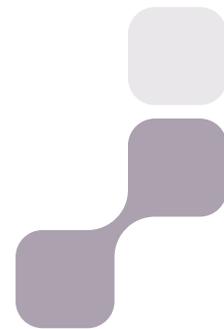


# Human rights policy





# 1. Purpose

This policy states our fundamental commitment to respect human rights, consistent with the UN Universal Declaration of Human Rights.

# 2. Scope

Our human rights policy applies to all Viterra employees and contractors. We expect our supply chains to uphold similar principles.

# 3. Policy statement

We uphold the dignity, fundamental freedoms and human rights of our employees, contractors and the communities in which we operate and from which we source our products, as well as others affected by our activities.

Across all our assets and offices, as a minimum, we comply with standards set by the International Labour Organization (ILO), the UN Global Compact and the UN Guiding Principles.

We have zero tolerance towards any form of workplace discrimination, forced labour, child labour, physical assault or harassment within our workplace or along our supply chains. We are committed to providing a safe and healthy workplace, ensuring equal opportunities, paying at least minimum wages in accordance with applicable local laws and regulations and upholding workers' rights to freedom of association and collective bargaining.

In meeting the increasing demand for agricultural commodities, we work to make sure the demand is not met at the expense of the communities in which we operate and from which we source our products, the land and the wider environment. We also respect the rights of small scale producers as an important part of the global industry.

We deal openly, transparently and inclusively, listening to and working with anyone affected by our operations. This includes having reporting and grievance mechanisms for stakeholders and established procedures to resolve such matters.

We respect the land tenure rights of indigenous people and communities. We adhere to the principle of free, prior and informed consent.

In our dealings with our business partners, including contractors, suppliers and joint venture partners, we expect them to respect and comply with our code of conduct and our approach to human rights, or one of an equivalent standard.



Find out more at  
[viterra.com](https://www.viterra.com)