

GRI Index

FY2023

Topic Disclosure No.	Sector Disclosure No.	Disclosure	Disclosure/Response
GRI 1: Foundation 2021			
		Publish a GRI content index	<p>The SunRice Group has prepared and reported in accordance with the 2021 GRI Standards and the 2022 Agriculture, Aquaculture and Fishing Sector Standards for the period 01 May 2022 to 30 April 2023. Unless otherwise stated, the data in this index relates to the reporting period.</p> <p>A list of the SunRice Group's material topics, including how these are addressed through our sustainability strategy, is available here: sunrice.com.au/stakeholder-engagement.</p>
GRI 2: General Disclosures 2021			
2-1		Organisational details	<p>Ricegrowers Limited ABN 55 007 481 156 and its controlled entities trading as SunRice</p> <p>AR > About this Report (i) AR > About the SunRice Group (pg 8 & 9) AR > Financial Report (pg 76-131) AR > Corporate Directory (pg 152)</p>
2-2		Entities included in the organisation's sustainability reporting	<p>The SunRice Group and all of its subsidiaries listed are included in the sustainability reporting unless otherwise specified.</p> <p>AR > About this Report (i)</p>
2-3		Reporting period, frequency and contact point	<p>Published 22 June 2023.</p> <p>All sustainability reporting aligns with the reporting boundary and period of the Annual Report unless otherwise specified.</p> <p>For questions related to sustainability disclosures, contact: sustainabilityinfo@sunrice.com.au</p> <p>AR > About this Report (i)</p>
2-4		Restatements of information	<p>AR > Our Strategy in Action (pg 15)</p> <p>The acquisition of the Australian Waffle Co. in FY2023 has not had a material impact on the reported disclosures.</p>
2-5		External assurance	<p>AR > About this Report (i) AR > Auditor's Independence Declaration (pg 75)</p> <p>Information relating to the sustainability content of the annual report, including the Group's sustainability performance data, is not externally assured. We will look to having our reporting on sustainability matters externally assured in the future.</p>
2-6		Activities, value chain, and other business relationships	<p>AR > About the SunRice Group (pg 8 & 9) AR > Our Brands & Products (pg 12 & 13) AR > Our Strategy in Action (pg 15) SunRice Group FY2022 Modern Slavery Statement > Our supply chain (pg 8)</p>
2-7		Employees	<p>AR > Our People (pg 10 & 11) GRI Index > Employee Data (pg 14)</p>
2-8		Workers who are not employees	<p>Information unavailable/incomplete</p> <p>AR > Respecting human rights (pg 36) SunRice Group FY2022 Modern Slavery Statement > Our operations (pg 11) GRI Index > Disclosure 403-8</p> <p>We will improve on reporting on the number of workers who are not employees (including labour hire) in FY2024.</p>
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2-9		Governance structure and composition	AR > Corporate Governance (pg 46–51) AR > Corporate Management Team (pg 52–53) The SunRice Group Board does not consist of directors from under-represented social groups.
2-10		Nomination and selection of the highest governance body	AR > Corporate Governance (pg 46–51) Corporate Governance Statement FY2023 > Standing Board Committees (pg 2) Nomination Committee Charter > Board and Board Committee Composition (pg 4)
2-11		Chair of the highest governance body	AR > Board of Directors (pg 48 & 49)
2-12		Role of the highest governance body in overseeing the management of impacts	AR > Composition of Board Committees (pg 50) Corporate Governance Statement FY2023 > Our purpose, vision, values and behaviours (pg 1) ESG Commitment 2022 Safety, Health & Sustainability Committee Charter 2021 > Role of the Committee (pg 2) Safety, Health & Sustainability Committee Charter 2021 > Roles and Responsibilities (pg 3 & 4) SunRice Board Charter 2020 > Roles and Responsibilities of the Board (pg 2–5)
2-13		Delegation of responsibility for managing impacts	AR > Composition of Board Committees (pg 50) AR > Corporate Management Team (pg 52 & 53) Safety, Health & Sustainability Committee Charter 2021 > Reporting (pg 3) SunRice Board Charter 2020 > Roles and Responsibilities of the Board (pg 2–5)
2-14		Role of the highest governance body in sustainability reporting	Safety, Health & Sustainability Committee Charter 2021 > Roles and Responsibilities (pg 3 & 4) SunRice Board Charter 2020 > Roles and Responsibilities of the Board (pg 2–5)
2-15		Conflicts of interest	Conflict of Interest Policy 2021
2-16		Communication of critical concerns	Information unavailable/incomplete* Disclosure and Communication Policy 2021 SunRice Board Charter 2020 > Continuous Disclosure and Shareholders (pg 4) Management escalates critical concerns to the Board and its Committees.
2-17		Collective knowledge of the highest governance body	AR > Board composition, skills and areas of focus (pg 46 & 47)
2-18		Evaluation of the performance of the highest governance body	AR > Board composition, skills and areas of focus (pg 46 & 47) Corporate Governance Statement FY2023 > Board, Committee and Director Performance Evaluation (pg 5) As set out in the Corporate Governance Statement, SunRice regularly reviews its performance, including through third party providers. A Board, Committee and individual director performance review was not undertaken in FY2023, however a review is scheduled for FY2024.
2-19		Remuneration policies	AR > Remuneration Report (pg 56–73)
2-20		Process to determine remuneration	AR > Remuneration Report (pg 56–73)
2-21		Annual total compensation ratio	Information unavailable/incomplete*

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2-22		Statement on sustainable development strategy	AR > Chairman's Report (pg 4 & 5) AR > Group CEO's Report (pg 6 & 7) ESG Commitment 2022
2-23		Policy commitments	ESG Commitment 2022 SunRice Group FY2022 Modern Slavery Statement > Policies (pg 15) SunRice Group FY2022 Modern Slavery Statement > Due diligence, action and remediation (pg 17-19) SunRice Group Code of Conduct 2021 SunRice Supplier Sustainability Code 2020 All areas of the disclosure requirements are met with the exception of the precautionary principle. We will improve on this over time.
2-24		Embedding policy commitments	SunRice Group FY2022 Modern Slavery Statement > Governance (pg 14) SunRice Group FY2022 Modern Slavery Statement > Training (pg 16)
2-25		Processes to remediate negative impacts	SunRice Group FY2022 Modern Slavery Statement > Access to remedy: Grievance mechanisms (pg 20) SunRice Group Speak Up Policy 2022 SunRice Supplier Sustainability Code 2020 In addition to the documents listed above, the SunRice Group has internal Child Labour Remediation Guidelines. We are committed to improving our policies and processes with regard to respecting human rights.
2-26		Mechanisms for seeking advice and raising concerns	SunRice Group FY2022 Modern Slavery Statement > Access to remedy: Grievance mechanisms (pg 20) SunRice Group Speak Up Policy 2022
2-27		Compliance with laws and regulations	No significant instances of non-compliance with laws or regulations occurred during the reporting period. In FY2022, a vinegar spill occurred at Wacol with a formal EPA notice received in FY2023. In FY2023, a \$357,726 fee was paid for an incidence of high discharge of wastewater that occurred in FY2021 at Leeton SRFG. Significant instances of non-compliance are defined in accordance with our draft Environmental Management Plan, which will be finalised in FY2024. One pollution reduction program is open at Leeton CopRice Lic.. 10762 regarding odour management, following an EPA Penalty Notice issued in FY2019.
2-28		Membership associations	Asia Society of Australia AusCham Shanghai AusCham Vietnam Australian Farm Institute Australian Food and Grocery Council (AFGC) Australian Packaging Covenant Organisation (APCO) Australia-Papua New Guinea Business Council Business NSW Farm Writer's Association Freight and Trade Alliance of Australia NSW National Plastics Recycling Scheme (NPRS) Pet Food Industry Association of Australia (PFIAA) SEDEX Sustainable Rice Platform (SRP) United Nations Global Compact (including UN Global Compact Network Australia)
2-29		Approach to stakeholder engagement	No changes made to the list of material topics in FY2023. We commit to reviewing our material topics in FY2024. AR > Our Stakeholders (pg 9) Stakeholder Engagement Statement 2020
2-30		Collective bargaining agreements	GRI Index > Employee Data (pg 14)

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GRI 3: Material Topics 2021			
3-1		Process to determine material topics	Stakeholder Engagement Statement 2020 > Our Stakeholders (pg 2)
3-2		List of material topics	No changes made to the list of material topics in FY2023. We commit to reviewing our material topics in FY2024. Stakeholder Engagement Statement 2020 > Our Stakeholders (pg 2) Stakeholder Engagement Statement 2020 > Materiality Topics (pg 9 & 10)
3-3		Management of material topics	AR > Our Approach to Sustainability (pg 28–37) Stakeholder Engagement Statement 2020 > Our Stakeholders (pg 2) Stakeholder Engagement Statement 2020 > Materiality Topics (pg 9 & 10) Sector Standard GRI 13: Agriculture, Aquaculture and Fishing 2022, requires the organisation to report the disclosures from the Topic Standards listed for those topics it has deemed to be material, as well as list the disclosures that have been deemed to be non-material with an acknowledgement that they are 'not applicable'. This disclosure applies to all of the material topics and disclosures listed within this GRI Index, unless further stipulated.
GRI 414: Supplier Social Assessment 2016			
414-1		New suppliers that were screened using social criteria	AR > Sustainability Performance Data (pg 142) SunRice Modern Slavery Statement FY2022 > Identifying Modern Slavery Risks (pg 10–12)
414-2		Negative social impacts in the supply chain and actions taken	Information unavailable/incomplete* AR > Sustainability Performance Data (pg 142)
GRI 417: Marketing and Labelling 2016			
417-1		Requirements for product and service information and labelling	AR > Our priorities, ambitions & targets (pg 30-31) SunRice Supplier Sustainability Code 2020 > Environment (pg 10) All products are required to comply with Food Standards Australia & New Zealand (FSANZ) Country of Origin Labelling and Country of Origin labelling requirements in other geographies. Product packaging contains cooking or heating instructions for the product's safe use and the Australasian Recycling Label (ARL) for packaging disposal.
417-2		Incidents of non-compliance concerning product and service information and labeling	Information unavailable/incomplete*
417-3		Incidents of non-compliance concerning marketing communications	The Group has not identified any non-compliance with regulations and/or voluntary codes.

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GRI 13: Agriculture, Aquaculture and Fishing 2022			
13.1 Emissions			
	13.1.1	Management of material topics	See disclosure 3-3
305-1	13.1.2	Direct (Scope 1) GHG Emissions	AR > Sustainability Performance Data (pg 142)
305-2	13.1.3	Energy Indirect (Scope 2) GHG Emissions	AR > Sustainability Performance Data (pg 142)
305-3	13.1.4	Other Indirect (Scope 3) GHG Emissions	AR > Sustainability Performance Data (pg 142)
305-4	13.1.5	GHG emissions intensity	AR > Sustainability Performance Data (pg 142)
305-5	13.1.6	Reduction of GHG emissions	Information unavailable / incomplete* The SunRice Group has committed to submitting our Science Based Target for validation in FY2024.
305-6	13.1.7	Emissions of ozone-depleting substances (ODS)	Not applicable We do not produce, import or export ozone-depleting substances (ODS).
305-7	13.1.8	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	AR > Sustainability Performance Data (pg 142)
13.2 Climate adaptation and resilience			
	13.2.1	Management of material topics	See disclosure 3-3
201-2	13.2.2	Financial implications and other risks and opportunities due to climate change	AR > Our Approach to Risk (pg 40-42) Task Force on Climate-related Financial Disclosures (TCFD) Progress Report FY2022
13.3 Biodiversity			
	13.3.1	Management of material topics	Not applicable** See disclosure 3-3
304-1	13.3.2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable**
304-2	13.3.3	Significant impacts of activities, products and services on biodiversity	Not applicable**
304-3	13.3.4	Habitats protected or restored	Not applicable**
304-4	13.3.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable**

Topic Disclosure No.	Sector Disclosure No.	Disclosure	Disclosure/Response
	13.3.6	Additional sector disclosure	Not applicable** The SunRice Group is not involved in the aquaculture sector
	13.3.7	Additional sector disclosure	Not applicable** The SunRice Group is not involved in the aquaculture sector
	13.4	Natural Ecosystem Conversion	
	13.4.1	Management of material topics	Not applicable** See disclosure 3-3
	13.4.2	Additional sector disclosure	Not applicable**
	13.4.3	Additional sector disclosure	Not applicable**
	13.4.4	Additional sector disclosure	Not applicable**
	13.4.5	Additional sector disclosure	Not applicable**
	13.5	Soil Health	
	13.5.1	Management of material topics	Not applicable** See disclosure 3-3
	13.6	Pesticides use	
	13.6.1	Management of material topics	Not applicable** See disclosure 3-3
	13.6.2	Additional sector disclosure	Not applicable**
	13.7	Water and effluents	
	13.7.1	Management of material topics	See disclosure 3-3
303-1	13.7.2	Interactions with water as a shared resource	AR > Water productivity (pg 32) Stakeholder Engagement Statement 2020 The use of water for growing rice is discussed in our FY2023 Annual Report. Water is also consumed across our global operations for the manufacturing of food products and in our corporate offices for hygiene purposes. Most sites source water directly from a third-party water retailer and we also undertake (unmetered) rainwater capture at some sites for greywater use.
303-2	13.7.3	Management of water discharge related impacts	Operational effluent discharge is managed in alignment with local authority requirements. This includes specific processes for managing trade waste and testing stormwater and trade waste quality where required. This is managed through internal risk processes.
303-3	13.7.4	Water withdrawal	AR > Sustainability Performance Data (pg 142)
303-4	13.7.5	Water discharge	AR > Sustainability Performance Data (pg 142)
303-5	13.7.6	Water consumption	AR > Sustainability Performance Data (pg 142)
	13.8	Waste	
	13.8.1	Management of material topics	See disclosure 3-3
306-1	13.8.2	Waste generation and significant waste-related impacts	AR > Waste reduction (pg 34) SunRice Annual Report FY2022 > Waste reduction (pg 38-39)

Topic Disclosure No.	Sector Disclosure No.	Disclosure	Disclosure/Response
306-2	13.8.3	Management of significant waste related impacts	Information unavailable / incomplete* APCO Annual Report and Action Plan 2023 (https://apco.org.au/apco-members/0014a0000078cwOAAQ/latest_ar_ap) AR > Waste reduction (pg 34) SunRice Annual Report FY2022 > Waste reduction (pg 38-39) SunRice Supplier Sustainability Code 2020 > Waste minimisation (pg 11)
306-3	13.8.4	Waste generated	AR > Waste reduction (pg 34) AR > Sustainability Performance Data (pg 142)
306-4	13.8.5	Waste diverted from disposal	AR > Waste reduction (pg 34) AR > Sustainability Performance Data (pg 142)
13.9		Food Security	
	13.9.1	Management of material topics	See disclosure 3-3 Information unavailable/incomplete* AR > Resilient Communities (pg 35) The SunRice Group participates in food relief programmes globally, with product donations occurring in Australia, Papua New Guinea, the Solomon Islands, Vietnam and the United States, equivalent to 697,754 meals. We do not currently measure or report on the effectiveness of these actions or have commitments to address food loss in the supply chain.
	13.9.2	Additional sector disclosure	Information unavailable/incomplete*
13.10		Food Safety	
	13.10.1	Management of material topics	See disclosure 3-3
416-1	13.10.2	Assessment of the health and safety impacts of product and service categories	Information unavailable/incomplete*
416-2	13.10.3	Incidents of non-compliance concerning the health and safety impacts of products and services	Information unavailable/incomplete*
	13.10.4	Additional sector disclosure	AR > Food security and quality (pg 37) AR > Sustainability Performance Data (pg 142)
	13.10.5	Additional sector disclosure	Information unavailable/incomplete*
13.11		Animal Health and Welfare	
	13.11.1	Management of material topics	Not applicable** See disclosure 3-3
	13.11.2	Additional sector disclosure	Not applicable**
	13.11.3	Additional sector disclosure	Not applicable**
13.12		Local Communities	
	13.12.1	Management of material topics	See disclosure 3-3

Topic Disclosure No.	Sector Disclosure No.	Disclosure	Disclosure/Response
413-1	13.12.2	Operations with local community engagement, impact assessments, and development programs	Information unavailable/incomplete* AR > Resilient Communities (pg 35) We are committed to developing and testing a framework for measuring the socio-economic value of our community engagement and reporting on our framework in FY2024.
413-2	13.12.3	Operations with significant actual and potential negative impacts on local communities	Not applicable The SunRice Group is not aware of any significant actual or potential negative impacts on local communities.
	13.13	Land and resource rights	
	13.13.1	Management of material topics	Not applicable** See disclosure 3-3
	13.13.2	Additional sector disclosure	Not applicable**
	13.13.3	Additional sector disclosure	Not applicable**
	13.14	Rights of Indigenous peoples	
	13.14.1	Management of material topics	Not applicable** See disclosure 3-3
411-1	13.14.2	Incidents of violations involving rights of Indigenous peoples	Not applicable**
	13.14.3	Additional sector disclosure	Not applicable**
	13.14.4	Additional sector disclosure	Not applicable**
	13.15	Non-discrimination and equal opportunity	
	13.15.1	Management of material topics	See disclosure 3-3
405-1	13.15.2	Diversity of governance bodies and employees	AR > Our People (pg 10 & 11) Corporate Governance Statement FY2023 > Diversity & inclusion at SunRice (pg 7)
405-2	13.15.3	Ratio of basic salary and remuneration of women to men	Information unavailable/incomplete* WGEA Data Explorer > Ricegrowers Limited The SunRice Group will report on remuneration in FY2024 in accordance with Australian legislation.
406-1	13.15.4	Incidents of discrimination and corrective actions taken	Information unavailable/incomplete*
	13.15.5	Additional sector disclosure	SunRice Group Labour Rights Standards Policy 2018
	13.16	Forced or Compulsory Labour	
	13.16.1	Management of material topics	See disclosure 3-3
409-1	13.16.2	Operations and suppliers at significant risk for incidents of forced or compulsory labour	SunRice Modern Slavery Statement FY2022 > Identifying Modern Slavery Risks (pg 10-12) SunRice Modern Slavery Statement FY2022 > Due diligence, action and remediation (pg 17-20)

Topic Disclosure No.	Sector Disclosure No.	Disclosure	Disclosure/Response
	13.17	Child Labour	
	13.17.1	Management of material topics	See disclosure 3-3
408-1	13.17.2	Operations and suppliers at significant risk for incidents of child labour	SunRice Modern Slavery Statement FY2022 > Identifying Modern Slavery Risks (pg 10–12) SunRice Modern Slavery Statement FY2022 > Due diligence, action and remediation (pg 17–20)
	13.18	Freedom of association and collective bargaining	
	13.18.1	Management of material topics	See disclosure 3-3
	13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable/incomplete* Modern Slavery Statement FY2022 > Key potential modern slavery risks (pg 11 & 12) SunRice Supplier Sustainability Code 2020 > Freedom of Association (pg 5) We operate in some countries where the right to exercise freedom of association and collective bargaining may be at risk. We operate in accordance with the ETI Base Code and require all suppliers to abide by the SunRice Supplier Sustainability Code.
	13.19	Occupational health and safety	
	13.19.1	Management of material topics	See disclosure 3-3
403-1	13.19.2	Occupational health and safety management system	AR > Our People (pg 10 & 11)
403-2	13.19.3	Hazard identification, risk assessment, and incident investigation	SunRice Group Work Health & Safety Policy 2021 SunRice Group Speak Up Policy 2022 In managing HSE risk, the SunRice Group complies with all local country, state/territory legislative, regulatory or statutory requirements. In addition, the process applied is aligned to the International Standard on Risk Management (ISO31000). Identified hazards and associated risks are assessed and controls applied. Effectiveness of the controls are assessed through our internal assurance program. Outcomes of the assurance program are addressed and monitored over time. All workers (this includes employees, contractors and visitors) are provided with relevant instruction on how to report hazards and incidents. At SunRice, through our 'Speak up' Policy and our Communication and Consultation Procedure, any health and safety issues raised are to be resolved without reprisal to the worker. In addition, the worker has the right to remove themselves from any situation that may threaten their health and safety. These workers also have responsibility to inform all other workers in the vicinity, including supervisors or managers, of the issues as soon as possible. All reported incidents are investigated using our Root Cause Analysis methodology. All determined corrective and preventative actions in response to incidents are implemented and monitored for completion and effectiveness.

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403-3	13.19.4	Occupational health services	<p>Our employees have access to a range of occupational health services. These include (but are not limited to):</p> <ul style="list-style-type: none"> • Health surveillance where applicable and required; this is task and activity based. This information is important for management of exposures that may lead to long term occupational illnesses; • Early intervention and injury prevention services to ensure workers are provided with relevant support on any work (or non-work) related health issues (this includes physical and mental support); • First aid provision with relevant trained professionals and equipment/kits. This is determined as part of a risk assessment and dependent on task/ activity; • Ergonomic assessments; • Training and instruction on safe work practices; • Personal protective equipment (PPE); and • Return to work and rehabilitation services.
403-4	13.19.5	Worker participation, consultation, and communication on occupational health and safety	<p>AR > Our People (pg 10 & 11) AR > Sustainability Performance Data (pg 142)</p> <p>At SunRice, the Communication & Consultation Procedure is to support open communication and effective consultation relating to health, safety, and environment (HSE) matters that may impact workers and other interested parties, as well as providing a timely resolution to any HSE issues or concerns. Through this process SunRice promotes employee involvement and consultation in HSE matters, consultation and co-operation between management and workers on measures designed to ensure the safety and health of workers, and effective means of disseminating HSE related information and knowledge to all SunRice Group workers and contractors.</p> <p>The communication and consultation mechanisms outlined within our procedure apply to the following HSE matters:</p> <ul style="list-style-type: none"> • Identification of hazards and the assessment of risk arising from work performed or planned for future completion; • Decisions associated with the selection of control measures to eliminate or minimise the above-mentioned risks; • Decisions associated with the adequacy of facilities for the welfare of workers; • Decisions regarding changes that may affect the health and/or safety of workers; and • Decisions about procedures for consulting with workers; resolving health and/or safety issues; health monitoring; monitoring the conditions at the workplace; and the provision of health and safety information and training. <p>The communication and consultation guidelines apply to all SunRice Group workers, including employees, apprentices, trainees, students gaining work experience, volunteers, contractors or subcontractors and their employees.</p> <p>The establishment of a formally constituted HSE Site Committee is encouraged however, an alternative method for HSE consultation may be implemented when agreed, or where staff numbers are insufficient to warrant a HSE Site Committee. Such a method must be practical and ensure an effective consultative process is maintained.</p> <p>Where established, HSE Site Committees should meet at least quarterly. Nominations and elections of HSE Site Committee members is done in accordance with applicable legislation. There is adequate representation of all work groups and shifts and HSE Site Committees must comprise ≥50% workers who are not nominated by management.</p>

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403-5	13.19.6	Worker training on occupational health and safety	<p>AR > Our People (pg 10 & 11) AR > Sustainability Performance Data (pg 142)</p> <p>At SunRice, we provide training uplift capability and understanding of Work, Health and Safety (WHS) obligations and responsibilities of promoting a safe workplace, how to effectively resolve WHS issues and how to apply our risk management approach. Our training program contains elements that are mandatory as well as task/high risk activity specific training and competency requirements. The program contains modules and competencies that are developed/ delivered inhouse as well as by external providers.</p>
403-6	13.19.7	Promotion of worker health	<p>The SunRice Group Employee Assistance Program (EAP) provides short-term professional counselling and consulting for personal, family or employment-related problems. The EAP is available to all Group employees and their immediate family members, free of charge.</p> <p>Across the Group, employees are offered a AUD\$200 reimbursement every six months for fitness memberships and classes as well as exercise equipment.</p> <p>SunRice Australia employees are also offered a 4% discount on health insurance through a partnership with BUPA.</p>
403-7	13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>AR > Our People (pg 10 & 11) AR > Sustainability Performance Data (pg 142) SunRice Group Work Health & Safety Policy 2021</p>
403-8	13.19.9	Workers covered by an occupational health and safety management system	<p>AR > Our People (pg 10 & 11) AR > Sustainability Performance Data (pg 142)</p> <p>Work Health & Safety reporting includes all workers, including labour hire and contractors working on sites under the Group's operational control.</p> <p>Based on current estimates there are approximately 2200 contractor workers that support our tasks/activities globally. This information is based on the number of registered contractor workers within our contractor management system. The majority of activities performed by contractor workers is controlled by the SunRice Group and is conducted under the requirements of the SunRice Group Safety Management System. A small percentage of activities maybe conducted under the control of the contractor company and their safety management system. This is agreed within contractual arrangements.</p>
403-9	13.19.10	Work-related injuries	<p>AR > Sustainability Performance Data (pg 142) SunRice Group Work Health & Safety Policy 2021</p> <p>At SunRice, through an extensive review of task and activities, a number of industry and operational specific critical risks have been identified. These critical high risk activities can potentially expose employees to personal damage. Controls (as per the hierarchy of controls) have been implemented to provide protection to all workers exposed to these risks. Controls in these situations are a minimum non-negotiable requirement for these high risk activities that all workers must comply.</p> <p>None of these critical risks have contributed to any of the Recordable Injuries in FY2023.</p>
403-10	13.19.11	Work-related ill health	<p>Information unavailable/incomplete</p> <p>We have provisions to capture data associated with ill health and manage this in accordance with legislative requirements. However, the SunRice Group does not currently report against the requested criteria.</p>

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	13.20	Employment Practices	
	13.20.1	Management of material topics	<p>See disclosure 3-3</p> <p>SunRice, AGS and CopRice Operations Employees Enterprise Agreement 2022-2025 SunRice, AGS and CopRice Maintenance Employees Enterprise Agreement 2022-2024 SunRice Group Speak Up Policy 2022 SunRice Supplier Sustainability Code 2020</p> <p>The SunRice Supplier Sustainability Code and ‘Speak Up’ Policy apply to all suppliers and sub-contractors who are providing products and services to SunRice Group, including service providers involved in recruiting and employment activities for contracted labour.</p> <p>The SunRice Group has internal Child Labour Remediation Guidelines to support the remediation children who may be found working in our operations or supply chain.</p>
	13.21	Living income and living wage	
	13.21.1	Management of material topics	<p>See disclosure 3-3</p> <p>SunRice Supplier Sustainability Code 2020 > Fair wages and employment arrangements (pg 5)</p> <p>It is a requirement of the ETI Base Code that living wages are paid. This is then audited through SEDEX's SMETA Audit Program, a key component of SunRice's Supplier Sustainability Program.</p>
	13.21.2	Additional sector disclosure	Information unavailable/incomplete*
	13.21.3	Additional sector disclosure	<p>Information unavailable/incomplete*</p> <p>SunRice Supplier Sustainability Code 2020 > Fair wages and employment arrangements (incl. regular work) (pg 5)</p> <p>The SunRice Supplier Sustainability Code requires that all workers wages align with legal minimum wage for regular hours and overtime hours worked and any locally accepted industry standards such as the definition of a living wage. This code applies to Labour Hire service providers.</p> <p>The Group is also committed to undertaking a SMETA ethical audit at 100% of our owned sites by the end of FY2024. SMETA Audits review all wages, including for labour hire, to confirm that they are, at least, in line with the minimum wage and a living wage.</p>
	13.22	Economic Inclusion	
	13.22.1	Management of material topics	<p>See disclosure 3-3</p> <p>AR > Our shareholders (pg 9) AR > Resilient communities (pg 35) AR > Our growers (pg 38 & 39)</p>
201-1	13.22.2	Direct economic value generated and distributed	AR > Our Financial Performance & Position (pg 16-27)

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203-1	13.22.3	Infrastructure Investments and Services Support	Information unavailable/incomplete*
203-2	13.22.4	Significant indirect economic impacts	Information unavailable/incomplete AR > Resilient Communities (pg 35) In FY2024, we will test our social impact methodology which aims to provide information on our indirect economic impacts.
	13.23	Supply chain traceability	
	13.23.1	Management of material topics	Not applicable** See disclosure 3-3
	13.23.2	Additional sector disclosure	Not applicable**
	13.23.3	Additional sector disclosure	Not applicable**
	13.23.4	Additional sector disclosure	Not applicable**
	13.24	Public policy	
	13.24.1	Management of material topics	See disclosure 3-3
415-1	13.24.2	Political Contributions	AR > Sustainability Performance Data (pg 142) The SunRice Group did not make any political donations, however this value represents expenses related to meetings with political members.
	13.25	Anti-competitive behaviour	
	13.25.1	Management of material topics	Not applicable** See disclosure 3-3
206-1	13.25.2	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Not applicable**
	13.26	Anti-corruption	
	13.26.1	Management of material topics	See disclosure 3-3
205-1	13.26.2	Operations assessed for risks related to corruption	Information unavailable/incomplete* The SunRice Group reviews aspects of its operations from time to time as part of its compliance framework, including in relation to any aspects of corruption when reports are received through our reporting processes. The Finance Risk & Audit Committee receives data on the number of reports made through our reporting mechanisms. New market entry opportunities and counter party risks are assessed in accordance with the SunRice Group Anti-bribery and Corruption (ABC) Policy .
205-2	13.26.3	Communication and training about anti-corruption policies and procedures	AR > Sustainability Performance Data (pg 142)
205-3	13.26.4	Confirmed incidents of corruption and actions taken	AR > Sustainability Performance Data (pg 142) The Finance Risk & Audit Committee receives data on breaches of the Code of Conduct that have led to summary dismissal of employees.

* The SunRice Group does not currently report against all or part of this disclosure and will prepare to do so in the future.

** This is not a material topic as defined by the SunRice Group Stakeholder Engagement Statement 2020. We commit to reviewing our material topics in FY2024.

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	53	141	4	1	1	1	4	1	202
Corporate Administration (Company Secretary & Executive Support)	8	1	6		1		2		18
Finance Group	15	25	7			1	1		49
Global Rice	139	373	10	1	8	12	2	1	546
People, Culture & Safety	18	9	1		2	2	1		33
Riviana Foods	49	33	13	4	1				100
SunRice		1							1 ⁵
Total Australia⁶	282	583	41	6	13	16	6	2	949
New Zealand⁶ (CopRice & Global Rice)	10	20			1	2			33
Papua New Guinea (Trukai Industries)	141	695					5	14	855
Singapore (Ricegrowers Singapore)	10	1							11
Solomon Islands (SolRice)	18	20							38
Thailand (Ricegrowers Singapore)	2								2
United Arab Emirates (Ricegrowers DMCC)⁷	3	6							9 ⁶
United States of America (SunFoods LLC)	20	62					1	1	82
Vietnam (Ricegrowers Vietnam)	34	113							147
Total International	238	917	0	0	1	2	5	14	1177
Total Group	520	1500	41	6	14	18	11	16	2126

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 53.3%).

7. Includes APC (Jordan).