

Modern slavery statement 2020



Introduction

We are committed to upholding human rights, wherever in the world we work.

Viterra is a world-leading, fully integrated agriculture network that connects producers and consumers to supply sustainable, traceable and quality-controlled agricultural products. We source commodities such as grains, oilseeds, pulses, rice, sugar and cotton and supply them around the world.

With more than 17,500 talented employees operating in 37 countries, we recognise that we have a responsibility to respect the dignity, liberty and equality of everyone with whom we work and of all of the people in the communities in which we operate.

As the demand for agricultural goods increases, we need to make sure this increase in 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.

As part of our ongoing commitment to preventing the violation of human rights in our operations and supply chains, Viterra is pleased to share this modern slavery statement for 2020. It has been published in accordance with the United Kingdom Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018. It outlines the actions Viterra has taken to mitigate the risk of modern slavery and human trafficking in our business operations and supply chains.

The entities covered in our statement for the purposes of the applicable legislation are: Viterra UK Ltd, Arugani Ltd, Belfurt Ltd, Glencore Sugar Trading Ltd (all of which are incorporated in the United Kingdom) and Viterra Holdings Pty Ltd and Viterra Australia Holdings Pty Ltd (all of which are incorporated in Australia).

Viterra's Modern slavery statement was prepared with input from representatives of our global business as well as reporting entities and was approved by our board of directors of Viterra Ltd (the parent company for the Viterra group) on 30 June 2021.

David Mattiske

Chief Executive Officer
Viterra

A photograph of two men standing in a vast agricultural field at sunset. The sun is low on the horizon, creating a warm, golden glow over the rows of crops. One man is in profile, looking towards the other man who is gesturing with his hand towards the field. The text 'Who we are' is overlaid in white on the right side of the image.

Who we are

We believe in the power of connection.

Viterra's world-leading, fully integrated agriculture network connects producers and consumers to supply sustainable, traceable and quality-controlled agricultural products.

With our talented people, decades of experience and diverse capabilities, we offer innovative solutions to open up pathways and create value for customers through our supply chains.

As a responsible, long-term business, we continue to invest in and develop our network, allowing us to meet the needs of a growing world.

Our business covers the whole supply chain, from the farm gate to the end user.

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 end consumers around the world. These include the processing industry with food, animal feed and consumer products, local importers and distributors and governments.

We pride ourselves on being a responsible business that cares for our customers, our people, our communities and the environment. We prioritise safety and sustainability throughout our network and continuously look to improve our performance.

We are owned by three shareholders who are investing for the long-term: Glencore, CPP Investments and British Columbia Investment Management Corporation (BCI).



What we do

Viterra's agriculture network draws on close relationships with producers and consumers to source sustainable and traceable commodities and deliver them worldwide.

We use our extensive asset locations to store, transport and process commodities into a range of value added products, and deliver them to the exact quality and specifications consumers require.

Our comprehensive logistics network allows us to oversee our commodities from the producer to the hands of the consumer. It provides certainty for producers who know the quality of their product will be maintained and means consumers can be confident of the origin, quality and delivery of what they buy.

Viterra oversees commodities from the origination point in the growing region. We transport them to and from storage, processing facilities and port terminals via road, rail or barge. Our 2000+ owned or leased rail wagons allow us to move large volumes of commodities flexibly all year round. With a global shipping fleet of more than 190 ocean-going vessels (voyage and time charter), we manage origination and quantities; and offer flexible delivery options, timely shipments and competitive pricing to meet the demands of our consumers efficiently and promptly.

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

Our operations 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.

Our values

Our values reflect our purpose, our priorities and the way we conduct ourselves, wherever we work and whatever our role. They define who we are and how we do business.

Our values shape our approach to sustainability, our corporate practice, our code of conduct and our group policies:

We make things happen

Efficient and effective, we get the job done. We empower our people to make well-informed decisions, fast. We respond to change and pursue opportunity.

We are responsible

We care for our colleagues, our customers, our communities and our environment. We prioritise safety and sustainability throughout our business, continuously looking to improve our performance and to maximise the positive contribution we make to the world.

We are connected

We value diversity and work inclusively to bring together many minds, many talents and many perspectives. Throughout our network, we collaborate respectfully and build successful partnerships that last.

We are open

We are true to our word. We partner with colleagues and customers in a positive, straightforward way, operating with transparency and integrity to be successful.

We look ahead

We are solutions focused. The future presents us with possibilities. We constantly learn and evolve, developing new ways of doing business to be the leaders in our field.

Our policies


Our approach is aligned to Viterra's Human rights policy, Code of conduct and Global anti-corruption policy. Viterra also has a Raising Concerns programme and a compliance e-learning programme, through which we adapt global considerations to meet local needs.

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 Organization (ILO).



Viterra values and respects 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 do not tolerate any form of workplace discrimination and we seek to reflect the diversity of the communities in which we operate in our workforce.

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 uphold relevant international standards.



Related documents available at viterra.com

- Statement of values
 - Code of conduct
 - Global anti-corruption policy
 - Human rights policy
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Addressing the risk of modern slavery

Viterra does not accept modern slavery practices in any of our business activities, from our third parties or our suppliers. We have zero tolerance towards any form of forced labour, child labour, physical assault or harassment within our workplace.

We are aware that agricultural supply chains can include products associated with modern slavery risks. These may include purchasing grain commodities from suppliers in countries and regions where labour rights may not be protected, or where employers may utilise vulnerable low-skilled workers; or transporting goods over land and ocean with an associated risk of people smuggling through the black market.

We therefore acknowledge the need to implement supplier due diligence and risk assessment procedures throughout our operations worldwide to improve our performance in this area.

Viterra cares greatly about our performance in health and safety, compliance, environment and human rights, and complies as a minimum with standards set by the ILO across all our assets and field offices.

We are reviewing other methods of managing this risk in our supply chains such as developing supplier standards, or applying due diligence processes in our engagement of third parties. The aim of this review is to determine a risk-based approach to managing the vast number of suppliers and third parties involved in our supply chains. While some work will be done at a global level, local entities, including in the UK and Australia, will be involved in the review of appropriate processes within their own supply chains. This will complement 'know your counterparty' screening processes that were introduced in Australia and other jurisdictions during 2019 and 2020.

To address the risk across the wider industry, we encourage market leaders to make a combined commitment to bring quantifiable action and make real change.

Supplier due diligence in our soy supply chains

Viterra 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, including modern slavery, can also be analysed. We flag suppliers within our system who do not meet the minimum requirements identified by the SIMFaz database. We carry out a deeper analysis, after which we guide relevant suppliers on how to improve the sustainability of their business.

Raising Concerns programme

If one of our people believes they have encountered a breach of policy, including human rights and modern slavery, we encourage them to raise it promptly with their supervisor or manager. Alternatively, the individual may bring it to the attention of another manager, compliance officer or coordinator, or a member of Viterra's business ethics committee, which is made up of our Chief Executive Officer, Chief Financial Officer, General Counsel and Global Head of Compliance.

However, if they feel their concern remains unresolved or they wish to remain anonymous we provide our Raising Concerns programme where people can submit the matter.

Anyone, whether from our business or not, can use the programme to raise a concern. It provides different contact options and considers local conditions, languages and ease of use with telephone and online platforms.

Viterra does not penalise anyone for raising a concern in good faith, including demotion, penalty or any other disciplinary action.

The Raising Concerns programme is advertised and promoted via dedicated training and visual material, such as posters, available throughout work sites. It was relaunched in 2020 following the global rebrand from Glencore Agriculture to Viterra. New posters were delivered to all sites in our network including Australia and the UK.

During 2020, no human rights breaches were reported which includes modern slavery.

Code of conduct training

At the start of employment, we provide our employees with training on Viterra's Code of conduct, which includes our approach to respecting and upholding human rights throughout our operations. Specifically mentioned in the code, is Viterra's zero tolerance for any form of forced labour or child labour in our supply chains, and our commitment to paying at least minimum wages in accordance with local regulations.

In most instances, the training is completed via an e-learning platform. Where employees are not easily able to access online training, we provide guidance in other ways including pre-shift general training and toolbox talks. Additionally, where relevant, our compliance teams give face-to-face training on our compliance policies and procedures and to raise awareness about compliance risks related to their functions.

Viterra requires employees with responsibility for ensuring implementation of human rights to undergo further training aligned with international standards if relevant. We operate grievance mechanisms for our stakeholders throughout our operations.



Our performance in 2020

zero

reported human rights
breaches in 2020

Our progress

Viterra 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 to further advance our own performance.

Viterra undertook a Human Rights Impact Assessment which identified the risks of various categories of potential human rights abuses across our businesses and supply chains, including the risk of modern slavery. We are in the process of evaluating the outcome of the impact assessment and exploring potential forward looking actions. These may include developing a supplier code of conduct and a framework for supply chain due diligence.

Viterra sustainability report

Viterra has published our sustainability report since 2018, detailing our commitment and progress in health and safety, environment, community, human rights and food and feed safety.

Working together to improve labour standards

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

Sustainability committee

Following the appointment of our executive management team in 2019, Viterra established a global HSEC committee, which is now titled the Sustainability committee, to better reflect the purpose and scope of the committee's charter. It consists of our Chief Executive Officer, Chief Financial Officer, Global Sustainability Manager and Executive Manager Human Resources/ Communications.

The committee is responsible for establishing policy and strategy, including those in relation to upholding human rights and eliminating modern slavery from our supply chains.

Development of Viterra's Human rights policy

We have published our Human rights policy, which lays out our commitment to respecting human rights and is consistent with the United Nations Universal Declaration of Human Rights. In relation to modern slavery, this document specifically lists Viterra's zero tolerance for forced labour and child labour in our workplace or along our supply chains.

Member of product and sustainability standards organisations

We worked or collaborated with the following organisations during 2020:

Brazilian Association of Vegetable Oil Industries (ABIOVE)

ABIOVE is a signatory of the National Pact for Eradication of Slave Labour – Instituto Ethos, International Labour Organization (ILO), Repórter Brasil.

In 2006, the soy production chain adopted a zero-tolerance policy towards labour conditions analogous to slavery. The sector's companies include a clause in their soy purchase contracts whereby they can terminate trade agreements if there is evidence of abusive labour.

Round Table on Responsible Soy (RTRS)

The RTRS Production Standard guarantees responsible business and agricultural practices, preserving biodiversity, soil and water and protecting human and workers' rights, while respecting the customs and cultures of indigenous peoples and improving the wellbeing of local communities.

United Nations Global Compact (UNGC)

Viterra supports the 17 United Nations Sustainable Development Goals (UNSDGs) which are mapped to our sustainability pillars.

We take active measures to contribute to:

- SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Target 8.7 – Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

Better Cotton Initiative (BCI)

BCI supports farmers by helping them understand and respect national legal requirements, as well as the fundamental, interrelated International Labour Organization conventions on respecting the minimum age for young workers and avoiding child labour. BCI does not accept forced and child labour on cotton farms, including where orchestrated by government. If BCI discovers these practices where its cotton is produced, BCI considers it non-compliant with its standards and responds immediately.

Cotton made in Africa (CmiA)

CmiA's high standards strictly prohibit child labour outside of a family context, any form of exploitative child labour or where a child's health or development may be harmed. CmiA does not consider prohibition enough on its own, it also actively seeks to combat child labour through local education work, school projects for children from farming families, and measures designed to increase family incomes.

CmiA significantly contributes to improving the living conditions of smallholder farmers in Sub-Saharan Africa by aiding trade. In addition, participation in the programme also forbids slavery and human trafficking according to international labour standards on child labour conventions, deforestation of primary forests, or the use of genetically modified cotton.

Roundtable on Sustainable Palm Oil (RSPO)

RSPO prohibits the use of forced labour. Its members aim to influence change through initiatives that bring industry together to elevate the protection of human rights and ensure the sustainable production of palm oil.

Bonsucro

Much of the world's sugarcane is grown in countries where working conditions are poor. Bonsucro aims to drive and support decent work for smallholder farmers and farm and mill workers, with zero tolerance for forced labour and child labour. It ensures safe recruitment for migrant workers and reduces discrimination in all its forms. The organisation supports gender equality, as well as promoting fair wages for vulnerable people.



Case studies

Through our sustainability programme, Viterra is committed to supporting initiatives and projects that contribute positively to the wellbeing and development of local communities where we operate.

Educating children out of poverty

Viterra's operations in India has continued supporting a charity in Lucknow, Uttar Pradesh, which aims to remove abject poverty by educating and upskilling children living in slums, streets, construction sites and villages.

Sarthak Foundation is based in the largest state in India, which has one of the highest numbers of child labourers and the lowest literacy rates in the country. It now has 12 Yellow Rooms in communities in Lucknow and one rural school to provide quality education and life skills and prepare children aged 3 to 18 to enrol in formal schooling. Today it provides education for over 1100 young people.

Viterra's donations have gone towards digitising the charity's classrooms, teachers' salaries, uniforms, food, exposure activities, preparing children for professional careers, rent and course structure costs. The organisation has also helped over 8400 families during the Covid-19 pandemic and provided food, medical assistance and vaccinations, and mental health counselling.

Na Mão Certa Programme

Since 2019, Viterra has been a signatory to the Business Pact Against the Sexual Exploitation of Children and Adolescents on Brazilian Highways, which is part of Childhood Brasil's Na Mão Certa Programme, a Public Interest Civil Society Organization (OSCIP).

The Na Mão Certa Programme promotes a united effort to ending sexual exploitation with a focus on raising the awareness of truck drivers, so that they act as agents to protect the rights of children and adolescents.

In July 2020, Viterra, through its operations in the Port of Itaquí, ran the Parabéns Heróis da Infância Campaign, in celebration of National Truckers' Day. Volunteers from our local operations coordinated several activities from training the team to face to-face action, while following all local safety rules and recommendations including Covid-19.

Over 1000 truck drivers and their families, 46 carriers and 250 other people attended the event and received information about the programme.

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The companies in which Viterra directly and indirectly has an interest are separate and distinct legal entities. In this document, "Viterra", "The Group" and "Group" are used for convenience only where references are made to Viterra and its subsidiaries in general. These collective expressions are used for ease of reference only and do not imply any other relationship between the companies. Likewise, the words "we", "us" and "our" are also used to refer collectively to members of the Group or to those who work for them. These expressions are also used where no useful purpose is served by identifying the particular company or companies.

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