



Sustainability Charter

Ricegrowers Limited
ACN 007 481 156

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Sustainability Commitment

Introduction

As one of the largest rice food companies in the world, our impact on the environment, societies and communities in which we belong drives our thinking about how we can do things better. At SunRice, we will always strive to lead in environmental, social and ethical business performance.

We recognise that some of our operations affect our natural environment. We also understand that our business leaves an imprint on a range of individuals and stakeholders, including our employees, our shareholders, our customers, our consumers, our suppliers, those who work in our extended supply chains and those who live in the communities alongside our operations.

As a way of being the best in our industry, we will actively seek to join the value chains of like-minded companies.

1. Our commitment to the societies and communities in which we operate:

Our mission is to transform nature's goodness into healthy, enjoyable and nutritious foods that meet the needs of our consumers around the world. At the core of our mission is our commitment to respect the fundamental human rights of our people, customers, consumers, communities and suppliers.

We are opposed to all forms of forced and compulsory labour. We are committed to developing a secure and ethical supply chain to surpass our consumers' expectations and in turn doing what we can to ensure the abolition of exploitative child labour.

We will continue to work alongside our growers and our suppliers to increase traceability within our Australian and international supply chains.

Building on our heritage as an Australian, farmer-led cooperative, our business approach and the social responsibility initiatives and programs we promote, will strive to strengthen the communities we touch in Australia and around the world.

Our most valuable asset is our people and we are committed to providing a safe work environment that preserves the health and safety of our people, contractors, and supplier partners. We are committed to building an inclusive and diverse workplace and promoting fresh ideas, creativity and innovation in line with our core values of integrity, dynamic, innovative, collaborative and community.

2. Our commitment to the environment in which we operate

We are committed to operating a sustainable business model across all our activities to ensure SunRice has an ongoing social licence to operate into the future, and to support our long term success and growth.

We commit to the efficient use of natural resources, including energy and water, the reduction in waste and the enhancement of biodiversity. We will continue to collaborate with growers, industry, government, suppliers and customers to innovate and contribute to continuous improvement initiatives.

We will find solutions to and prepare for the risks associated with climate change, including setting measures to improve management of water and energy.

3. Our commitment to rigorously monitor and govern what we do

From a governance perspective, we commit to striving to exceed the requirements of the laws and regulations that govern our business transactions and practices, across all the jurisdictions in which we operate.

We do not tolerate bribery and corruption. Our 'zero tolerance' approach covers our people and all parties who perform services for or on behalf of SunRice.

We will publicly and transparently communicate and report on our sustainability performance against our key actions.