

## **Slavery and Human Trafficking Statement**

Cargill provides food, agriculture, financial and industrial products and services to the world. We have 155,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work.

Cargill is committed to treating people with dignity and respect in the workplace and in the communities where we do business, as well as to the respect and protection of human rights. We are passionate about our goal to be the global leader in nourishing people and operating responsibly across the agricultural, food, industrial and financial markets we serve.

### **Code of Conduct**

Since our company was founded in 1865, we have acted on the belief that doing the right thing sets the foundation for long-term success. Cargill's Code of Conduct outlines our company's ethical and compliance standards for conducting business throughout the world. Our Code is grounded in our seven Guiding Principles, which are ingrained in our culture and serve as the foundation for the behaviours expected from all of our employees in all parts of the world. Every employee receives an introduction to the 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.

### **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 and wholesome food.

We do not accept or support the use of illegal, abusive, enforced or child labour. We abide by the laws in the countries where we operate and often exceed applicable local, state and national laws and regulations regarding employment and the employment of minors. We believe it is essential that all parties in the supply chain – industry, government and non-governmental organisations (NGOs) – work together to address this complex problem and support rural livelihoods, raise incomes and ensure children and adults are not subject to these conditions.

We are taking actions in our supply chains to prevent and address illegal, abusive or forced work, which include:

- Cocoa – as part of our Cargill Cocoa Promise we are committed to working to protect the rights of children, to raise awareness of labour issues and improve working practices through training and education, for farmers and their communities, and to take action to prevent children being put at risk
- Soy – our commitment to responsible soy production includes being a signatory to the Brazilian National Pact for the Eradication of Slave Labor, which monitors suppliers. We will not do business with those who appear on this list.
- Palm – Cargill has developed a global palm policy and we are working towards a 100% transparent, traceable and sustainable palm supply chain by 2020, including strict criteria for fair labor rights and human rights. As a member of the Round Table on Sustainable Oil (RSPO), our palm plantations are RSPO certified and we offer RSPO certified palm oil products to our customers.
- Cotton – we are committed to supporting the work being done by governments and organizations like the Association of Cotton Merchants in Europe and the International Labor Organization to find practical solutions to labour issues while fostering responsible economic development.
- Poultry – we comply with all legal requirements surrounding employee rights, health and safety, ethical responsibilities and human trafficking.

- Aquaculture Feed – we comply with all legal requirements surrounding employee rights, health and safety and ethical responsibilities. Within our supply chain, we inform suppliers of these issues and the standards we expect them to meet.

Cargill is a member of Sedex, which promotes improvements in ethical and responsible business practices and we make information about our businesses and facilities available to customers through this widely used and recognised system.

### **Raising grievances**

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 dealing with grievances. Any grievance, complaint or concern from external parties and employees may be submitted anonymously online or by phone via Cargill's secure Ethics Open Line, which is operated by an independent third-party and is available 24 hours a day, 7 days a week. Employees can also raise grievances 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.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Cargill PLC.

A handwritten signature in blue ink that reads "Richard Nield" followed by the date "30/5/18".

Richard Nield  
Director