



Olam Supplier Code

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Introduction

Olam actively pursues long-term relationships with suppliers based on responsible business practices and trust.

The Olam Supplier Code ('Code') provides a comprehensive set of conditions to support Olam's goal to purchase raw materials, products, services and various supplies ('supplies') that are produced in a manner that is socially responsible, economically profitable and environmentally sustainable.

Supplier Code Principles

By acceptance of this Code, the supplier agrees to:

1. Commit to corporate governance and integrity by:

- i. Complying with all relevant applicable laws and regulations that govern their operations, business, industry, trade and personnel, and respect contractual obligations.
- ii. Prohibiting any corrupt or unethical practices, such as paying bribes for any purpose. Olam understands a bribe as being an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage. A bribe can be any form of payment, benefit or gift which is offered or given with the purpose of influencing a decision or outcome.

2. Guarantee the quality of goods and services by:

- i. Meeting the quality and safety standards required by Olam, regulatory requirements and applicable laws.
- ii. Wherever possible and requested, providing traceability of the material along the upstream supply chain.

3. Ensure no exploitation within their operations by:

- i. Complying with the International Labour Organization (ILO) Convention 138 on the Minimum Age of Employment and Convention 182 on the Worst Forms of Child Labour (is a prerequisite when applicable in the relevant jurisdiction).
- ii. Not using forced, involuntary or slave labour, including but not limited to bonded, indentured, involuntary prison labour, as well as trafficked human beings.
- iii. Creating an inclusive work environment that avoids any form of discrimination. All forms of harassment, including sexual harassment, intimidation, and abuse or threat are not permissible.
- iv. Respecting employees' rights to form and join unions or other associations, and to bargain collectively; unless prevented by local applicable laws.
- v. Providing fair wages and benefits that are in accordance with applicable laws, industry standards and collective agreements.
- vi. Complying with all applicable ILO standards, national legal requirements and industry standards pertaining to working time.
- vii. Providing an adequate and safe work environment and accommodation (where provided) in accordance with applicable national health and safety laws and international conventions.
- viii. Preventing accidents and injury arising out of, associated with, or occurring in the course of work, by minimising causes of hazards in the work environment.
- ix. Encouraging gender equality, equal access and empowerment of women.

Supplier Code Principles (continued)

4. Respect the natural environment by:

- i. Complying with all relevant applicable laws and regulations relating to the protection of the environment.
- ii. Prohibiting the conversion (i.e. destruction or deforestation) and the sourcing of raw materials resulting from the conversion of the following natural areas:
 - Legally Protected Areas designated for the protection of nature, and Internationally Recognized Areas for conservation
 - Critical habitats (as defined by the International Finance Corporation Performance Standards), nationally-recognised conservation priorities, or other 'high conservation value' areas
 - Natural habitats with high levels of organic carbon, including peatlands of any depth and 'high carbon stock' forests (such as tall, mature or dense forests)
- iii. Prohibiting the use of fire in land preparation in land preparation including planting and replanting, other than in exceptional circumstances to be agreed with Olam.
- iv. Avoiding contamination or pollution of water sources at and around farms and facilities, and conserving water resources.
- v. Professionally managing agro-chemicals application and prohibiting the usage of agro-chemicals that are not legally registered in the country for commercial use, or excluded as per Olam's specification.
- vi. Minimising, recovering or reusing waste where practicable and disposing of waste in line with local regulations.

- vii. Using fossil fuels and non-renewable resources efficiently and investigating alternatives where practicable.
- viii. Upholding all applicable laws and relevant industry guidelines for the protection and humane treatment of animals.

5. Respect local communities by:

- i. Preventing and adequately addressing any adverse health and safety impact of their operations on surrounding communities.
- ii. Respecting the rights of local communities and indigenous people and their cultural heritage, including Free, Prior and Informed Consent for new developments
- iii. Not participating in or benefitting from illegal forced relocations.
- iv. Employing and sourcing goods and services locally whenever practicable.

6. Ensure compliance by:

- i. Making their suppliers and sub-contractors fully aware of this Code and its meaning.
- ii. Communicating the contents of this Code to their employees.
- iii. Advising Olam immediately of any issues that are inconsistent with the principles of the Code.

Addendum: product – specific requirements:

Where specific additional requirements are made for the Supply Chain, Olam shall specify those requirements in an addendum to the Supplier Code. These requirements may not contradict the requirements of the global Supplier Code.

Supplier Declaration

Please complete the fields below and return to your Olam representative.

If you wish to discuss any of the content of this document, please contact your Olam representative.

I confirm the commitment of my company, or any subsidiary, to complying with the standards laid out in the Olam Supplier Code:

| | |
|----------------|--|
| Supplier name: | |
|----------------|--|

| | |
|---------------------------------------|--------|
| Supplier ID with Olam, if applicable: | Title: |
|---------------------------------------|--------|

| | |
|------------------------------------|-------|
| Name of authorized representative: | Date: |
|------------------------------------|-------|

| | |
|------------|--|
| Signature: | |
|------------|--|

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|---------------------|--|
| Olam Business Unit: | |
|---------------------|--|

| | |
|------------------------------------|--------|
| Name of authorised representative: | Title: |
|------------------------------------|--------|

| | |
|------------|-------|
| Signature: | Date: |
|------------|-------|

Olam reserves the right to conduct (or have its designee conduct) announced and unannounced inspections of the Supplier's facilities and business practices to verify compliance with this Code. On the assumption that Olam become aware of non-compliance with any aspect of the Code, Olam reserves the right to demand corrective measures. Olam also reserves the right to terminate an agreement with any supplier that is not in compliance with the requirements set forth in this document.

Note: Olam prohibits bribery and corruption in all forms. Olam personnel cannot, whether dealing with government or with private enterprises or individuals, directly or indirectly, offer, promise, give, demand or accept any bribe or other undue advantage in order to obtain, retain or direct business or secure any other improper advantage in the conduct of business.

Annex 1

Child Labour Statement – Supplier Compliance

Olam International does not engage in or condone the unlawful employment of children in the workplace or engage in or condone the use of forced labour. Olam respects and abides by the ILO conventions No 182 on the Worst Forms of Child Labour and No. 138 on the Minimum Age for Admission to Employment and Work.

Olam pledges to work proactively with others, including our suppliers and Governments, to progressively eliminate these abuses in the labour markets related to agricultural supply chains.

Olam follows, and expects its suppliers to follow the Minimum Age table as a direct reference to ILO Convention No 138 defining child labour by the categories shown. For some countries, the basic minimum age for regular work may be higher than shown in this table. These can be found on the ILO website (www.ilo.org) under "Ratifications of C138 – Minimum Age Convention, 1973", (http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138).

Minimum Age for Admission to Employment or Work

| | Developed Countries | Developing Countries |
|----------------|---------------------|----------------------|
| Light work | 14 years | 12 years |
| Regular work | 16 years | 14 years |
| Hazardous work | 18 years | 18 years |

Signing the Olam Supplier Code represents a commitment to follow the fair employment practices in compliance with all applicable local government rules and regulations regarding Child Labour Laws.