



Make a *Difference*

SunRice Supplier Sustainability Code

May 2020
(launch)



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Introduction

With roots in Australia's food bowl, the SunRice Group has built a global food company with sustainability embedded in how we do business. Through innovation, initiative and operating excellence, Ricegrowers Limited, together with its associated entities and complementary businesses (collectively, "SunRice", the "SunRice Group", "we", "our" or "us"), develops great tasting and nutritious foods that excite and satisfy consumers all over the world.

SunRice is committed to *Making a Difference* to our Environment, in our Communities and through our Nourishing Products, positively impacting the world with a reputation of trust, integrity, transparency, and good governance.

Through our [Sustainability Charter](#), the SunRice Group is committed to:

- Respecting the fundamental human rights of all people that have a connection with our business.
- Operating a sustainable business model including through using natural resources efficiently and minimising negative impacts on our natural environment, and
- From a governance perspective, striving to exceed the requirements of the sustainability laws and regulations that govern our business transactions and practices, across all the jurisdictions in which we operate.

In fulfilling these commitments, and to support us to be the best in our industry, SunRice actively seeks to join the value chains of like-minded companies and strives to ensure that all products and services that we use are sourced in an ethical, responsible and sustainable manner and from suppliers and sources whose sustainability practices align with those of SunRice.

Purpose

This SunRice Supplier Sustainability Code ("the Supplier Code") is a fundamental part of us delivering on these commitments and recognises the important role open and transparent relationships with our suppliers across our global supply chain play in this.

The Supplier Code outlines the standards and business practices that SunRice expects its suppliers to agree to and to work towards aligning themselves with. These expectations are consistent with the principles of the *International Labour Organisation Declaration on Fundamental Principles and Rights at Work* and the United Nations *Universal Declaration of Human Rights*. They align with our commitment to uphold the principles of the United Nations Global Compact (UNGC) and support the implementation of the United Nations Sustainable Development Goals (SDGs) as well as global responsible sourcing standards such as the Ethical Trading Initiative (ETI) Base Code and others of relevance to our industry.

SunRice recognises the diversity of industries and country contexts in which our suppliers operate in, and that not all sections of this Supplier Code are relevant for all suppliers. We encourage our suppliers to be transparent about their practices and to commit to continuous improvement in their operations to achieve full alignment with the Supplier Code.

We acknowledge this transformation takes time to implement, and we will work together with our suppliers to agree on the best approach to improve their sustainability performance. If any supplier doesn't engage in an effective way or show a willingness to improve, this may result in the discontinuation of future business.

Scope

The Code applies to all suppliers and sub-contractors engaged by suppliers ("suppliers"), who are providing products and services to SunRice. This includes service providers involved in recruiting and employment activities for contracted labour.

Policy

1. Responsibilities of our suppliers

Supplier's senior management are responsible for:

- displaying a copy of the signed declaration included in this Code in the workplace, in the local language or an alternative commitment which is consistent with this Code and declaration;
- communicating the standards set by this Code (or its own commitments which are consistent with this Code) in an accessible manner to all workers involved in any aspect of the provision of goods and services to SunRice;
- taking all reasonable steps to ensure that the practices of the supplier and its workers align with this Code including through the provision of training and revising internal procedures where appropriate;
- completing, as required by SunRice, a Supplier Sustainability Declaration and, where required, a Questionnaire confirming the supplier has agreed to adhere to this Code; and
- responding to all reasonable requests from SunRice to provide accurate, transparent information and access to site and personnel to enable verification and monitoring of the supplier's adherence to this Code.

Suppliers are also expected to seek to communicate SunRice's expectations to their own suppliers and, where appropriate, extend the standards set by this Code (or its own commitments which are consistent with this Code) to their own supply chain.

2. SunRice's responsibilities

SunRice is responsible for:

- regularly reviewing and updating this Code and communicating any changes to all suppliers;
- providing suppliers with sufficient information and timeframes when requesting new or additional information;
- supporting suppliers to improve their sustainability performance through knowledge sharing and capacity building where appropriate; and
- providing access to a mechanism for suppliers and anyone connected with SunRice's supply chain to raise concerns or grievances regarding SunRice's fulfilment of its sustainability commitments and adherence to the Code across its supply chain.

3. Expectations of our suppliers

3.1. People and society

3.1.1. Labour standards

At the core of our mission is our commitment to respect the fundamental human rights of our people, customers, consumers, communities and suppliers as articulated through the United Nations Universal Declaration of Human Rights and the International Labour Organisation's Fundamental Conventions.

We are opposed to all forms of forced and compulsory labour. We are committed to developing a secure and ethical supply chain to exceed our consumers' expectations, and to support the abolition of exploitative labour.

Voluntary work

- There is no form of forced labor, including but not limited to bonded (including debt bondage), indentured, prison or involuntary labour. Suppliers must take steps to ensure that their operations are free of slavery, slavery-like practices and human trafficking.



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- All employment is freely chosen. All workers have the right to enter in and terminate their employment freely without fear of retaliation, threat of physical or mental coercion, or face unlawful notice periods.
- Workers retain possession of their identity papers or personal things.
- Workers shall not be bound or required to work as a condition of fulfilling terms of debt to a third-party or to the employers themselves.
- Workers have freedom of movement to leave the worksite at the end of their shift and during working shifts to take designated breaks (e.g. bathroom and drinking water).

Freedom of association

- Workers have the right to join or form trade unions of their own choosing and to bargain collectively. Workers will not be subject to harassment, intimidation or retaliation when exercising their right to associate or collectively bargain.
- Suppliers adopt an open attitude towards the activities of trade unions and their activities, evidenced by a willingness to negotiate and share information with union and worker representatives and refraining from interfering in union activities.
- Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- When a collective bargaining agreement is in place, suppliers must adhere to the terms of the agreement.
- Where the rights to freedom of association and collective bargaining are restricted under local laws, suppliers will not hinder the development of alternative means of independent and free association and bargaining.

Fair wages and employment arrangements (incl. regular work)

- Only workers with a legal right to work shall be employed or used by the supplier.
- Suppliers shall be able to verify their workers' legal eligibility and entitlement to work in the country of employment by reviewing original documentation and maintaining appropriate records.
- Obligations to workers under labour or social security laws and regulations arising from the regular employment relationship must not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment. Further, nor must any such obligations be avoided through the excessive use of fixed-term contracts of employment.
- To every extent possible, work performed must be on the basis of recognised employment relationships established through local laws.
- All workers shall be provided with written and understandable employment contracts defining the terms of their employment accurately prior to accepting a job. Employment contracts should comply with local law. It should include but not be limited to information on the scope of their work, wage, benefits, leave, working hours, overtime, disciplinary and grievance mechanisms and termination notice terms.
- Wages should align with the legal minimum wage for regular hours and overtime hours worked and any locally accepted industry standards such as the definition of a living wage. In any case, wages are expected to always be enough to meet basic needs and to provide some discretionary income.
- Workers should receive an understandable wage statement or pay slip, which includes information on days worked, standard hourly rate or piece rate, overtime hours and premiums, bonus and all deductions. Workers should receive all legally required benefits, including all forms of paid leave (including but not limited public holidays and sick leave). All withholdings should be forwarded to the appropriate government authorities as required by law.
- Workers should be provided with all the necessary tools, personal protective equipment and uniforms to perform work at no charge.



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- Illegal, unauthorised or disciplinary deductions from wages must not be permitted.
- Except as permitted by law, workers shall receive equal pay for equal work regardless of any personal characteristics including gender.

Working hours

- No workers will be required to work more regular or overtime hours per week than permitted by local law or industry standards, whichever affords greater protection.
- Overtime shall be voluntary, used responsibly and compensated at a premium rate. Workers should have the right to refuse to work overtime without fear of retaliation or disciplinary actions.
- Unless permitted by applicable laws, workers should not work more than exceeds 60 hours per week (inclusive of regular and overtime working hours) and they should receive at least one rest day per week except in exceptional circumstances.
- Workers should receive all mandated forms of leave and rest and meal breaks as defined by local law.
- Suppliers shall guarantee a workers right to take paid leave allowable under local laws.

Appropriate age

- Suppliers shall have a written hiring policy and age verification procedure in place for the recruitment of all workers, both full-time and part-time or temporary. Policies and procedures regarding working age must conform to the definitions and provisions of the relevant ILO Standards or local laws, whichever affords greater protection
- Suppliers are prohibited from employing any child under the age of 15. However, in countries where the local minimum age is 14 in accordance to ILO Convention 138, the younger age shall apply.
- Where child labour is present, suppliers must develop or participate in and contribute to policies and programmes that provide for the transition of any child found to be performing child labour to enable them to attend and remain in quality education until no longer a child.
- Children and young persons under 18 (and above the legal minimum working age) must not be employed at night or in hazardous conditions. Suppliers take necessary precautions and protocols to ensure that young workers are protected from working conditions that could potentially pose harm to their health, safety, or development.
- Suppliers must maintain documentation of each worker's date of birth and their legal right to work. In countries where proof-of-age documents, birth certificates, or other government-issued forms of identification are not available, suppliers shall seek an independent and reliable way of determining a worker's age to verify the worker's age (e.g. education certificates, election cards, residential document, etc.)

Fair and equal treatment (incl. migrant workers)

- Conditions of employment (including hiring, wages, access to training, promotion, termination and retirement) shall comply with local non-discrimination laws and not discriminate on the basis of personal characteristics, such as ethnic origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Workers must be treated with dignity and respect. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation must not be tolerated and measures must be in place to prevent it.

Women's rights

- Suppliers must be aware of women's rights and adopt approaches, measures, and processes to enhance women's participation throughout all levels of employment including in decision-making and leadership roles.



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- Suppliers should have in place measures to identify and address health and safety concerns prevalent among women workers (e.g. related to sexual harassment, physical security and the impact of physical labour and other hazards such as pesticides on pregnant women).
- Suppliers shall not require pregnancy or medical testing of workers as a condition of employment.

3.1.2. Worker health and safety

SunRice is committed to providing a safe work environment that preserves the health and safety of our people, contractors, and suppliers.

- Suppliers must assign responsibility for health and safety to a senior management representative.
- Suppliers must comply with all local laws and regulations regarding health and safety in the workplace through establishing and following clear health and safety management systems, including policies and procedures.
- A safe and hygienic working environment must be provided and address all relevant industry hazards. Adequate steps must be taken to prevent workplace accidents and injuries by identifying and addressing the root causes.
- Workers, including working household members, must receive appropriate training and regular safety instructions to prevent work-related accidents or diseases.
- Suppliers must ensure that personal protective safety equipment is available and workers are trained in its use, such as use of personal protective equipment (such as but not limited to masks and appropriate clothing) for pesticide application. Safeguards on machinery must, at a minimum, meet local laws.
- First-aid kits and medical care shall be provided and available onsite at all times. In the event of a safety incident, the supplier will provide adequate and prompt access to medical facilities.
- Workers injured while performing work will not be disadvantaged, and the employer will take all reasonable steps to find alternative short and long term employment for injured workers.
- Suppliers will maintain complete and up to date documentation on health and safety including: injury rate, fatality rate, lost days and near miss frequency rate and any remediation plans and progress.
- Suppliers maintain structural and building safety, and maintain all legally required building or construction certificates/reports/permits.
- Suppliers comply with all applicable laws regarding fire safety and take measures to plan for emergencies and prevent injuries and accidents

Accommodation and amenities

- Where suppliers provide worker accommodation, they shall have procedures for monitoring and maintaining dormitories or housing accommodations and canteens or kitchens to be safe, hygienic, separate from production areas, and meet all related laws regarding building structural integrity, electrical safety, and fire safety.
- Sleeping areas have clearly identifiable gender segregated options.
- Suppliers will provide workers with access to clean gender segregated toilet facilities, clean and drinkable water and, if appropriate, sanitary facilities for food storage and preparation that comply with local law.

3.1.3. Product quality and safety

Our mission is to transform nature's goodness into healthy, enjoyable and nutritious foods that meet the needs of our consumers around the world.

SunRice is committed to promoting public health by adopting appropriate practices to prevent threats to human life, health, and welfare in our operations, as well as threats deriving from the consumption, use or disposal of our goods and services, including by adhering to good practices in food safety.

We will continue to work alongside our growers and our suppliers to increase traceability within our Australian and international supply chains to limit procurement to those that can demonstrate they are not contributing to significant conversion of natural/critical habitats.

- Suppliers must provide SunRice with products, ingredients and services that meet or exceed all applicable quality and safety laws and standards. Suppliers who supply food products, food ingredients, additives or packaging to SunRice must establish and be able to demonstrate appropriate food-safety and quality-management systems.
- Suppliers must inform SunRice immediately of any issues, comments or concerns about product safety and must respond promptly to any inquiries made by SunRice in regards to product safety issues.
- Suppliers must keep adequate and accurate records relating to quality assurance and traceability. All products will be uniquely identified using batch codes, Best Before Date, Used By Date or similar.
- Research and development must be based on good clinical practice, and generally accepted scientific, technological and ethical principles.

Use of toxic and hazardous materials and chemicals

- Suppliers must ensure that soil and water used to grow ingredients for SunRice is safe from heavy metals such as arsenic, cadmium, chromium, mercury and lead as well as any biological contamination.
- Suppliers must ensure that food products and ingredients are safely stored and separate from hazardous substances.
- Any agricultural chemicals applied or to be applied to crop/s that will be harvested and delivered to SunRice must be registered as being appropriate for use on the particular crop and be used in accordance with label directions and applicable regulations/standards.
- Records of agricultural chemical applications must have been kept in an approved format either on-farm or by an agricultural chemical service provider.
- Suppliers must inform SunRice of any notifications made to regulatory authorities regarding soil toxins.

Product traceability

- Suppliers must be able to show, on request, full product traceability of any product they create back to origin.
- Orders for SunRice must be exclusively completed in the production facilities specified in the product contract.
- SunRice must immediately be informed about any plans for changes to, or use of additional, production facilities.
- Unauthorised subcontracting is prohibited under any circumstances.

3.1.4. Regional communities and economic development

Building on our heritage as an Australian, farmer-led cooperative, SunRice strives to strengthen the communities we touch in Australia and around the world, both in our business approach and the social responsibility initiatives and programs we promote. SunRice is committed to supporting our suppliers to enhance the positive effects of their activities on the local communities in which they operate.

- Suppliers are expected to be actively involved in supporting their local communities through social investment, initiatives and programs, and wherever possible, in partnership with appropriate community development organisations.
- Suppliers are expected to support local economic development through actively seeking to maximise the proportion of their workforce and procurement that is sourced from the local communities and region in which they operate.

3.1.5. Land rights

SunRice respects peoples' rights to land ownership, including the rights of Indigenous Peoples and other customary rights to land and natural resources, and the right to self-determine development of their land according to the principles of free, prior and informed consent. SunRice recognises that land acquisition and restrictions on land use can have adverse impacts on the livelihoods of local communities and seeks to limit procurement to suppliers that recognise their responsibility to respect human rights and legitimate tenure rights, and follow internationally accepted practices for systems that deal with the rights to use, manage and control land, fisheries and forests, as defined by the FAO's Voluntary Guidelines the Responsible Governance of Tenure of Land, Fishers and Forests.

- When acquiring, leasing or making other arrangements to use (or restrict the use of) land for its business, suppliers shall comply with all applicable laws and obtain community support through Free, Prior, Informed Consent (FPIC). FPIC ensures individuals and community members holding legitimate rights to the land meaningfully participate in decisions and negotiations for the sale or lease of land to facilities. .
- Suppliers shall ensure transparent reporting and disclosure of concession agreements and/or operating permits to affected communities.
- Where suppliers have caused or contributed to adverse impacts on human rights and legitimate tenure rights, they must provide appropriate remedy.
- Suppliers should ensure members of the communities in which they operate have access to remedy through effective operational-level grievance mechanisms, as defined in the United Nations Guiding Principles on Business and Human Rights.
- Suppliers shall identify small-scale producers¹ to ensure they have access to fair market value for their crops, goods or services.
- Suppliers are expected to operate legally in premises with the correct business licenses and permissions, and to have systems to ensure that all relevant land rights have been complied with.

¹ See definitions section

3.2. Environment

SunRice is committed to finding solutions and preparing for the risks associated with climate change. 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.

SunRice seeks to limit procurement to those that can demonstrate they are not contributing to significant conversion of natural/critical habitats and, where possible, require actions to shift the primary supply chain over time to suppliers that can demonstrate that they are not significantly negatively impacting these areas.

- Suppliers must meet all national and local environmental laws and regulations, maintain all legally required permits, and have effective environmental management systems to identify and address environmental impacts including and not limited to water, wastewater, energy, waste, hazardous materials, and other significant environmental risks..
- Supplier operations must not significantly convert or degrade natural habitats unless no other viable alternative for development exists, a mitigation strategy is in place and consultation has established the views of stakeholders.
- SunRice reserves the right to require third-party certifications, such as the Roundtable on Palm Oil (RSPO), the Forestry Stewardship Council (FSC) or Marine Stewardship Council (MSC), for select agricultural products and for the supplier to demonstrate it possesses the required certification(s) and is up-to-date will all third-party requirements to maintain its certification..

3.2.1. Efficient resource use

Water availability, access, allocation and use

- Suppliers should monitor their water consumption and discharges as well as quantities of water recycled or reused.
- Suppliers should implement technically and financially feasible and cost effective measures for improving efficiency in the consumption of water.
- Where a supplier's operations are potentially a significant consumer of water, they must adopt measures to ensure that:
 - their activities do not negatively affect access to safe water;
 - water extraction is legal and sustainable;
 - irrigation systems are maintained and well-functioning;
 - waste water is treated appropriately according to applicable laws and regulations before disposal;
 - accurate records of water use are kept and maintained; and
 - water capture and reuse systems are in place.

Energy efficiency and emissions reduction

- Suppliers must monitor their energy consumption and, if direct greenhouse gas emissions (Scope 1 and 2) are more than 25,000 t CO_{2-e} from an individual facility or more than 50,000 t CO_{2-e} as a corporate group, they must quantify their direct emissions and establish science-based reduction targets.
- Suppliers must consider alternatives to reduce greenhouse gas emissions and implement technically and financially feasible and cost effective measures for improving efficiency in its consumption of energy.



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- Suppliers are expected to adhere to the Montreal Protocol on Substances that Deplete the Ozone Layer.

3.2.2. Waste minimisation

- Where appropriate, suppliers are expected to use preferred material with recycled content, subject to review of relevant food safety, commercial and post use recyclability considerations.
- Suppliers must actively seek to avoid or minimise pollution and waste from their operations and activities. Where waste generation cannot be avoided, suppliers must aim to recover, reuse, or recycle waste in a safe and responsible manner.
- Suppliers must establish a procedure in accordance with applicable laws and regulations for the safe handling, storing, transportation, utilisation and disposal of waste.

3.2.3. Pest management

- Suppliers must apply principles of integrated pest management, including by evaluating pest and damage levels regularly, evaluating all available pest control options, and selecting a crop selection and other pest management control methods which maximise human safety.
- Purchased pesticides are to be used in line with national government recommendations, come from a trustworthy source, and not be on the following international banned lists:
 - Persistent Organic Pollutants (POPs) in the Stockholm Convention;
 - Annex III of the Rotterdam Convention; and
 - 1A or 1B under World Health Organization (WHO) classification.

3.2.4. Land management

- Suppliers' activities must maintain and/or enhance ecosystem services, including site-specific biodiversity and not significantly convert or degrade natural habitats unless there isn't a viable development alternative and consultation with stakeholders.

3.3. Governance and business conduct

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.

3.3.1. Bribery and corruption

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

- Suppliers must not directly, or through others, offer, promise, give or accept any form of payment or incentive to gain an improper business advantage.
- Suppliers must not engage in fraud, bribery (including facilitation payments), kickbacks, money laundering, embezzlement, extortion or any other form of corruption, in line with local and national laws and the SunRice Anti-Bribery & Corruption Policy. Suppliers must be able to demonstrate compliance with these laws and the SunRice policy.
- Suppliers must have written policies prohibiting such activities and must train workers on these rules and procedures.
- Suppliers must report to SunRice all potential conflict of interest and disclose if any SunRice worker or professional under contract with SunRice may have a conflict of interest such as any kind of personal or economic ties with the supplier.



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- Gifts, benefits and entertainment given or received by the supplier's employees must not be made for the purpose of obtaining any improper business advantage or favour. All gifts, benefits and entertainment must be given and received in accordance with the provisions of a culturally appropriate Gifts, Benefits and Hospitality Policy.
- SunRice will not tolerate any types of bribery or attempted bribery, mental or physical threats or attacks made by suppliers or production facility management towards third party auditors or SunRice representatives.

3.3.2. Legal compliance

- Suppliers must adhere to all applicable laws and regulations and strive to comply with international and industry standards and best practices. This includes having a valid and current business license and other documents required for legal operation.
- Suppliers must identify all legal and obligatory risks and be able to demonstrate (in an audit) what controls they have in place to manage these.

3.3.3. Systematic approach to management and continuous improvement

- Suppliers are expected to implement and maintain a systematic approach to management and continuous improvement in all elements included within this Code that is documented appropriate to the scale and nature of the suppliers' operations, activities and associated risks.
- Suppliers must identify their stakeholders and take steps to understand the issues of greatest importance to their stakeholders and to mitigate and manage potential and actual impacts on those stakeholders that are most affected by their operations and activities, with particular consideration of human rights impacts.
- Suppliers must have a designated person, preferably a senior member of management, who is responsible for implementing standards in all elements included within this Code.

3.3.4. Record keeping

- SunRice expects suppliers and production facilities to maintain complete, true and accurate records for two years (24 months), in relation to production facilities, products supplied, production status, payment, and working hours, previous audits.
- Records kept must be in accordance with applicable laws and regulations including data and documentation related to all payments made to government officials or entities, worker safety, product safety, product traceability and any additional requirements, documents and records required by law, or requested by SunRice.

3.3.5. Risk management and emergency preparedness

- SunRice expects suppliers to be prepared to respond to accidental and emergency situations in a way that will avoid additional harm to people and/or environment. This includes identifying areas where accidents and emergency situations are likely to occur and creating response procedures and providing equipment, resources and training to ensure sufficient response.
- Where applicable, suppliers will work with communities and local government agencies to respond to accidental and emergency situations.

3.3.6. Grievance mechanisms

- Suppliers will establish a grievance mechanism to receive and facilitate resolution of concerns and grievances, particularly in relation to workplace concerns and human rights abuses. The mechanism is expected to involve an appropriate level of management and address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned, without any retribution.
- The mechanism will have an option for anonymous complaints to be made and addressed on a confidential basis.



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- The mechanism is expected to be available to all workers and take into account accessibility by marginalised groups.
- Workers receive training and are aware of grievance mechanism options at the site and understand that they can communicate without fear of retaliation, intimidation, harassment or discrimination.
- A record of grievances raised, including evidence of communication between management and worker, and whether or not the resolution was reached should be maintained.

4. Reporting violations

- Any supplier who has a product safety concern or who believes that a worker of SunRice, or anyone acting on our behalf, has engaged in illegal, unethical or otherwise improper conduct, must immediately report the matter.
- In the event that a supplier becomes aware of a potential or actual violation related to this Code or any other SunRice policy, the incident should be immediately escalated to their business contact within the SunRice Group.
- It is important to the SunRice Group that all concerns regarding adherence to the Code are discussed with SunRice. As such, suppliers will face no retaliation when they report or escalate a concern in good faith. All reports will be handled in accordance with the principles set out in the SunRice Whistle-blower Policy (known as the SunRice Speak Up policy).

DEFINITIONS

Term	Definition
Product safety	Product safety should be read in the Code to include food safety.
Small-scale producer	To date, there is continuing discussion regarding the definition of ‘small-scale’ producers and/or farmers. The definition generally depends on the country context, and may refer, for example, to land size, labour use, level of production and income, or type of management (see <i>Food and Agricultural Organisation of the United Nations, ‘Defining Small Scale Food Producers to Monitor Target 2.3. of the 2030 Agenda for Sustainable Development’, June 2017, http://www.fao.org/3/a-i6858e.pdf</i>). Despite the lack of a single definition, the use of the term ‘small-scale producer’ in the Code refers to those producers who work on a small scale, receiving limited income, and are therefore at risk of being part of a marginalised group.

DOCUMENT CONTROL

SUPPLIER DECLARATION

Version	Date	Approved by	Sign-off date
Version 1	December 2019	Board	26 September 2019



Supplier Sustainability Code

We, the undersigned, hereby confirm that we understand and accept the standards and business practices that SunRice expects its suppliers to adhere to as outlined in the SunRice Supplier Sustainability Code ("the Code").

With regards to our labour standards, we agree to:

- Respect human rights
- Prohibit the practice of forced labour, bonded labour, slavery and human trafficking
- Prohibit the practice of child labour as defined by the ILO
- Allow our workers the right to freely associate and collectively bargaining
- Provide our workers with working hours, wages, workplace conditions and protections that comply with relevant laws in the countries we operate in or with the international standards identified in the Code, whichever affords greater protection
- Treat our workers with dignity and respect, comply with local non-discrimination laws and prohibit physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation
- Take steps to enhance women’s participation throughout all levels of employment including in decision-making and leadership roles
- Prohibit the use of unauthorised sub-contracting

With regards to health, safety and quality, we agree to:

- Provide a safe and healthy work environment and conditions for our workers
- Provide products, ingredients or services to SunRice that meet all applicable quality and safety laws and standards, and are traceable to source of origin, and prohibit the use of unauthorised subcontracting

With regards to our broader impacts on society, we agree to:

- Actively support the communities in which we operate through social investment and local economic development
- Respect peoples’ rights to land ownership and access, including the rights of Indigenous Peoples and other customary rights to land and natural resources

With regards to managing our environmental footprint, we agree to:

- Comply with local, national and international environmental laws
- Monitor, assess and mitigate any significant environmental impacts caused by our operations
- Make continuous improvements in our environmental performance

With regards to governance and business conduct, we agree to:

- Conduct our business ethically without bribery, corruption, or any type of fraudulent business practice
- Comply with local and national laws in the countries in which we operate
- Take a systematic approach to management of our business risks, including those associated with our social and environmental performance
- Have plans and are prepared to respond to accidents and emergencies while avoiding additional harm to people and/or the environment
- Have effective grievance mechanisms to receive, investigate and address worker concerns and grievances confidentially and that workers can share grievances without any fear or threat of retaliation.

We also agree to:

- Display a copy of the signed declaration included in this Code in the workplace in the local language, an alternative commitment which is consistent with this Code and declaration, or communicate the Code in an appropriate and accessible manner to all workers involved in any aspect of the provision of goods and services to SunRice.
- Take all reasonable steps to ensure compliance with the Code, including the provision of appropriate training
- Respond to all reasonable requests from SunRice to provide information and access to site, personnel and information to enable verification and monitoring of our adherence to the Code
- Communicate SunRice’s expectations to own suppliers and, where appropriate, extend the standards set by this Code to our own supply chain

Name of Company:

Name and Title:

Signature:

Date and Place: