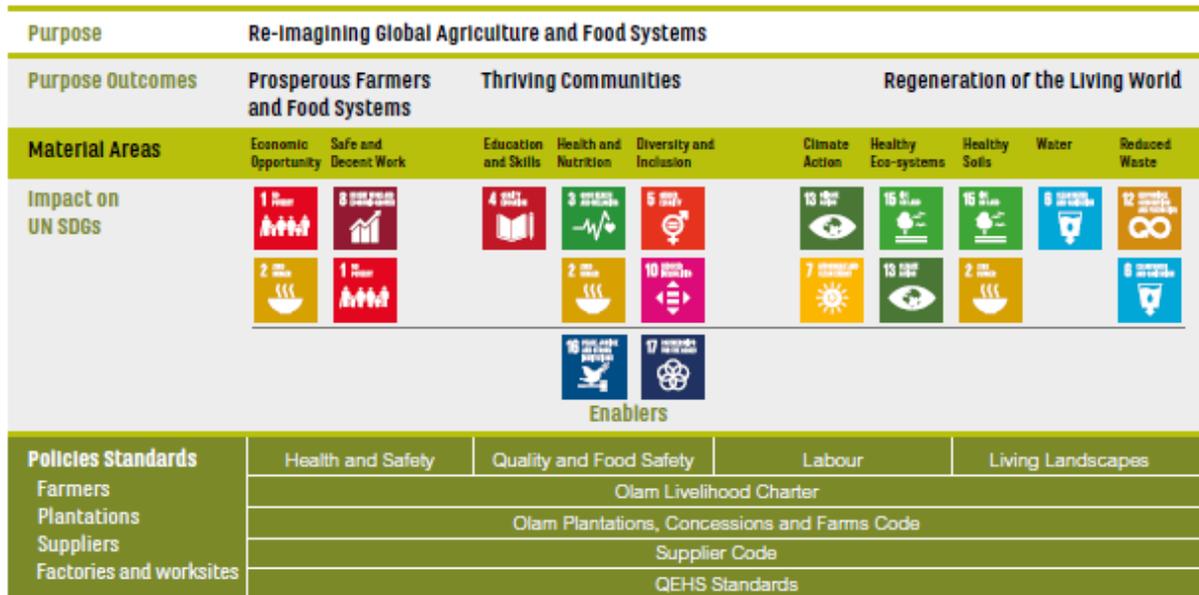
Respecting labour and human rights is an intrinsic part of Olam’s Purpose of Re-imagining Global Agriculture and Food Systems to enable prosperous farmers, thriving rural communities and healthy ecosystems to coexist.

We are committed to protecting human rights, providing a workplace where all employees are treated with dignity and fairness, and to respecting the rights of people and communities where we operate.

As a leader in global food and agriculture, 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.

Challenges, such as poverty, labour practices and human rights issues, persist within the food and agricultural sector. We acknowledge the role we can play and we believe it is essential that public and private sector stakeholders work together to tackle discrimination, eliminate unsafe and illegal labour practices for children and adults, promote fairness and equality, and support inclusion and diversity, while continuing to improve the livelihoods of farmers and communities.

Our Sustainability Framework



The development and roll-out of our [AtSource](#) sustainable sourcing platform offers the ability to track the environmental and social impact of a product. It includes social and environmental metrics aligned with the Global Reporting Initiative and the UN Sustainable Development Goals. For example, labour related metrics cover safe and decent work, as well as diversity and inclusion. AtSource is currently being implemented across our multiple supply chains.

We address salient human rights issues through delivering positive impacts in our own operations and supply chains areas including: Economic Opportunity; Safe and Decent Work; Education & Skills, and Diversity & Inclusion. We report on progress towards our goals in our [Annual Report](#) and [Global Reporting Initiative Report](#).

Our Policies

To advance our commitments, we have embedded human rights within our Policies including our [Fair Employment Policy](#) and our [Code of Conduct](#) which are in line with the Conventions of the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. We are also a signatory to the [UN Global Compact](#).

In 2019, we published a revised version of our Code of Conduct, which is the cornerstone of Olam's commitment to integrity, setting out our commitment to "do what is right", founded on the values and everyday behaviours that build our distinctive culture and setting the standard that is embedded in every aspect of Olam's business. This includes our commitments to people, labour and human rights within our own workplaces and in the communities and supply chains where we operate.

Name of Policy	Date published/revised
Code of Conduct	March 2019
Olam Supplier Code	April 2018
Fair Employment Policy	September 2018
Living Landscapes Policy	April 2018
Sustainable Palm Policy	January 2019
Plantations, Concessions and Farms Code	July 2015

Grievance Procedure

We have an established [Grievance Procedure](#) in place to report and address breaches of relevant Olam Policies or Codes. This Procedure applies to our own operations and third-party suppliers to enable concerns to be confidentially raised about breaches of our policies. We recognise the importance of feedback and inputs from all our stakeholders to drive improvements and best practices, as well as increasing transparency in our supply chains. All grievances are logged and investigated with status updates, and actions, reported. A specific [grievance log](#) for palm oil has also been established.

Commitment to 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 other stakeholders – industry, government and non-governmental organisations (NGOs) – to address the complex issues and to support measures to protect and uphold the rights of people and communities.

[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 in breach of these standards may be subject to suspension. We support smallholder farmers to improve livelihoods and tackle challenges including labour practices and empowering women. 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.

Palm Oil

Our [Sustainable Palm Oil Policy](#) sets out our commitment to sustainable palm oil production and sourcing, which is fully supportive of the Roundtable on Sustainable Palm Oil (RSPO). We are working towards a traceable and transparent palm oil supply chain, which upholds responsible labour practices and respects the rights of communities.

Our [2019 Sustainable Palm Progress Update](#) summarises our actions and progress. We have established a robust and specific [grievance process](#) for palm to enable all concerns raised to be investigated and to engage with our direct suppliers on any actions, as appropriate.

Regular and open engagement with our local communities is vital for our continued success. We have committed to a fully inclusive process with communities to ensure Free, Prior and Informed Consent (FPIC). We maintain ongoing, regular dialogue with 60 villages in proximity to our plantations, to address any concerns, and to invest in projects agreed with the communities to improve local education, healthcare, access to water and infrastructure.

The safety and well-being of our workers is of paramount importance to Olam. We continue to maintain regular, open dialogue with our employees and their representatives at our oil palm operations and are implementing jointly agreed initiatives, such as food allowances and annual medical checks for workers. We have initiated specific programmes to engage and support female workers, which make up 32% of our total workers at our palm operations.

In 2019 we partnered with the Fair Labor Association to work with one of our suppliers to identify and assess labour risks. This first assessment is enabling us to take steps to refine and strengthen procedures, as well as work together towards addressing some of key issues alongside suppliers and other industry members.

Cocoa

In 2019, our [Cocoa Compass](#) set out our ambition towards having a lasting, positive impact on the future of sustainable cocoa. It builds on history of supporting farmers and cocoa growing communities around the world and sets challenging goals for our direct source supply chain to tackle the key issues facing the cocoa sector by 2030, with milestones for action in 2020 and 2024. This includes improving livelihoods to help farmers achieve a living income; eliminate child labour; and increase access to education for children.

We have committed to child labour monitoring and remediation systems (CLMRS) across our global direct cocoa supply chain by the end of 2020 and to eradicate child labour entirely by 2030. We are partnering with organisations like the [Fair Labor Association \(FLA\)](#) and working closely with communities to identify children who are at high risk and respond much more quickly.

Eradicating child labour from the cocoa supply chain requires a concerted effort. We are working with multi stakeholder partnerships, including [World Cocoa Foundation \(WCF\)](#) and the [International Cocoa Initiative](#) to better focus resources and support the necessary actions to tackle labour issues and improve cocoa farmer livelihoods.

Hazelnuts

Since 2012, Olam has been taking actions to support farmers and seasonal workers, and to improve conditions in the hazelnut supply chain in Turkey. Partnering with government, industry, customers and NGOs we are helping improve workers' livelihoods and incomes, working conditions and eliminate unacceptable labour practices.

We work with the [Fair Labor Association \(FLA\)](#) to allow independent auditing of our hazelnut supply chain and additionally, we are partnering with the FLA and other companies to support the Harvesting the Future project which is focused on improving recruitment and employment practices of seasonal agriculture workers in Turkey.

We provide training for farmers and seasonal workers to improve agricultural and labour practices. We have introduced a grievance mechanism to enable workers and farmers to raise concerns and complaints free of charge via telephone. All complaints are immediately and thoroughly investigated and appropriate actions taken as necessary.

In partnership with the [International Labor Organisation \(ILO\)](#), we have established 7 summer schools for children of seasonal workers. These schools provide safe spaces where children have access to educational facilities including libraries, information technology classes, sports and playground facilities, as well as healthy daily meals.

Cotton

We are committed to the traceable and sustainable supply of cotton. Through our membership of [Cotton Made in Africa](#) and the [Better Cotton Initiative \(BCI\)](#), we continue to support activities to improve agricultural and labour practices, as well as improving farmers' livelihoods.

Our operations in Africa provide inputs and train cotton farmers on Good Agricultural Practices, including supporting female farmers.

Our continuing commitment

Challenges, such as poverty, labour practices and human rights issues, persist within the food and agricultural sector. We acknowledge the role we can play and we are committed to playing our part to work with stakeholders from the public and private sectors to tackle discrimination, eliminate unsafe and illegal labour practices for children and adults, promote fairness and equality, and champion inclusion and diversity, while continuing to improve the livelihoods of farmers and communities.

To access previous versions of our Slavery and Human Trafficking Statement, please click [here](#).

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



Gerard Manley
Director, and CEO (Olam Cocoa)
Olam International UK Limited