

SunRice GRI Index FY2021

This index has been prepared in accordance with the GRI Standards: Core option.

It supports our 2021 Annual Report. Unless otherwise stated the data in this index relates to the fiscal year ending 30 April 2021.

For a detailed explanation of the GRI indicators, visit the GRI website at www.globalreporting.org

The following reports are references in this index:

[SunRice Annual Report 2021 \(AR\)](#)
[2020 Modern Slavery Statement \(MSS\)](#)
[SunRice Corporate Governance Statement](#)

Where other reports are referenced, a link is provided within our GRI Index.

GRI	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle
102-1	Name of the organisation	Ricegrowers Limited ABN 55 007 481 156 Trading as SunRice AR > About this Report	AR Inside Front Cover	
102-2	Activities, brands, products, and services	AR > About SunRice AR > Our Brands and Products AR > Our Financial Performance and Position	Page 8 Page 10 Page 16	
102-3	Location of headquarters	AR > Financial Report	Page 81	
102-4	Location of operations	AR > Our Strategy in Action	Page 14	
102-5	Ownership and legal form	AR > About this Report AR > About SunRice AR > Financial Report	AR Inside Front Cover Page 8 Page 81	
102-6	Markets served	AR > Our Strategy in Action AR > Our Financial Performance and Position	Page 14 Page 16	
102-7	Scale of the organisation	i. Employee data: AR > Our People GRI Index > Employee data Corporate Governance Statement ii. Operations data: AR > Financial Report AR > Shareholder Information iii. Sales revenue: AR > Consolidated Income Statement > Segment note iv. Capitalisation: AR > Consolidated Balance Sheet AR > Debt Statement > Notes to Financial Statements	Page 42 See Page 6 Link Page 81 Page 142 Page 90 (note 2a) Page 84 Page 114 (note 4d)	6
102-7	Scale of the organisation (continued)	v. Products and Services: AR > Our Financial Performance and Position www.sunrice.com.au/products www.rivianafoods.com.au/about-us/ www.coprice.com.au/about/ www.trukai.com.pg/our-story www.hinoderice.com www.kjandco.com.au	Page 16	
102-10	Significant changes to the organisation and its supply chain	AR > Chairman's Report AR > CEO Report AR > Our Strategy in Action AR > Our Financial Performance and Position AR > Financial Report Our Modern Slavery Statement website 2020 Modern Slavery Statement	Page 4 Page 6 Page 14 Page 16 Page 81 Link Link	

GRI	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle
102-11	Precautionary Principle or approach	Partially reported: SunRice Sustainability Reporting Website AR > Our Approach to Sustainability AR > Our Approach to Risk	Link Page 28 Page 44	7
102-12	External initiatives	UN Global Compact Australia Sustainable Development Goals Sustainable Rice Platform		
102-13	Membership of associations	SunRice are members of the following associations (note major Associations listed): Asia Society of Australia AusCham Shanghai AusCham Vietnam Australian Farm Institute Australian Food and Grocery Council (AFGC) Australian Sustainable Agriculture Initiative (SAI) Platform Australia-Papua New Guinea Business Council Freight and Trade Alliance of Australia NSW New Zealand Pet Food Manufacturers Association (NZPFMA) Pet Food Industry Association of Australia (PFIAA) Farm Writers' Association		
102-14	Statement from senior decision-maker	AR > Chairman's Report AR > CEO's Report	Page 4 Page 6	
102-15	Key impacts, risks and opportunities	AR > Our Approach to Risk	Page 44	
102-16	Values, principles, standards, and norms of behaviour	AR > About SunRice AR > Our People	Page 8 Page 42	10
102-18	Governance structure	AR > Our Approach to Risk AR > Corporate Governance Overview Corporate Governance Statement	Page 44 Page 50 Link	
102-40	List of stakeholder groups	AR > Our Stakeholders Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Statement	Page 9 Link	
102-41	Collective bargaining agreements	GRI Index > Employee data	See Page 6	
102-42	Identifying and selecting stakeholders	AR > Our Stakeholders AR > Our Approach to Sustainability Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Page 9 Page 28 Link	
102-43	Approach to stakeholder engagement	AR > Our Stakeholders AR > Our Approach to Sustainability Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Page 9 Page 28 Link	

GRI	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle
102-44	Key topics and concerns raised	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Risk	Page 44	
		AR > Our Approach to Sustainability	Page 28	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-45	Entities included in the consolidated financial statements	AR > About SunRice	Page 8	
		AR > Our Financial Performance and Position	Page 16	
102-46	Defining report content and topic Boundaries	AR > About this Report	AR Inside Front Cover	
		AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 28	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-47	List of material topics	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 28	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-48	Restatements of information	No restatements have been made to information presented in previous GRI indices		
102-49	Changes in reporting	There have been no significant changes in reporting since our last GRI index was produced		
102-50	Reporting period	1 May 2020 to 30 April 2021		
102-51	Date of most recent report	SunRice Annual Report 2020	Link	
102-52	Reporting cycle	Yearly Annual Report release.	Link	
		Yearly Sustainability data with updates on Sustainability Website as required	Link	
102-53	Contact point for questions regarding the report	Head of Sustainability; sustainabilityinfo@sunrice.com.au		
102-54	Claims of reporting in accordance with the GRI Standards	This report (including the AR, the Sustainability Performance Data Table as updated on the Sustainability Reporting website) has been prepared in accordance with the GRI Standards: Core option.		
102-55	GRI content index	SunRice Sustainability Reporting Website	Link	
102-56	External assurance	External assurance has not been sought in relation to the sections of the Annual Report with the exemption of our Financial Statements, as described in our report		

GRI	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle	
Material Topic Disclosures					
103-1	Explanation of the material topic and its boundary	AR > Our Stakeholders	Page 9		
		AR > Our Approach to Sustainability	Page 28		
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link		
103-2	Management approach and its component	AR > Our Stakeholders	Page 9		
		AR > Our Approach to Sustainability	Page 28		
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link		
103-3	Evaluation of the management approach	AR > Our Stakeholders	Page 9		
		AR > Our Approach to Sustainability	Page 28		
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link		
201-1	Direct Economic Contribution	AR > Our Approach to Sustainability	Page 28		
		AR > Financial Report	Page 81		
		SunRice Sustainability Website	Link		
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	AR > Our Approach to Sustainability	Page 28		
		AR > Our Approach to Risk	Page 44		
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link		
302-1	Energy consumption within the organisation	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link		
303-1	Water withdrawal by source	AR > Our Approach to Sustainability	Page 28	8	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	AR > Our Approach to Sustainability	Page 28	8	
305-1	Direct (Scope 1) GHG Emissions				
305-2	Energy indirect (Scope 2) GHG Emissions				
305-3	Other indirect (Scope 3) GHG Emissions		AR > Our Approach to Sustainability	Page 28	
305-4	GHG Emissions Intensity		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
305-5	Reduction of GHG Emissions				
401-1	New employee hires and employee turnover	AR > Our Approach to Sustainability	Page 28		
		AR > Our People	Page 42		
		Corporate Governance Statement	Link		
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link		

Employee Data

GRI	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle
405-1	Diversity of governance bodies and employees	AR > Our People	Page 42	
		AR > Corporate Governance Overview	Page 50	
		Corporate Governance Statement	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
403-4	Occupational Health and Safety	AR > Our People	Page 42	
403-5		Sustainability Data Table	Link	
403-9				

	Permanent Full-Time ¹		Permanent Part-Time ¹		Temporary Fixed Term ²		Casual ³		Headcount ⁴
	F	M	F	M	F	M	F	M	
Consumer Markets	8	11	2						21
CopRice	28	100	5	1	3	9	7	3	156
Corporate Administration (Company Secretary & Executive Support)	4	1	5				1	1	12
Finance Group	18	30	7		2	1	1		59
Operations & Agribusiness	89	244	6		11	11	48	82	491
People & Culture	14	1	5		2	2	1		25
Riviana Foods	53	24	20		3	1			101
SunRice		1							1
Total Australia	214	412	50	1	21	24	58	86	866
Papua New Guinea (Trukai Industries)	133	687		1			0	61	882
United States of America (SunFoods LLC)	23	51		1			1	11	87
United Arab Emirates (Ricegrowers DMCC)	2	7							9
Solomon Islands (SolRice)	16	17							33
Singapore (Ricegrowers Singapore)	6	5							11
Thailand (Ricegrowers Singapore)	2	1							3
Vietnam (Ricegrowers Vietnam)	17	45							62
Outside Australia	199	813	0	2	0	0	1	72	1087
Total Group	413	1225	50	3	21	24	59	158	1953

1. Permanent employees are employed by SunRice and its Subsidiaries on a full time (38 hours per week) or part time basis (less than 38 hours per week).
2. Fixed term employees are employed by SunRice and its Subsidiaries for a fixed term (their employment has an agreed end date).
3. Casual employees are paid on an hourly basis.
4. Total headcount includes permanent employees, fixed term employees and casual employees. It excludes Board members, temps, special contractors, vendors and employees on extended leave.

Collective bargaining agreements in place in Aust and NZ only (percentage of ANZ employees covered is 52.30%).