

SunRice GRI Index

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

It supports our 2020 Annual Report.

Unless otherwise stated the data in this index relates to the fiscal year ending 30 April 2020.

For a detailed explanation of the GRI indicators, visit the GRI website at

www.globalreporting.org

The following reports are references in this index:

[SunRice Annual Report 2020 \(AR\)](#)

[SunRice Sustainability Report 2018 \(SR\)](#)

[SunRice Information Memorandum 2019 \(IM\)](#)

[SunRice Corporate Governance Statement](#)

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



GRI	Disclosure	Report/Response	Page Number for Reporting reference	UNGC Principle
102-1	Name of the organisation	Ricegrowers Limited (SunRice) Trading as SunRice		
		AR > About this Report	Page 1	
102-2	Activities, brands, products, and services	AR > About SunRice	Page 9	
		AR > Our Brands and Products	Page 15	
		AR > Our Financial Performance	Page 17	
102-3	Location of headquarters	AR > Financial Report	Page 76	
102-4	Location of operations	AR > Our World	Page 11	
102-5	Ownership and legal form	AR > About this Report	Page 1	
		AR > Financial Report	Page 76	
102-6	Markets served	AR > Our World	Page 11	
		AR > Our Financial Performance	Page 17	
102-7	Scale of the organisation	i. Employee data:		6
		AR > Our People	Page 37	
		GRI Index > Employee data	See Page 6	
		Corporate Governance Statement	Link	
		ii. Operations data:		
		AR > Financial Report	Page 76	
		AR > Shareholder Information	Page 134	
		iii. Sales revenue:		
		AR > Consolidated Income Statement > Segment note	Page 86 (note 2a)	
		iv. Capitalisation:		
		AR > Consolidated Balance Sheet	Page 78	
		AR > Debt Statement > Notes to Financial Statements	106 (note 4d)	

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GRI	Disclosure	Report/Response	Page Number for Reporting reference	UNGC Principle
102-7	Scale of the organisation (continued)	v. Products and Services: AR > Our Financial Performance 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	Page 17	
102-8	Information on employees and other workers	GRI Index > Employee data	See Page 6	
102-9	Supply chain	AR > Our World AR > Our Financial Performance AR > Our Approach to Risk Modern Slavery Statement will be available on Sustainability reporting website before 31 December 2020	Page 11 Page 17 Page 39	1, 2, 3, 4, 5,6
102-10	Significant changes to the organization and its supply chain	AR > Chairman's Report AR > CEO Report AR > Our World AR > Financial Report Modern Slavery Statement will be available on Sustainability reporting website before 31 December 2020	Page 4 Page 8 Page 11 Page 76	
102-11	Precautionary Principle or approach	Partially reported: SunRice Sustainability Reporting Website AR > Our Approach to Sustainability AR > Our Approach to Risk	Link Page 27 Page 39	7
102-12	External initiatives	UN Global Compact Australia Sustainable Development Goals Sustainable Rice Platform		

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GRI	Disclosure	Report/Response	Page Number for Reporting reference	UNGC Principle
102-13	Membership of associations	<p>SunRice are members of the following associations (note major Associations listed):</p> <ul style="list-style-type: none"> Australian Food and Grocery Council (AFGC) AusCham Shanghai AusCham Vietnam Australian Sustainable Agriculture Initiative (SAI) Platform Australia-Papua New Guinea Business Council Australian Farm Institute Freight and Trade Alliance of Australia NSW Farm Writers Association 		
102-14	Statement from senior decision-maker	AR > Chairman's Report	Pages 4	
		AR > CEO's Report	Pages 8	
102-15	Key impacts, risks and opportunities	AR > Our Approach to Risk	Page 39	
102-16	Values, principles, standards, and norms of behaviour	AR > About SunRice	Page 9	10
		AR > Our Approach to Sustainability > Our People	Page 37	
102-18	Governance structure	AR > Our Approach to Risk	Page 39	
		AR > Corporate Governance	Page 49	
		Corporate Governance Statement	Link	
102-40	List of stakeholder groups	AR > AR Our Stakeholders	Page 10	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Statement	Link	
102-41	Collective bargaining agreements	GRI Index > Employee data	See Page 6	
102-42	Identifying and selecting stakeholders	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Pages 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-43	Approach to stakeholder engagement	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-44	Key topics and concerns raised	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Risk	Page 39	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	

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GRI	Disclosure	Report/Response	Page Number for Reporting reference	UNGC Principle
102-45	Entities included in the consolidated financial statements	AR > About SunRice	Page 9	
		AR > Our Financial Performance	Pages 15 and 17	
102-46	Defining report content and topic Boundaries	AR > About this Report	Page 1	
		AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
102-47	List of material topics	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	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 2019 to 30 April 2020		
102-51	Date of most recent report	SunRice Annual Report 2020 - June 2020		
		SunRice Sustainability Report 2018 - November 2018		
		SunRice Information Memorandum 2019 - March 2019		
102-52	Reporting cycle	SunRice Annual Report (combined approach including sustainability reporting)		
		Yearly Sustainability data: Yearly with updates on Sustainability Website as required		
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	The content of the Our Approach to Sustainability Section of the AR and the updated information on the SunRice Sustainability Reporting Website has been informed by the Global Reporting Initiative (GRI) Standards: Core Option		
102-55	GRI content index	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		

Material Topic Disclosures

103-1	Explanation of the material topic and its boundary	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
103-2	Management approach and its component	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Page 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	

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GRI	Disclosure	Report/Response	Page Number for Reporting reference	UNGC Principle
103-3	Evaluation of the management approach	AR > Our Stakeholders	Page 10	
		AR > Our Approach to Sustainability	Pages 27	
		Additional detail available on SunRice Sustainability Reporting Website – Stakeholder Engagement Summary	Link	
201-1	Direct Economic Contribution	AR > Our Approach to Sustainability	Page 32	
		AR > Financial Report	Page 76	
		SunRice Sustainability Website	Link	
201-2	Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	AR > Our Approach to Sustainability	Page 27	
		AR > Our Approach to Risk	Page 39	
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 27	8
		SunRice Sustainability Report 2018	Page 20	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	AR > Our Approach to Sustainability	Page 27	8
		SunRice Sustainability Report 2018	Page 9	
305-1	Direct (Scope 1) GHG Emissions			
305-2	Energy indirect (Scope 2) GHG Emissions			
305-3	Other indirect (Scope 3) GHG Emissions	AR > Our Approach to Sustainability	Page 27	
305-4	GHG Emissions Intensity	Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
305-5	Reduction of GHG Emissions			
401-1	New employee hires and employee turnover	AR > Our Approach to Sustainability	Page 27	
		AR > Our People	Page 37	
		Corporate Governance Statement	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	
405-1	Diversity of governance bodies and employees	AR > Our People	Page 37	
		AR > Corporate Governance	Page 49	
		Corporate Governance Statement	Link	
		Sustainability Performance Data Table on SunRice Sustainability Reporting Website	Link	

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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	
Consumer Markets	9	13	4		1				27
CopRice	24	96	10	1			4	15	150
Corporate Administration (Company Secretary & Executive Support)	5	2	6		1			2	16
Finance Group	23	29	4			1	1		58
Operations & Agribusiness	84	264	5		26	29	29	34	471
People & Culture	15	2	5		1	1	1		25
Riviana Foods	45	29	16		1	2	1		94
Total Australia	205	435	50	1	30	33	36	51	841
Papua New Guinea (Trukai Industries)	146	752		1			8	119	1026
United States of America (SunFoods LLC)	21	39		1		1	3	26	91
United Arab Emirates (Ricegrowers DMCC)	2	19			2	15			38
Solomon Islands (SolRice)	18	17							35
Singapore (Ricegrowers Singapore)	6	4							10
Thailand (Ricegrowers Singapore)	2								2
Vietnam (Ricegrowers Vietnam)	31	102							133
Outside Australia	226	933	0	2	2	16	11	145	1335
Total Group	431	1368	50	3	32	49	47	196	2176

1. Permanent employees are employed by SunRice and its Subsidiaries on a full time (38 hours per week) or part time basis (less than 38 hours per week).

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, vendors and employees on extended leave.