



SunRice Group Labour Rights Standards Policy

24 October, 2018





INTRODUCTION

We are committed to respecting the Human Rights of all people that have a connection with our business.

PURPOSE

This policy outlines how we will achieve that internally across the Group. Specifically, this reflects SunRice's internal obligations in accordance with the International Labour Organisation (ILO) Standards.

SCOPE

This policy applies to all directors, officers, employees and contractors of the SunRice Group ("SunRice" and "SunRice Group") companies including SunRice, CopRice, Australian Grain Storage (AGS), Riviana, SunFoods, Solrice, Aqaba Processing Company (APC), Rice Research Australia Pty Ltd (RRAPL), and Trukai.

POLICY

SunRice is committed to meeting fundamental labour standards across its global operations. SunRice will adhere to the following ILO Core Conventions.

The eight fundamental Conventions are:

- 1. Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)**
- 2. Right to Organise and Collective Bargaining Convention, 1949 (No. 98)**
- 3. Forced Labour Convention, 1930 (No. 29)**
- 4. Abolition of Forced Labour Convention, 1957 (No. 105)**
- 5. Minimum Age Convention, 1973 (No. 138)**
- 6. Worst Forms of Child Labour Convention, 1999 (No. 182)**
- 7. Equal Remuneration Convention, 1951 (No. 100)**
- 8. Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

Table of ratifications of the fundamental conventions

REFERENCES

This policy reinforces other relevant policies including Code of Conduct. For further information regarding labour standards please refer to International Labour Organisation's Core Conventions. [Link to Core Conventions.](#)

1) FREEDOM OF ASSOCIATION

All workers, regardless of rank or job grade, have the right to form and join trade unions of their choice, and to bargain collectively. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining are made available to all workers.

SunRice will ensure employees are protected against acts of anti-union discrimination including, but not limited to:

- Making employment subject to whether they join a union or not;
- Prejudice or dismissal based on union membership or participation in union activities; and
- Not interfering with the lawful functioning and administration of unions.

FORCED LABOUR AND HUMAN TRAFFICKING

SunRice prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.

CHILD LABOUR

SunRice prohibits the hiring of individuals that are under the legal working age in each of the countries we operate.

WORK HOURS, WAGES AND BENEFITS

SunRice compensates employees competitively relative to industry and labour market, and in accordance with terms of applicable collective bargaining agreements we work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

SERVITUDE

Servitude is when a person does not consider themselves to be free to stop working or to leave work, because of threats, coercion or deception; and the person is significantly deprived of their personal freedom in areas of their life outside of work (s 270.4 Criminal Code Act 1995 (Cth)). Coercion includes force, duress, and detention, and psychological oppression, abuse of power or taking advantage of a person's vulnerability.

DIVERSITY AND INCLUSION

SunRice has a strong commitment to workplace diversity and inclusion. SunRice recognises that the wide array of perspectives resulting from a workplace that is diverse in gender, age, ethnicity and cultural background promotes innovation and benefits for our shareholders, customers, suppliers and other stakeholders.

The appointment of a diverse group of well-qualified employees, senior management and board of directors (Board) maximises the potential achievement of corporate goals.

REPORTING



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If you suspect any actions or behaviors which are inconsistent with this policy, or other referenced policies you can use the [Speak Up process](#). This provides an avenue for anyone to report suspected unethical, illegal or improper behaviours. Employees are encouraged to speak to their manager first or to follow the SunRice Speak Up Policy, found in the Code of Conduct.

ACCOUNTABILITIES

The SunRice Corporate Management Team (CMT) is responsible for ensuring that SunRice complies with fundamental labour standards and, in particular, adheres to the eight Core Conventions specified above.

All SunRice employees and contractors are responsible for ensuring they act in a manner which is consistent with fundamental labour standards and do not carry out any actions or omissions that may jeopardise SunRice's compliance with the Core Conventions.

APPENDIX/ANNEXURE

DOCUMENT CONTROL

Version	Date	Approved by	Sign-off date
1	9 November, 2018	Allison Salmon, GM People & Culture	9 November, 2018