

This index has been prepared in accordance with the GRI Standards 2016: Core option.

It supports our 2022 Annual Report. Unless otherwise stated the data in this index relates to the fiscal year ending 30 April 2022.

We note the release of revised GRI Standards 2022, which will become effective on January 2023. At this time, we will review and align our disclosures against the revised GRI Standards 2022. For a detailed explanation of the GRI indicators, visit the GRI website at www.globalreporting.org.

GRI 2016	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 89	
102-4	Location of operations	AR > Corporate Directory	Page 150	
102-5	Ownership and legal form	AR > About this Report AR > About SunRice AR > Financial Report	AR Inside Front Cover Page 8 Page 89	
102-6	Markets served	AR > Our Strategy in Action AR > Our Financial Performance and Position	Page 14 Page 21	
102-7	Scale of the organisation	i. Employee data: AR > Our People GRI Index > Employee data Corporate Governance Statement 2022 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 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 www.prydes.com.au	Page 47 Link Link Page 89 Page 148 Page 98 (note 2a) Page 92 Page 121 (note 4d) Page 16	6
102-8	Information on employees and other workers	GRI Index > Employee data	Link	
102-9	Supply chain	Modern Slavery Statement 2021	Link	

The following reports are references in this index:

[SunRice Annual Report 2022 \(AR\)](#)
[Modern Slavery Statement 2021 \(MSS\)](#)
[SunRice Corporate Governance Statement 2022](#)

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

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
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 Modern Slavery Statement 2021	Page 4 Page 6 Page 14 Page 16 Page 89 Link Link	
102-11	Precautionary Principle or approach	Partially reported: SunRice Sustainability Reporting Website AR > Our Approach to Sustainability AR > Our Approach to Risk	Link Page 30 Page 48	7
102-12	External initiatives	UN Global Compact Australia Sustainable Development Goals Sustainable Rice Platform		
102-13	Membership of associations	SunRice is a member 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 SEDEX		
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 SunRice Stakeholder Engagement Statement	Page 48 Link	
102-16	Values, principles, standards, and norms of behaviour	AR > About SunRice AR > Our People	Page 8 Page 46	10
102-18	Governance structure	AR > Our Approach to Risk AR > Corporate Governance Overview Corporate Governance Statement 2022	Page 48 Page 58 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	Link	

GRI 2016	Disclosure	Disclosure/Response	Page number for reporting reference	UNGC Principle
102-42	Identifying and selecting stakeholders	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-43	Approach to stakeholder engagement	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Sustainability	Page 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-44	Key topics and concerns raised	AR > Our Stakeholders	Page 9	
		AR > Our Approach to Risk	Page 48	
		AR > Our Approach to Sustainability	Page 30	
		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 30	
		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 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary and Sustainability Performance Data Table	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 2021 to 30 April 2022		
102-51	Date of most recent report	SunRice Annual Report 2022	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 2016 Core option		
102-55	GRI content index	GRI Index on 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 2016	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 30	
		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 30	
		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 30	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
201-1	Direct economic contribution	AR > Financial Report	Page 89	
		SunRice Sustainability Website	Link	
201-2	Financial implications and other risks and opportunities due to climate change	AR > Our Approach to Sustainability	Page 30	
		AR > Our Approach to Risk	Page 48	
		AR > Adapting and responding to Climate Change	Page 54	
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 30	8
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
305-1	Direct (Scope 1) GHG emissions			
305-2	Energy indirect (Scope 2) GHG emissions	AR > Our Approach to Sustainability	Page 30	
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
305-4	GHG emissions intensity			
305-5	Reduction of GHG emissions			
401-1	New employee hires and employee turnover	AR > Our Approach to Sustainability	Page 30	
		AR > Our People	Page 46	
		Corporate Governance Statement 2022	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	

GRI 2016	Disclosure	Disclosure/Response	Page Number for Reporting reference	UNGC Principle	
405-1	Diversity of governance bodies and employees	AR > Our People	Page 46		
		AR > Corporate Governance Overview	Page 58		
		Corporate Governance Statement 2022	Link		
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link		
403-1	Occupational Health and Safety management system	AR > Our People	Page 46		
403-2	Hazard identification, risk assessment, and incident investigation				
403-5	Worker training on occupational health and safety				Link
403-9	Work related injuries				

Employee Data

	Permanent Full-Time ¹		Permanent Part-Time ¹		Temporary Fixed Term ²		Casual ³		Headcount ⁴
	F	M	F	M	F	M	F	M	
CopRice	46	142	4	1	5	5	4	8	215
Corporate Administration (Company Secretary & Executive Support)	8	2	5		2		2		19
Finance Group	11	23	7			1	1		43
Global Rice	116	325	10		12	34	6	11	514
People, Culture & Safety	16	6	1		1	1	1		26
Riviana Foods	47	28	16		1	1			93
SunRice		1							1 ⁵
Total Australia⁶	244	527	43	1	21	42	14	19	911
Papua New Guinea (Trukai Industries)	143	731					6	42	922
United States of America (SunFoods LLC)	21	59					1	1	82
New Zealand⁶ (CopRice & Global Rice)	6	16			1	3			26
United Arab Emirates (Ricegrowers DMCC)⁷	3	4							7 ⁶
Solomon Islands (SolRice)	19	18							37
Singapore (Ricegrowers Singapore)	9	3							12
Thailand (Ricegrowers Singapore)	2	1							3
Vietnam (Ricegrowers Vietnam)	15	44							59
Outside Australia	218	876	0	0	1	3	7	43	1148
Total Group	462	1403	43	1	22	45	21	62	2059

1. Permanent employees are employed by SunRice and its Subsidiaries on a full time or part time basis.
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 and vendors.
5. CEO.
6. Collective bargaining agreements in place in Australia and NZ only (percentage of ANZ employees covered is 49.8%).
7. Includes APC (Jordon).

For yearly trend data on key employee metrics please see [Our Sustainability Performance](#)



www.sunrice.com.au