

Olam



Olam Group Limited Additional ESG Information 2022



Contents

| | |
|---|-----------|
| About this document | 3 |
| General disclosures | 3 |
| About the Company | 3 |
| About the Company’s Sustainability Reporting | 5 |
| Economic opportunity | 6 |
| Living income and living wage | 6 |
| Safe and decent work | 7 |
| Employment | 7 |
| Training and education | 8 |
| Labour/management relations | 9 |
| Occupational health and safety | 10 |
| Child labour | 11 |
| Rights of indigenous peoples | 12 |
| Local communities | 14 |
| Nutrition and health | 14 |
| Food and nutrition security | 14 |
| Customer health and safety | 14 |
| Diversity and inclusion | 15 |
| Diversity and equal opportunity | 15 |
| Climate action | 16 |
| Energy | 17 |
| Emissions | 19 |
| Healthy ecosystems | 21 |
| Biodiversity | 21 |
| Healthy soils | 28 |
| Water | 28 |
| Water and effluents | 28 |
| How we work | 30 |
| Anti-corruption | 30 |
| Supplier social and environmental assessment | 31 |
| Ethics and compliance | 33 |

About this document

A wide range of social and environmental risks exist which could have an impact on our business either directly or indirectly through our supply chains. We therefore have to manage an ever-evolving set of issues. We seek to ensure balanced reporting of the environmental, social, and economic aspects of our business activities, and be transparent in the process. Much of this is covered in our Annual Report with its focus on Financial and the non-Financial Capitals – Manufactured, Human, Social, Natural, Intellectual, and Intangible.

This document includes additional ESG-related information and should be read in conjunction with the GRI Content Index as well as the 2022 Annual Report available here:

<https://www.olamgroup.com/investors/annual-reports.html>

Our Sustainability disclosures are prepared with reference to the GRI Standards. Following positive feedback for 2017-2021, we are continuing to use the Global Reporting Initiative (GRI) Standards, responding directly to disclosure topics and relevant indicators. This process is also helpful when responding to stakeholders who ask us to complete similar assessments.

We welcome feedback on our sustainability reporting via crs@olamnet.com.

General disclosures

About the Company

Organisational details, activities, value chain and other business relationships

Overview

Olam Group Limited (OGL) is a leading food and agri-business supplying food, ingredients, feed, and fibre to 20,200 customers worldwide. Our value chain spans over 60 countries and includes farming, processing, and distribution operations, as well as a global network of farmers. Through our purpose to 'Reimagine Global Agriculture and Food Systems', Olam Group aims to address the many challenges involved in meeting the needs of a growing global population, while achieving positive impact for reimagine farming communities, our planet and all our stakeholders.

Headquartered and listed on the Singapore Exchange since 2005, we have a diversified, supportive shareholder group with a long-term investment horizon. OGL currently ranks among the 30 largest primary listed companies in terms of market capitalisation on SGX-ST.

Since 2020, OGL has been included in the FTSE4Good Index Series, a global sustainable investment index series developed by FTSE Russell, following a rigorous assessment of Olam's supply chain activities, impact on the environment and governance transparency. The FTSE4Good Index Series identifies companies that demonstrate strong Environmental, Social and Governance (ESG) practices and is used by a variety of market participants to create and assess responsible investment funds.

In January 2020, we announced a transformational Re-organisation to create distinct operating groups, each with a clear and differentiated strategy for growth. Each group is Forging a Bold Future by optimising their expertise, capabilities, and resources to capitalise and service growing opportunities in their respective market. We have continued to pursue our plan through FY2022. The operating groups consist of ofi, Olam Agri and the remaining Olam Group.

Location of headquarters: 7 Straits View; Marina One East, Tower #20-01; Singapore 018936; T: (+65) 6339 4100; F: (+65) 6339 9755

Countries with significant operations, and a priority for our sustainability reporting, include:

Europe: Germany, Netherlands, Poland, Spain, Slovenia, Turkey, UK, Russia, Ukraine

Africa: Benin, Cameroon, Côte d'Ivoire, Democratic Republic of Congo, Egypt, Gabon, Ghana, Mozambique, Nigeria, Republic of Congo (Brazzaville), Senegal, Tanzania, Togo, Uganda, Zambia

Asia, Middle East, and Australia (AMEA): China, India, Indonesia, Japan, Laos, Papua New Guinea, Singapore, Thailand, Vietnam

Americas: Argentina, Brazil, Colombia, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Perú, Uruguay, USA

To read more about our operations in these countries, please see:

<https://www.olamgroup.com/contactus.html>

Information on employees and other workers

We employ 87,925 people, 58% of whom are secondary workforce engaged in contract, seasonal and temporary roles as well as casual day workers which fluctuate throughout the year. This employment structure is typical of agriculture processing companies because of the cyclical nature of crop harvesting, and varying crop sizes and volumes per season. The figures for secondary workforce provided below reflect the numbers during peak periods of the year for Olam's businesses.

| Workforce by gender | Male | Female | Total |
|---------------------|-----------------|-----------------|------------------|
| Primary workforce | 26,502 (72%) | 10,328 (28%) | 36,830 (100%) |
| Secondary workforce | 31,250 (61%) | 19,901 (39%) | 51,151 (100%) |
| Total workforce | 57,752 (66%) | 30,229 (34%) | 87,981 (100%) |

| Workforce by region | Africa | Asia, Middle East & Australia (AMEA) | Americas | Europe | Total |
|---------------------|-----------------|--------------------------------------|----------------|---------------|------------------|
| Primary workforce | 17,583 (48%) | 10,407 (28%) | 6,391 (17%) | 2,449 (7%) | 36,830 (100%) |
| Secondary workforce | 34,592 (67%) | 11,630 (23%) | 3,061 (6%) | 1,868 (4%) | 51,151 (100%) |
| Total workforce | 52,175 (59%) | 22,037 (25%) | 9,452 (11%) | 4,317 (5%) | 87,981 (100%) |

The figures in the above tables represent actual headcount and have been determined as at the end of the reporting period.

Membership associations

For a full list see www.olamgroup.com/sustainability/reporting/memberships-and-partnerships.html

Collective bargaining agreements

| Collective bargaining agreements | 2022 |
|---|--------|
| Total primary workforce | 36,962 |
| Size of primary workforce covered by collective bargaining agreements | 19,546 |
| % Covered by a collective bargaining agreement | 53% |

About the Company's Sustainability Reporting

Reporting period, frequency, and contact point

- Annual reporting from 1st January to 31st December 2022.
- Same reporting period for both sustainability reporting and financial reporting.
- The 2022 Annual Report was launched on the 10th of April 2023 along with Additional ESG Information.
- Email: crs@olamnet.com
Steven Fairbairn, Head of Communications, steven.fairbairn@olamagri.com

Process to determine material topics

Our annual reporting covers both our direct operations – farming, plantations, processing etc., as well as our indirect third-party supply chain which consists of farmers from whom we buy crops. We approach our ESG reporting through the lens of financial and non-financial capitals. Within this we run extensive Q&As with leaders in the business discussing the relevant material areas under each capital and our progress against specific goals and targets.

In addition to understanding the various risks and opportunities across our value chain, we have also arrived at our material areas by understanding the positive environmental and social impacts that we want to have as an organisation. Refer to pages 84-88 in the Annual Report for further information.

Economic opportunity

Living income and living wage

One way of assessing our contribution to improved livelihoods is looking at farmer incomes – whether they improve and whether they meet a ‘living income’, a place-specific threshold for a basic but decent standard of living.

As part of the Steering Committee for the IDH Living Income Roadmap, Olam helped organize and finance the first [Living Income Summit](#) in Amsterdam in June 2022, which launched a “multi-stakeholder framework of action” to align understanding and action around the key income drivers for smallholder farmers.

During the Summit, Olam presented a new proprietary tool ‘LIGHT (Living Income Gap Heuristic Tool)’ developed to estimate the average living income gap of farmers in our farmer groups and /or our supply chains, identify poverty hotspots, The tool is powered by data from the Olam Farmer Information System (OFIS), and topped up with input from additional household surveys, partner projects on the ground, and literature reviews. The tool can also simulate the impact of changes of different income drivers. The simulation helped us understand the complexity of the challenge, and be more realistic about what we can do, as well as the imperative need to tackle this issue collaboratively from different angles if we want to start see significant changes. In that sense, our teams are continuing to test and refine the tool, we are working with the Sustainable Food Lab and other industry partners to expand its scope beyond Olam supply chains.

Olam also contributed to finance Living Income/Wage reference values collaborating with the Anker Research Institute, including the first ever reference values for rural Chad and Republic of the Congo

Olam endeavors to generate economic prosperity, contribute positively to social welfare, and manage our stewardship of the environment in a sustainable way to assure the creation of real long-term value for all. We depend on millions of smallholder farmers as well as wider agricultural communities for our volumes. We need these communities (especially the younger generation) to view farming and rural processing as viable sources of income. We focus on catalyzing economic opportunity, inclusion, and good health. To us, this is called ‘unlocking mutual value’.

The first and second outcomes of our Purpose to Re-imagine Global Agriculture and Food Systems directly relate to the livelihoods of the farmers and communities in our supply chains.

We are also guided by the ILO, Fair Labor Association, RSPO, FSC®, IFC and the UN Global Compact. All other relevant publicly available policies and codes are available [here](#).

Olam does not collate the value of infrastructure investments and services provided at a global level across multiple

Significant indirect economic impacts, including the extent of impacts

Given our dependence on millions of farmers, with the vast majority being smallholders in emerging markets, the definition of Social Capital by the OECD as “networks together with shared norms, values and understandings that facilitate co-operation within or among groups” resonates with us. Much of our focus is therefore set on lifting smallholders out of poverty. To secure the crops for customers tomorrow, we need to help rural communities thrive today. In turn, this delivers economic value for the countries where we operate in.

Large-scale farmers also face many challenges. Often 3rd or 4th generation family farms, they have grown through hard work, perseverance, and sacrifice. While Olam’s extensive farm-gate experience means we are well-placed to support farmers from America to Uganda, we must work in partnership to achieve the scale of transformational change required in the agricultural sector.

Safe and decent work

Employment

We employ 87,925 people across more than 60 countries. We depend on the engagement, motivation, and safety of our workforce to create responsible growth. Equally, we are working with suppliers to ensure that human rights are respected in their supply chains. Our commitment to human rights is guided by the United Nations Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and related international covenants. Our [Global Fair Employment Policy](#) provides our full management approach. It states:

Our Goal

- To treat all our employees with dignity and fairness
- To take a proactive approach to protecting the rights of people in all our workplaces

To achieve this goal, we will:

- Ensure compliance with all applicable national employment laws and international standards
- Create a fair and non-discriminatory workplace that provides equal opportunity to everyone
- Establish, maintain, and improve the worker-management relationship and ensure employees' rights to self-representation
- Protect workers, including vulnerable categories such as migrant workers, and workers engaged through third parties
- Prohibit the use of child labour and forced labour
- Provide safe and healthy working conditions and promote the health of workers

Notes on remuneration

- Salaries and employee benefits can be viewed in the [Financial Statements of the 2022 Annual Report](#).
- [Page 7 of the Fair Employment Policy](#) details expectations regarding minimum wages.

New employee hires and employee turnover

Resignations and new hires often occur more frequently in the plantations/concessions/farming businesses where workers are seasonal, and many have other responsibilities such as their own smallholdings.

| By age category | Unit | Under 30 years old | 30-50 years old | Over 50 years old | Total |
|---------------------|--------|--------------------|-----------------|-------------------|-------|
| New hires | Number | 3,772 | 4,658 | 475 | 8,905 |
| Resignations | Number | 2,096 | 3,023 | 939 | 6,058 |

| By gender | Unit | Male | Female | Total |
|---------------------|--------|-------|--------|-------|
| New hires | Number | 4,974 | 3,931 | 8,905 |
| | Rate | 19% | 38% | 24% |
| Resignations | Number | 3,629 | 2,429 | 6,058 |
| | Rate | 14% | 24% | 16% |

Parental Leave

| | 2022 | 2021 | 2020 | 2019 |
|---|-------|------|------|------|
| Number of male employees who took parental leave (primary workforce) | 371 | 209 | 210 | 109 |
| Number of male employees who returned to work following parental leave | 395* | 199 | 195 | 100 |
| Return to work rate for male employees | 106%* | 95% | 93% | 92% |

| | 2022 | 2021 | 2020 | 2019 |
|---|------|------|------|------|
| Number of female employees who took parental leave (primary workforce) | 529 | 368 | 315 | 233 |
| Number of female employees who returned to work following parental leave | 413 | 282 | 245 | 194 |
| Return to work rate for female employees | 78% | 77% | 78% | 83% |

*The number of male employees who returned to work following parental leave in 2022 may have included employees who took parental leave in the prior year. There were challenges faced in the collection of information for the computation of rate of return to work due in part to ongoing priorities under the re-organisation of Olam. We seek to improve the tracking of rate of return to work which will be pursued accordingly by the respective demerged operating groups.

Training and education

Through our values and culture, we have attracted leaders with vision, inventiveness, and entrepreneurialism, but we recognise that we need to invest further in Human Capital to establish the inspired and high-performing workforce we need.

Learning and Development initiatives at Olam are largely led by our business and organisational priorities. They are thus usually custom-designed for building leadership capability and/or change interventions that strengthen our unique culture and values.

We place a strong emphasis on developing a deep bench-strength among managers and leaders. We understand that success stems from the ability of our people to execute our multiple growth initiatives, and our people are empowered to grow their careers across multiple businesses and geographies, maximizing their learning and development from different roles and business contexts. This means each time a new business is started, a new geography is opened, or a new value chain initiative is developed, we are able to deploy a core team of leaders and managers who have the capabilities to spearhead the opportunity.

Effectively integrating new employees into the unique culture of Olam has always been a critical factor in ensuring high team performance.

Average hours of training per year per employee

The average number of hours of training provided to our employees is estimated to be 2.6 per person in 2022. These figures do not consider all of the informal training opportunities delivered via our L&D team through our digital platforms, or in person informal sessions.

Number of employees that have received training on human rights policies/procedures

Embedding policy commitments

| Trainings received by Olam employees in 2022 | |
|--|---------------------|
| Training | Number of employees |
| Sexual harassment | 15,879 |
| Diversity and Inclusion | 9,482 |
| Health, hygiene, and wellness | 54,198 |
| Other human rights | 3,754 |

Our employees also received training on children's rights, women's rights, and labour rights.

Percentage of employees receiving regular performance and career development reviews

The percentage of employees who received a performance and development reviews in 2022 was 74% of Olam's primary workforce.

| | Male | Female | Total |
|---|------|--------|-------|
| Percentage of employees receiving regular performance and career development reviews | 75% | 72% | 74% |

Labour/management relations

Given the growth in our upstream farming and plantation operations, we now have an extensive workforce engaging in tending and harvesting crops.

Equally, we now have 250+ large manufacturing and processing plants with a workforce including machine operators, lab technicians, supervisors, engineers, and logistics operators.

As outlined in the Human Capital Section of the 2022 Annual Report, and our [Fair Employment Policy](#), we commit to the following labour practices across our supply chains:

- Compliance to relevant labour national laws and international agreements (covering wages, working hours and conditions, freedom of association, collective bargaining, no discrimination, gender, and age equality)
- A grievance mechanism accessible to all workers without retribution
- An accessible communication framework of policies to the workforce
- The application of these requirements to contracted, seasonal and migrant workers where relevant

During the reporting process for 2022, 157 grievances were filed. The number of cases resolved was 114. 49 cases were carried over from 2021. As a result of audits and inspections, we identified 6 human rights/labour rights related cases

Minimum notice periods regarding operational changes

As with any business, restructuring is sometimes necessary. Whenever this occurs, we seek to ensure that employees and their representatives are given notice of any significant changes. This may vary between countries and also on the significance of the change, so it might be 2–12 weeks.

Occupational health and safety

Olam is committed to providing a healthy and safe workplace for our employees, contractors, and visitors. Our vision of embedding a 'zero harm culture' is delivered through safety leadership and embodied in 'Our Shared Values'

Refer to the Human Capital section on page 93 of the 2022 Annual Report for more details on how we manage occupational health and safety and incidents that occur during the year.

Work-related injuries

| 2022 – All facilities (Tier 1,2,3 & 4) | | | | | |
|---|-------------------|---------------------------|---------------------------------|-----------------------------------|--------------------------------------|
| Work-related fatalities, injuries, and ill health by region | No. of fatalities | No. of lost time injuries | No. of restricted work injuries | No. of medical treatment injuries | Total number of recordable incidents |
| Africa | 14 | 205 | 66 | 508 | 793 |
| Americas | 0 | 62 | 51 | 47 | 160 |
| AMEA | 1 | 39 | 6 | 37 | 83 |
| Europe | 0 | 21 | 4 | 7 | 32 |
| Total | 15 | 327 | 127 | 599 | 1,068 |

| 2022 – All facilities (Tier 1,2,3 & 4) | | | |
|--|---|---------------------------------------|--------------------|
| Rates by region | Lost Time Injury Frequency Rate (LTIFR) | Total Recordable Incident Rate (TRIR) | Total hours worked |
| Africa | 0.38 | 1.46 | 108,706,650 |
| Americas | 1.04 | 2.69 | 11,880,530 |
| AMEA | 0.20 | 0.43 | 38,802,631 |
| Europe | 0.54 | 0.83 | 7,747,259 |
| Total | 0.39 | 1.28 | 167,137,070 |

The rates have been calculated based on 200,000 hours worked

The above data covers all category of employees (permanent, seasonal and contractors) across all of Olam's facilities:

Tier 1: Large manufacturing plants.

Tier 2: Primary processing plants and upstream operations.

Tier 3: Warehouses.

Tier 4: Offices.

The primary reasons for work related injuries throughout the year were:

- Vehicle related incidents and road accidents
- Machine related injuries
- Falls from height
- Getting injured under fall loads.
- Exposure to chemicals / heat / cold vibration / radiation
- Manual handling injuries

Child labour

We do not tolerate illegal, forced labour, gender-based violence, and human trafficking in our operations and supply chains. On child labour, which is an endemic challenge in some origins and supply chains, we are committed to eliminating the worst forms of child labour identified in our supply chains, educating farmers and communities, and supporting children's access to education. We seek to provide remedial action for any case of child labour identified in our supply chain. We also engage with governments, suppliers, customers, civil society, and communities to identify, eliminate and prevent abuses across our value chains, and in the markets where we operate. We integrate human and labour rights due diligence processes and procedures throughout our operations and supply chains, underpinned by global policies and codes including the Living Landscapes Policy, the Fair Employment Policy, the Code of Conduct, and the Plantations, Concessions and Farms Code. We invest in a variety of measures and monitoring tools to proactively reduce risks to children and others across our entire supply chain.

Following our collaboration with Wageningen University and Research in 2021 to develop a methodology to assess human rights risks at the sector level in countries where we operate, we continued to strengthen this risk assessment through field studies in high-risk countries, with the aim of understanding the prevalence and root causes in our own direct supply chains, in order to design and implement programs to support farmers to eliminate illegal, unsafe, and unacceptable practices. In tandem with our monitoring systems, we are making education more accessible and affordable. For example, we supported sesame farming communities in Nigeria by supplying approximately 2,000 students with learning materials including stationery and instructional materials. These students are enrolled across 12 schools in five local government areas. Continuous support and awareness building will help increase school enrolment, reduce absenteeism, and lessen the risk of child labour.

In addition, Olam undertakes certain measures to mitigate the risk of child labour. These include training farmers on children's rights and child labour, with more than 240,000 farmers trained. Olam has also supported farmers by increasing yields through the provision of pre-finance, Agri-inputs and training in Good Agricultural Practices, thus enabling them to hire adult labour and afford school fees. It is important to note that in most of our countries of operation, primary school is free whilst secondary school is not. So even if there is a secondary school in the region, most of our farmers are struggling to meet tuition costs notwithstanding the mandatory expectation by governments in most countries we operate in for children to attend school.

Through the Olam Farmer Information System (OFIS), we are surveying the community to identify where schools are lacking, and in turn working in collaboration with the governments and partners for their establishment, as well as ensuring long-term provision of teaching staff by the government.

Olam has also provided adult literacy and numeracy courses for farmers, not only to improve farm management capability but to demonstrate the value of education for their children. We have also scaled up initiatives by working with partners including customers, donors, governments, and NGOs.

Operations and suppliers at significant risk for incidents of child labour

Smallholder supply chains in emerging market countries with limited schooling and farmer poverty are at a higher risk of child labour. We have undertaken a human rights risk assessment that has enabled us to identify that country-product combination supply chains for Olam include cocoa, cotton, cashew, hazelnuts, and coffee in countries such as Côte d'Ivoire, Nigeria, Ghana, Turkey, and Guatemala.

Olam works with as many farmers as possible, plus NGOs, local authorities, and other organisations to promote fair practices. We also help farmers to grow more and improve the quality of their products so that they can earn more and pay wages to labourers. Additional outreach includes awareness raising, training for local authorities as well as labour contractors and teachers. Training is also given to the migrant workers on issues such as gender equality, child labour and financial literacy.

In 2021, together with Wageningen University & Research, we commissioned a risk mapping of 60 businesses across more than 30 countries looking at labour rights and in particular the risk of child labour or forced labour in Olam's supply chains. Based on the study, we have identified several locations at higher risk of child labour issues including Côte d'Ivoire, Ghana, Chad, Nigeria, Turkey, and Brazil. In 2022 we engaged third-party consultants for field studies in high-risk areas including in Nigeria, Chad, and Nicaragua, to further understand risk factors and identify opportunities to mitigate risks. It is important that we take steps together with our partners to identify and monitor problem hotspots and continue to raise awareness amongst our employees, suppliers, and those in the communities we work in

Forced or compulsory labour

The Olam group of companies has zero tolerance for slavery or human trafficking in our organisation and industry. We are committed to maintaining our work, as a global leader in many food and industrial raw material businesses, in engaging with others including suppliers, interest groups and Governments, to eliminate abuses in the labour markets where we operate or have influence.

ofi's 2022 UK Modern Slavery Statement is available here:

<https://www.ofi.com/content/dam/olamofi/locations/location-pdfs/slavery-and-human-trafficking-statement-2021-new.pdf>

Our global grievance procedures are available here:

<https://www.olamgroup.com/sustainability/grievance.html> See also:

Operations and suppliers at significant risk for incidents of forced or compulsory labour

Olam is undertaking a pilot in partnership with the International Labour Organisation, under Alliance 8.7, the global partnership for eradicating forced labour, modern slavery, human trafficking, and child labour. By undertaking this pilot, we are aiming to better understand where the risks for incidents of forced labour or human rights abuses exist within our supply chain so that swift and appropriate action can be taken.

Rights of indigenous peoples

Olam has always been committed to upholding the rights of indigenous and local people who live in the vicinity of our operations. This is particularly important given the extent of our footprint in emerging markets such as Gabon. Our [Plantations Concessions and Farms Code](#) has laid out our commitment for many years, as has the Olam Supplier Code, and these are reinforced with the [Olam Living Landscapes Policy](#) which seeks to achieve a net positive benefit for farmers, communities and the planet. On page 15 of the policy, it states:

Free, Prior, and Informed Consent (FPIC) of indigenous peoples and/ or local communities

We respect the customary and legal tenure and access rights of Indigenous Peoples or other Local Communities (IPLC) affected by our operations, and will work with such local communities to achieve a positive impact on their livelihoods and well-being:

- We will obtain the Free, Prior and Informed Consent (FPIC) from IPLC that may be affected by our plantations and farms, before developing any land that may be encumbered by such rights.
- We will follow evolving guidance on best practice in FPIC procedures and on Participatory Mapping, including planning for the future land and livelihood needs of communities.
- Our FPIC Process is the first step in an ongoing relationship based on Informed Consultation and Participation (ICP) with indigenous peoples and local communities. We view these local people as co-owners and partners of our Living Landscape conservation efforts.
- We will share and provide insights into the practical application of FPIC in our operations with our partners and parties dedicated to the continuous improvement of the FPIC process.
- We will offer and develop with IPLC appropriate opportunities to work with us or supply us where appropriate with goods and services, and contribute to community development, consistent with building social and human capital.

See also the FPIC policy for our Wood Products operations in Republic of Congo here:

https://www.olamagri.com/content/dam/olam-agri/products-services/wood-products/engaging-and-supporting-communities/esc-pdfs/FPIC-CIB-policy-and-guidelines-english.pdf?force_isolation=true

Incidents of violations involving rights of indigenous peoples and actions taken

In our own operations such as the palm oil and coffee plantations, the national Corporate Responsibility & Sustainability teams engage regularly with communities. This includes addressing grievances but much of the work focuses on implementation of social contracts which benefit the communities.

In the Republic of Congo, we organise dozens of meetings each year with local communities and Indigenous peoples (IP) to raise awareness about human rights and minority protection laws. Our social team has six IP communicators who act as relays for the aspirations and complaints of their community. Before each harvesting activity in the forest, these communicators walk the area with the IP to mark and protect their traditional resources or places of worship. We also have two IP facilitators at our medical clinic to offer a personalized welcome to these populations and to follow them during their treatment.

Below is the information about our complaints procedure and the ones that have been registered relating to during the year:

- <https://www.olamagri.com/content/dam/olam-agri/products-services/wood-products/engaging-and-supporting-communities/esc-pdfs/procedure-de-traitement-des-plaintes-en.pdf>
- <https://www.olamagri.com/content/dam/olam-agri/products-services/wood-products/forest-concessions/forest-concessions-pdfs/cib-grievance-log-12-aug-2022.pdf>

Local communities

Operations with local community engagement, impact assessments, and development programs

Olam is committed to selecting and managing land responsibly. Although land development is necessary to feed growing populations, expansion can negatively impact local communities and the environment unless essential precautions are taken. One of the greatest risks to the success of our upstream activities is if we fail to gain the acceptance of the communities. Not just at the start of the program but every day going forward. We therefore follow the Free Prior and Informed Consent Process (FPIC) for all new developments and aim to maintain that dialogue as a matter of course.

We always aim to bring positive impacts, not just in terms of labour but by catalyzing improved agricultural production and food security in the region.

Refer to above sections on child labour, forced or compulsory labour, and rights of indigenous peoples for more details.

Nutrition and health

Food and nutrition security

We focus on the physical health and wellbeing of our people as we believe that a thriving workforce drives productivity. Region and country teams continue to identify and roll out initiatives that seek to address the needs of the local employees.

By the end of 2022, Olam worksites covering more than 30,000 people in our primary and secondary workforce in 28 countries were assessed as part of our global workforce nutrition programme. Action plans were then developed to improve workforce nutrition across four pillars: healthy food at work, nutrition education, nutrition-focused health checks, and breastfeeding support. This initiative is to improve nutritional outcomes for our employees, which supports their own wellbeing as well as productivity at work.

For our customers, fortifying key staples and condiments with vitamins and minerals remained a key way of supporting access to nutrition, especially for urban consumers in Africa. In 2022 we produced a total of 70 billion servings of micronutrient fortified foods.

Refer to printed page 94 of the Human Capital section of the Annual Report 2022 for information on nutrition and health.

Customer health and safety

Ensuring our ingredients and products are delivered to customers without contamination or adulteration is the bedrock of our quality and compliance programmes.

As we are buying from farmers, the vast majority being smallholders they tend not to be covered by recognized Global Food Safety Initiative (GFSI) certification. However, many are taught good agricultural practices that improve product safety.

We operate highly integrated supply chains working with large-scale growers and smallholders to provide training, quality seeds and other inputs, coupled with the highest standards of quality and microbiological control at our processing plants in origin and in destination markets, thereby reducing food safety risks.

It is essential that we keep on top of the rapidly changing regulatory frameworks across our multiple markets. We adopt granular vigilance to keep in step with the standards and requirements of governments and various legislative bodies.

We manage large processing and manufacturing facilities across the world. Continued investment in achieving safety, health, quality and supporting sustainability is essential to delivering quality products reliably to our customers. We continue to upgrade equipment and technology such as laboratory testing equipment, metal detectors, screens, X-rays, and color sorting.

Our processed product range includes peanuts, hazelnuts, almonds, sesame, rice, cashew, coffee, cocoa, and spices, as well as our Packaged Foods Business in Africa where we manufacture consumer products such as biscuits, pasta, and yoghurt drinks. We've adopted the systematic preventative approach called Hazard Analysis Critical Control Point (HACCP). It addresses physical, chemical, and biological hazards across the operation as a means of prevention rather than relying on finished product inspection. We focus on FSSC 22000 or BRC certification for our food processing plants.

All **ofi** Tier 1 manufacturing and processing facilities, 10 Olam Agri facilities, and 2 OGH facilities have been certified to Global Food Safety Initiatives (GFSI) recognized standard that includes SQF, FSSC 22000, and BRC. All certified facilities undergo GFSI recognized certification audits as part of the certification requirements. Within Olam Agri we are progressing toward similar third-party certification namely ISO 22000 food safety certification for all our processing plants, which we aim to achieve by the end of 2023.

Since 2021, we utilize our Olam Group-wide comprehensive global quality and food safety management system to ensure we consistently work to quality procedures and policies. We work closely with customers to ensure we are meeting or exceeding expectations. We review and measure our performance monthly across businesses through shared performance indicators.

There was one non-material recall in the Europe region during 2022. No consumer was taken ill or injured.

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

We do not break the percentage for commercial reasons, but a substantial part of our business is continuously assessed for health impacts, particularly across the 250+ major manufacturing and processing facilities. These include cocoa, coffee, nuts, dairy, packaged foods, spices, grains, rice, sesame, and edible oils.

Diversity and inclusion

Diversity and equal opportunity

Olam is an equal opportunity employer, and we strive to promote diversity and inclusiveness at all levels in the organisation.

In mid-2018 we launched our [global Fair Employment Policy](#) which states the following on page 8:

1. Definitions

1.1. Diversity: is acceptance of a range of human differences, including but not limited to race, ethnicity, country of origin, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies

1.2. Inclusion: is about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential

2. Standard Requirements

2.1. All Olam workplaces shall be equal opportunity employer and all employee life-cycle related processes/decisions would ensure there is no discrimination based on race, ethnicity, country of origin, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies

2.2 *Olam workplaces shall make reasonable allowances in providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages*

2.3 *Undertake training of managers, supervisors and team leaders on concept, benefits and practice of behaviours and processes that promote diversity and inclusiveness.*

Within our third-party supply chains, we also advocate for diversity and inclusion, particularly for women in smallholder communities, although this must be addressed with cultural sensitivities.

Diversity of governance bodies and employees

For information on governance bodies, refer to [Governance Report section of the 2022 Annual Report](#) on printed pages 144-146.

For information on Olam's employees see above section on General disclosures: Information on employees and other workers.

Climate action

The IPCC's Special Report on Climate Change and Land (2019) estimates that agriculture is directly responsible for up to 8.5% of all greenhouse gas emissions with a further 14.5% coming from land use change (mainly deforestation in the developing world to clear land for food production). Olam recognises that by reducing energy consumption, particularly the use of fossil fuels, we will reduce greenhouse gas emissions (GHG), vital in the effort to reduce climate change. We are committed to aligning our goals with internationally agreed science-based targets which includes operating within our planetary boundaries and reducing our contribution to the global emissions.

Olam has reported to the Carbon Disclosure Project since 2011.

CDP Climate 2022 = B (2021 = B).

Olam Group received a B which is in the Management band. This is higher than the Asia regional average of C, and higher than the Trading, wholesale, distribution, rental & leasing sector average of C.

CDP Forests 2022 = D timber and palm (2021 = B); D for soy (2020 = B-)

Olam International received a D for Timber which is in the Disclosure band. This is lower than the Asia regional average of C, and lower than the Trading, wholesale, distribution, rental & leasing sector average of B.

Olam International received a D for Palm oil which is in the Disclosure band. This is lower than the Asia regional average of C, and lower than the Trading, wholesale, distribution, rental & leasing sector average of B-.

Olam International received a D for Soy which is in the Disclosure band. This is lower than the Asia regional average of C, and lower than the Trading, wholesale, distribution, rental & leasing sector average of B-.

Decreases in our scores across all Forest CDP scores has primarily been due to a temporary gap in comprehensively disclosing forest-related strategies, activities, and issues, due to internal challenges during the re-organisation and demerging of the operating groups. We continue to improve on these processes and expect they will be fully rectified following the completion of re-organisation.

CDP Water 2022 = B (2021 = A-)

Olam Group received a B which is in the Management band. This is the same as the Asia regional average of B, and higher than the Trading, wholesale, distribution, rental & leasing sector average of C.

Decrease in our Water CDP score was primarily driven by a lack of detail disclosure relating to the water risk assessment when comparing prior year to current year. This is an area that will be improved on following the completion of the re-organisation.

Refer to [CDP website](#) to see detailed responses to each CDP questionnaire.

Energy

Energy consumption within the organisation

The main area for fuel consumption is in our processing operations:

Scope 1

| Type of fuel used in Gigajoules | 2022 | 2021 | 2020 | 2019 |
|---------------------------------|-----------|-----------|-----------|-----------|
| Coal | 304,196 | 457,456 | 803,082 | 2,699,307 |
| Oil | 93,983 | 114,141 | 105,650 | 79,648 |
| Natural gas | 5,448,324 | 5,982,532 | 5,285,613 | 6,325,838 |
| Petrol | 69,060 | 77,625 | 70,384 | 52,259 |
| LPG (Liquefied Petroleum Gas) | 186,769 | 196,823 | 144,035 | 184,734 |
| Diesel | 890,492 | 1,492,103 | 1,108,478 | 866,480 |
| Propane | 23,229 | 21,311 | 26,373 | 16,847 |
| Biomass wood | 44,226 | 199,633 | 212,257 | 248,292 |
| Biomass spent coffee grounds | 612,320 | 612,901 | 618,632 | 557,421 |
| Biomass cocoa shell | 284,748 | 262,621 | 229,452 | 257,363 |
| Biomass rice husks | 208,930 | 228,931 | 239,227 | 179,834 |
| Biomass palm fiber and kernel | 612,328 | 582,386 | 528,159 | 481,194 |
| Biomass cashew shell | 50,441 | 39,224 | 38,800 | 78,134 |
| Bagasse | 0 | 368,490 | 182,379 | 570,813 |
| Biomass coffee husks | 41,959 | 47,149 | 60,943 | N/A |
| Biomass walnut shell | 246,963 | 101,254 | 25,014 | N/A |

Scope 2

| Type of Fuel Used in Gigajoules | 2022 | 2021 | 2020 | 2019 |
|---------------------------------|-----------|-----------|-----------|-----------|
| Grid electricity (non-green) | 1,372,190 | 1,396,975 | 1,463,930 | 2,539,845 |
| Steam | 310,875 | 339,873 | 236,914 | 166,080 |
| Heating | 9,469 | 4,492 | 4,108 | 8,476 |
| Cooling | 0 | 0 | 0 | 2,026 |

| | | | | |
|------------------------|---------|----------|---------|---------|
| Geothermal | 242,666 | 155,133* | 4,022 | 269,074 |
| Solar | 54 | 51 | 537 | 529 |
| Hydro | 5,409 | 4,553 | 3,607 | 1,479 |
| Green grid electricity | 922,497 | 992,074 | 509,824 | 314,737 |

*Restatement of 2021 Geothermal Fuel Used:

In the 2021 reporting period, Geothermal fuel use was incorrectly reported as 4,022 Gigajoules (GJ). The correct fuel use from geothermal sources was 155,133 GJ for the 2021 year. The reason for the prior year correction in the current year is due to the further reviews of the 2021 energy consumption data subsequent to the prior year reporting date that identified an error in the data collection and calculation process. The effect of the error is limited to the above disclosure table and below on renewable energy.

Use of biomass and renewable energy in processing:

| Type of Energy Used in Gigajoules | 2022 | 2021 | 2020 | 2019 |
|--|-----------|------------|-----------|-----------|
| Biomass energy sources | 2,101,915 | 2,671,519 | 2,134,863 | 2,373,051 |
| Biomass energy % of Total energy consumption | 20% | 3% | 21% | 18% |
| Renewable energy sources | 1,170,626 | 1,151,811* | 517,990 | 585,819 |
| Renewable energy % of Total energy consumption | 11% | 12% | 5% | 4% |

*Restated in line with description provided above

For these calculations we have followed previous methodologies this year and have not calculated energy consumption using higher heating values (HHV), also known as gross calorific values (GCV), which are directly measured or taken from the Intergovernmental Panel on Climate Change (IPCC), the U.S. Department of Energy (DOE), or the U.S. Energy Information Administration (EIA). Our biomass is not necessarily certified as it often comes from our own procurement from smallholders or our estates which may or may not be certified.

Data is collected and submitted on a monthly basis by each of our Tier 1 processing facilities in the organisation based on measuring the direct GJ energy consumption by source.

Energy intensity

Olam's energy intensity ratio was 2.5 GJ/MT of product processed in operations across our Tier 1 facilities.

The energy intensity ratio of gigajoules (GJ) per metric tonne (MT) of product processed in operations has been determined to be the appropriate metric to measure energy intensity for our organisation. Metric tonnes of product processed is the unit of measure across our businesses that underpins and drives our variable energy cost and consumption requirement in our processing facilities, therefore provides the most meaning for the purposes of internal decision-making purposes.

The scope of energy types included in the intensity calculation is all energy types used in our processing facilities. The calculation only considers energy consumption directly measurable within the processing facilities of our organisation and does not include energy consumption from our supply chain outside the organisation.

Reduction of energy consumption

Olam Group, through its operating groups: Olam Agri and ofi, are respectively in the process of designing and implementing appropriate methodologies, systems, and processes to reliably collect, analyse and report on reduction in energy consumption.

Emissions

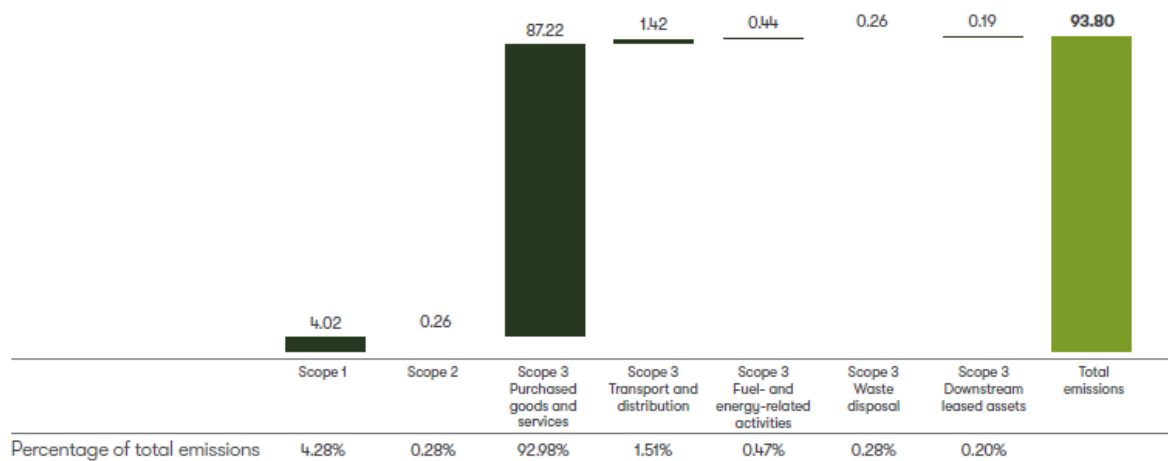
GHG emissions

As we grow our business, we cannot allow emissions from our operations to grow at the same pace. Product targets can be found in the dedicated sustainability strategies listed below, and each operating group, Olam Agri and ofi, are in the process of developing their respective group targets and strategies to align with a 1.5°C pathway:

- [Cocoa Compass](#)
- [Coffee LENS](#)
- [Cashew Trail](#)
- [Hazelnut Trail](#)
- [Almond Trail](#)

Our Scope 3 (supply chain) emissions account for over 90% of total GHG. In 2022, we are reporting Scope 3 emissions at 89.5 MMT CO₂e. This year's Scope 3 emissions include more complete GHG inventory for packaged foods business (OGA) and dairy trading business (**ofi**).

Olam's total emissions in 2022, collected through Terrascope (MM tCO₂e)



- Olam GHG accounting has been expanded to include our freight business for improved completeness of our corporate GHG inventory.
- We have applied the latest version of emission factors from Ecoinvent (version 3.9), in line with industry best practice to utilize latest up-to-date emission factors. This update has impacted GHG calculations for soybean, maize, coffee, peanut, and fava bean purchased. For more details on Ecoinvent v3.9, please refer to <https://ecoinvent.org/wp-content/uploads/2022/10/Change-Report-v3.9.pdf>.
- Biogenic carbon: 5.95 MM tCO₂e arising from carbon dioxide emissions from biogenic sources have been categorized under "biogenic carbon" which is outside scopes 1, 2 and 3, in line with the Greenhouse Gas Protocol Agricultural Guidance. This accounting treatment of biogenic emissions is expected to undergo some changes as an updated guidance "GHG Protocol Land Sector and Removals" is expected to be released later this year.

(Graph from printed page 100 of Natural Capital section of Annual Report 2022)

Methodologies:

In general, the GHG Protocol Suite of Standards is used to calculate corporate GHG emissions. The consolidation approach selected by Olam Group is the operational control approach. The basis for this decision is that it most appropriately reflects the degree of influence and control we can as a group have on our direct emission sources.

For Plantations, Concessions and Farms:

- Primary data on inputs and volumes harvested is collected from the origin operations team.
- GHG intensity values are extrapolated from AtSource, which uses crop specific models and Eco-Invent data on emission factors.
- Absolute value = Intensity X Produced Volume.

For Processing:

- Primary input data collected by the Manufacturing and Technical Services teams from global processing facilities.
- GHG emissions calculated using Global Emission factors with guidance from GHG Protocol Standard. Primary source of emission factors incorporated into the calculation are from DEFRA and IEA.
- Scope 1 & 2 categorized as per GHG Protocol Corporate Accounting Standard.

For supply chain:

- Purchase volumes from each business unit are validated and supplied by the respective finance teams
- Transportation and distribution is focused and limited to marine freight supply chain emissions on the basis that this comprises the significant majority of this emission category profile. The data is validated and provided by the Group logistics team.
- Eco-Invent database version 3.9, country, rest of the world and global emissions factors for each product are used to calculate absolute supply chain GHG emissions.

The source of the emission factors utilized across the categories of emissions calculated and presented have been selected in order to ensure that where any of the six recognized greenhouse gases (GHG) from the Kyoto Protocol are present, that they are all accounted for in our emissions profile. At the reporting date, Olam Group does not track and calculate GHG emissions at the disaggregated GHG category (CO₂, CH₄, N₂O, PFCs, SF₆ or NF₃) level on the basis that decision-making processes have not required this level of detail at this point of time.

Biogenic emissions for the 2022 reporting period have been calculated for the first time with improved data availability and accuracy.

GHG emission intensity

For Scope 1 and 2 in relation to our own processing operations, we have maintained our year-on-year GHG efficiency at 0.13 MT CO₂ e/MT of product in 2022.

For Scope 1 and 2 emissions in our plantations, concessions and farms, emission intensity has decreased to 0.71 CO₂e/MT of product. This is due to improvements in our palm, cotton, and coffee production.

The basis and rationale for the determination of the appropriate denominator for our GHG emissions intensity is consistent with that of energy intensity disclosed in the previous section. GHG emissions intensity is currently focused on scope 1 and 2 emissions from our processing facilities which includes all relevant gases that are present and captured in the emission factor sources used in the calculation.

Reduction of GHG emissions

Consistent with the energy consumption section above, the accounting and reporting on GHG emission reductions is in development at the operating group level of Olam Agri and **ofi** respectively.

Healthy ecosystems

Biodiversity

Olam has always understood that we play a major role in terms of land and biodiversity stewardship, coupled with ensuring that the rights of communities are upheld. This is also a business benefit, helping to ensure we do not jeopardize our own operations through soil degradation, loss of pollinators and increasing global temperatures through the loss of carbon sequestration by forests. Many issues relating to land are also interconnected with livelihoods, water, and climate change.

Plants, birds, insects, and mammals all help to create the ecosystems upon which we depend, so protecting biodiversity by minimizing our impact and safeguarding areas of habitat is vital. Olam's investment process requires comprehensive legal, environmental, and social scoping and assessment to ensure compliance with Olam's policies and objectives, relevant national and international laws and charters, and the company's public commitments to good practice. Our approach to land development is encapsulated in the Olam [Plantations, Concessions and Farms Code](#) and the [Living Landscapes Policy \("LLP"\)](#):

Aims of the LLP:

- **Prosperous farmers and food systems** e.g., economically viable production that sustains a decent livelihood for farmers and agricultural workers, including safe and decent employment opportunities, access to training and finance, and fair pricing
- **Thriving communities** e.g., revitalizing rural communities to live well, enjoying access to essential services such as health, education, and sanitation, and securing nutritious food for all
- **Regenerating the living world** e.g., maintaining or restoring healthy ecosystems that support viable populations of animals and plants (biodiversity), enhancing local ecosystem services (e.g., water regulation, soil fertility and erosion control), and regulating the global climate (carbon storage and greenhouse gas emissions)

The following unacceptable land use practices are not permitted in our operations or third-party supply chains, and if present, must be eliminated:

- No illegal activities:
- Full compliance with applicable national and international laws, including human and labour rights
- Respect Legally Protected Areas or Internationally Recognised Areas
- No conversion or degradation of critical habitats such as High Conservation Value (HCV) areas and other nationally recognised conservation priorities.
- No conversion or degradation of peatlands of any depth.
- No conversion or degradation of other natural habitats with high levels of organic carbon such as High Carbon Stock (HCS) forests.
- No use of fire in land preparation including planting and replanting.
- No development without the Free, Prior, and Informed Consent (FPIC) of indigenous peoples and/or local communities, recognising traditional and customary rights.

Refer to the Natural Capital section, printed pages 101 – 103 of the Annual Report 2022 for specific examples of how we are addressing deforestation risk and biodiversity.

[Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas](#)

Olam Palm Gabon – plantations

We entered into two joint ventures with the Republic of Gabon in 2010, to develop large scale sustainable palm plantations fully compliant with RSPO standards, as well as rubber plantations. The geographical locations can be found [here](#).

Olam Palm Gabon (OPG) is entirely RSPO (Roundtable on Sustainable Palm Oil) certified and committed to sustainable palm oil (*Elaeis guineensis*) production and sourcing. It is the largest fully certified RSPO producer in Africa with an overall concession area of 202 561 hectares (ha), with more than 50% (111 234 ha) of High Conservation Value (HCV) forest, wetlands and savannah permanently protected. OPG's particularity lies in its landscape approach, resulting in large portions of HCV areas within plantations to ensure ecological connectivity.

The Awala plantation is located 80 km southeast of the capital Libreville and 15 km West of Pongara National Park, in an area of lowland terra firma habitat that contains some mangrove habitat.

The Makouke plantation is located within the Bas-Ogooué landscape - a complex mosaic of dense, tropical forest overlapping with savannah, seasonally inundated swamps and other critical wetlands that supports exceptionally high levels of species richness and contains large blocks of unconverted, evergreen, lowland, moist forest.

Mouila Lots 1, 2 and 3 and Ndende plantations are found within the Ngounié river basin, part of the western Congolian forest-savannah mosaic and also home to many threatened and endemic fish species, as well as restricted range and threatened plant species, some of which are yet to be fully scientifically described. Mouila Lots 1 and 2 are primarily composed of lowland terra firma forest with some savannah habitat, while Mouila Lot 3 and Ndende are located in a gallery-savannah mosaic.

During its development stage, OPG carried out Environmental and Social Impact Assessments, backed and High Conservation Studies, leading to the setting aside of 50% of its concessions. Protecting valued areas, combined with OPG's landscape approach, resulted in mosaic of plantations and conservation areas. As such, there are over 3 000 km of interface between plantations and HCV areas.

For 2022 data for concession and conservation areas see the dashboard here.

Our approach, which has resulted in more than 50%, equivalent to 106,000 ha of protected areas is summarized here:

- Select broad areas in landscapes that are far from national parks and where the natural environment has already been degraded
- Within specific sites, ensure that we identify and set aside the land that is of High Conservation Value (HCV) for biodiversity, community, or cultural reasons
- Prioritise the 'least value' land for development and invest heavily in conserving the high value areas. We actively manage these HCV areas, helping to prevent poaching and illegal hunting, as well as monitoring its wildlife.
- Engage with 61 local communities through participatory mapping and Free, Prior and Informed Consent (FPIC) process to ensure that they agree with our analysis and with the project. As of 2022, OPG has financed 415 community projects to improve living environment
- Validate our assessments through broad-based consultations with NGOs and independent peer-reviewed experts.
- Create positive social and economic impact in the local communities through employment, capacity building, rural infrastructure development, and development of income generating activities to empower communities.
- Ensure we are 100% RSPO certified from new planting through to mill completion with no burning for land clearance.
- Ensure we are ISCC certified in plantations set in savannah landscapes.

Olam Rubber Gabon (ORG) – plantation

The development of the plantation is in line with the Government's proposed National Land Use plan as it seeks to develop an economy less dependent on fossil fuels, as well as providing private sector employment. However, for the development of agriculture, Gabon has the challenge that more than 85% of its land is covered by forest. Of the remaining non-forested land, much of it is swamp or infertile. Through the Plan, Gabon has identified sufficient areas of highly degraded forests and abandoned fallows along the main populated axes to meet its needs for agriculture and agri-business, while preserving and sustainably managing all of its high conservation value and high carbon stock and old-growth forests.

The rubber concession lies within an area of abandoned agricultural fallows and mixed secondary forests, in a hilly landscape dissected by broad, flat swamps and rivers. We conducted an Environmental and Social Impact Assessment in 2011 which went through a public consultation before land preparation. As a result of these surveys, we were able to identify 11,000 ha of plantable lands on the flatter hills, favouring wherever possible the rattan scrub, but also including some areas of secondary forests. The best-quality habitats (maturing and high-biomass forests), as well as all wetlands, have been protected in an extensive, well-connected network of core habitat and buffer zones (approximately 25,000 ha). The ratio of protected ecosystems is approximately 67% of the concession. A strict no illegal hunting policy has been put in place to ensure that these forests gradually recover from historical overhunting.

Community Development Projects

Before starting, ORG engaged with 25 local communities through participatory mapping and Free, Prior and Informed Consent (FPIC) process to ensure that they agree with our analysis and with the project. As of 2022, ORG has financed 156 community projects to improve living environment. Outside of the Social Contract, ORG also set up a Social Fund, managed by a similar tripartite committee, to support community development projects generated by the community on an ongoing basis.

Congolaise Industrielle des Bois (CIB) – natural forest concessions in Republic of Congo

CIB has been a pioneer in Responsible Forest Management in the Congo Basin. Our operations are headquartered in the northern region of the country, in Pokola, Republic of Congo. Our concessions cover around 2 million hectares (ha). Refer to the Olamgroup.com website for updates on FSC® certification and concession maps:

Indigenous communities are able to carry out their traditional hunting and fishing activities everywhere, except in strictly protected areas. Refer to printed page 101 of the Natural Capital section of the Annual Report 2022 for further detail.

Follow link to our [FSC® license codes](#).

Other plantation operations with biodiversity focus:

In Nigeria we run a large rice farm with integrated mill (10,000 ha under Olam management). Although there is no high conservation land in the area, we have made considerable efforts to ensure the surrounding landscape is not impacted by our activities.

In Australia and California we operate large-scale almond ranches. Protecting pollinators, particularly bees are a major focus. See the ofi launched [Almond Trail](#) report in 2022 for more detail.

Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas

We are extremely mindful that we work alongside the habitats of incredibly diverse and rich wildlife. We work hard to ensure negative impacts do not occur, and that positive impacts are generated such as protection against poaching and hunting. Please refer to our [Living Landscapes Policy](#).

ofi operations

ofi has 147 corporate supply chain entities which it owns or operates as process, warehousing, or factory facilities in its Coffee, Cocoa, Nuts, Spices, and Dairy supply chains. The sites include large and small manufacturing or processing plants, ofi owned or operated production estates, R&D centres, Aggregation or Buying Stations, and Directly own/managed warehousing.

To ensure support biodiversity reporting, the organisation has licensed the IBAT Alliance's premier Enterprise reporting package and all 147 of Tier 1 and Tier 2 processing facility sites have been assessed for biodiversity risk using the IBAT Alliance Enterprise Multi-Site Reporting designed for GRI 304-1.

Key Reporting Metrics from IBAT-Alliance Reporting System for 304-1:

- Counts of protected areas and Key Biodiversity Areas (KBAs) within the selected 10km radius of operational sites,
- Endangered and Vulnerable IUCN Red List species that are potentially found within a 50 km radius.
- IBAT-STAR Scores: The Average Species Threat Abatement and Restoration Metric for the 10km radius site are provided and ranked

ofi Biodiversity Assessment Summary:

- 87/147 sites are in just 5 countries:
 - USA,
 - Vietnam,
 - Australia,
 - Cote d'Ivoire
 - Brazil

ofi has 88 sites within 10km of a nationally or internationally recognized "Protected Area" and 58 sites within 10 km of a Key Biodiversity Area.

Of the 147 sites, 134 are considered Low, Very Low, or Extremely Low Risk when categorized according to the IBAT STAR Threat / Abatement score.

13 of 147 sites are considered Medium or High Risk based on their STAR threat abatement (STAR-T) scores:

- 2 Sites are High Risk:
 - Antioquia Colombia (Upstream Coffee Processing Site)
 - Perote Veracruz Mexico (Upstream Coffee Processing Site)
- 11 Sites are Medium Risk, only one of those is a "T1" (Large) Processing: The Joanes Factory in Ilheus, Bahia, Brazil while the other 10 are small upstream warehouses or primary processing and collection points.

Data Driven Risk Mitigation Steps:

2022 is the first reporting year ofi has been informed by the IBAT STAR Indices which has enabled the identification of high priority biodiversity threat abatement locations.

In all three high risk origins, ofi already has one or more sustainability programs addressing drivers of biodiversity loss through landscape regeneration (Mexico), reducing wastewater and eutrophication (Colombia), and reverse deforestation (Brazil). Further details of each are available through the AtSource Impact Stories Hub:

Mexico: <https://www.atsource.io/impact/blending-coffee-with-agroforestry-for-prosperous-farmers-and-living-landscapes.html>

Colombia: <https://www.atsource.io/impact/absorbing-the-impact-of-coffee-wastewater.html>

Brazil: <https://www.atsource.io/impact/agroforestry-in-the-amazon-incentivising-cocoa-farmers-to-protect-and-restore-forest.html>

As part of our **ofi's** ongoing engagement and commitment to these sourcing landscape sustainability programming will be adapted in each origin to address biodiversity along with other key environmental risks in our mandatory annual supply chain risk assessments designed to meet environmental reporting requirements and reduce such risk through the targeting of remediation action plans where our product supply volumes originate in proximity to sustainability challenges.

Olam Agri and Olam Group Holdings (OGH) operations

Olam Agri and OGH assessed 88 Tier 1 and Tier 2 sites (73 Olam Agri, 15 OGH) across their businesses for biodiversity risk using the IBAT-Pro Multisite Reporting. The assessed sites span cotton, wood, rubber, edible oils, integrated feed and protein, wheat, sesame, rice, and specialty grains businesses. The assessed sites comprise large and small processing facilities and large warehousing facilities that are owned or operated by Olam Agri or OGH. Smaller warehousing spaces and corporate offices were not included in the assessment, except as they overlap with the above locations.

Key Reporting Metrics from IBAT-Alliance Reporting System:

- Counts of protected areas and Key Biodiversity Areas (KBAs) within the selected 10km radius of operational sites
- Counts of Critically Endangered, Endangered and Vulnerable IUCN Red List species that are potentially found within a 50 km radius.
- Scores associated with the Species Threat Abatement and Restoration Metric are also provided to allow users to determine the relative opportunities for positive biodiversity action at sites.

Olam Agri and OGH Biodiversity Assessment summary for Tier1/Tier2 Facilities

Olam has considered a 10 km radius for this assessment; there is no specific guidance from IBAT or GRI on a universal or appropriate site distance to consider in spatial analysis of the risks of processing activities on ecosystems.

Of the 88 sites, 41 (35 OGA and 6 OGH) are within 10 km of a nationally or internationally recognized Protected Area, and 18 sites (13 OGA and 5 OGH) are within 10 km of a Key Biodiversity Area.

Of the 88 sites, 4 (3 OGA and 1 OGH) are considered Low Risk, and 84 (65 OGA and 19 OGH) are considered Very Low or Extremely Low Risk, when categorized according to the IBAT STAR Threat / Abatement score.

Republic of Congo, natural forest concessions

CIB continues its partnership agreement with the Ministry of Forest Economy (MEF) and the Wildlife Conservation Society (WCS) to protect the wildlife around the Nouabalé-Ndoki National Park in northern Congo as part of an ecosystem protection project that was renewed in 2021. Supported by eco-guards and the local community, it is tackling poaching and protecting endangered animals. In 2022, frequent patrols were carried out, including joint patrols with the Lobéké National Park of Cameroon, leading to arrests relating to the capture, trafficking, and possession of African grey parrots, and killing of gorillas.

Refer to printed page 101 of the Natural Capital section of the Annual Report 2022 for further detail.

Republic of Gabon, palm oil operations

Gabon is home to the central chimpanzee and western lowland gorilla: these species can be found throughout the country, with a few individuals even surviving within a few km of the capital Libreville. Their strongholds are the great ape priority landscapes identified in the Regional Action Plan for the Conservation of Western Lowland Gorillas and Central Chimpanzees. Whilst our concessions are well outside these priority landscapes, our ape surveys (during the planning phase and as part of ongoing monitoring) show that both ape species are sparsely present in the High Conservation Value areas of at least three of our concessions.

Great apes were a high priority to our teams well before our operations started. We commissioned independent experts to conduct great ape surveys as part of our High Conservation Value assessments, which are essential to the RSPO New Plantings Procedure and our planning process. We consulted extensively with the Gabon National Parks Agency, national NGOs such as WWF, the Wildlife Conservation Society, and others, to advise us on the results of the surveys.

Olam Palm Gabon's (OPG) patrolling teams' surveys found ape signs of both species (nests, tracks, and sightings), especially in the more remote areas, consistent with low population densities, and also found direct evidence of illegal hunting of apes for bushmeat. Gorilla signs were particularly sparse or absent across the various surveys, as this species is highly vulnerable to hunting pressure. Following expert recommendations, we created a connected network of HCV areas, suitable to provide permanent habitat for apes, and designed in landscape connectivity as part of the spatial layout of the plantations. Almost all of these HCV areas are previously logged forest, with a mix of secondary and old-growth species (there are no unlogged, primary forests of any significant scale within our concession boundaries). These forests represent the best natural areas within our concessions, and are directly connected to the adjacent forested landscape, allowing free movement of animals through the landscape.

We regulate access to the concessions with manned barriers and have halted the activity of illegal commercial hunters, who previously used old logging roads to get deep into the HCV forest and supply pick-up trucks of smoked or fresh bushmeat to local and national markets. All plantation workers are strictly forbidden to hunt within the HCV areas. Breaching our internal code of conduct is strongly sanctioned, and any violations of the law are reported to the relevant authorities. As our teams have no legal enforcement powers, we have also implemented a partnership with the Government of Gabon (supported by technical training from WWF) to conduct routine patrols, work with local villagers, and enforce wildlife laws in our plantations.

It is worth highlighting here that hunting wild animals (including apes), for meat, is a deeply ingrained local custom. So apart from setting aside and managing the conservation spaces related to our plantations, it is vital to educate and create awareness amongst the local communities of the importance of respecting all protected species. We do this through continual engagement, but we also recognize that villagers need a source of protein. We have encouraged and invested in animal husbandry projects to reduce pressure on bushmeat hunting.

Our ape management plan can be summarized as follows:

Every country is different, and companies are not experts on great ape conservation. It is therefore essential to work with recognised experts and conservation bodies to develop an ape management plan. Our plan has six pillars:

- (1) Identify suitable ape habitat and range areas, preserve large core areas of good quality forest, and connect them with broad habitat corridors
- (2) Ensure robust baseline and ongoing monitoring protocols
- (3) Schedule land preparation and planting operations to enable wildlife to move to HCV areas
- (4) Implement protocols that mitigate potential for disease transmission between apes and humans
- (5) Impose strict hunting controls and raise awareness among local communities
- (6) Support the development of subsistence programmes to promote alternatives to hunting.

Since 2021, OPG has been fully RSPO-certified, with the aim of becoming Identity Preserved (IP) by 2023. This milestone underlines its focus on being the largest certified producer of palm oil in Africa and its commitment to sustainable practices that are protecting 106,000 ha of HCV areas (50% of its overall oil palm concession). OPG's HCV areas account for more than 1/3 of RSPO's HCVs. The elimination of former commercial hunting has led to routine sightings of endangered species such as gorillas, chimpanzees, panthers forest elephants and even hippopotamus (a species not seen by locals since the 1950s in the Mouila landscape).

Examples in our third-party supply chains through AtSource Plus and Infinity programmes:

- GCRMag.com: The gorilla coffee alliance on revitalising coffee production in the DRC
- AtSource Infinity awarded BusinessGreen Leaders Awards 2021: Nature-based Project of the Year

Habitats protected or restored

See sections above for our own operations. Halting deforestation in third party supply chains has become an imperative.

Palm

In line with our [palm oil policy](#) commitments of no deforestation, no peat, no fire and no exploitation (NDPE), we have implemented rigorous sourcing requirements with our third-party suppliers. We have made significant progress on our commitment towards traceable and sustainable supply chains of our third-party suppliers with 100% traceability to mill for all direct suppliers and 31% traceability to plantation. See the quarterly [palm dashboard](#)

In 2022, Olam Palm Gabon entered in a scientific partnership with the Gabonese National Park Agency (Agence National des Parcs Nationaux, ANPN) to improve its elephant action and management plan. The objective of the programme is to gain a better understanding of the elephant populations present in OPG's concessions, their movements, and behaviours.

A combination of scientific techniques will provide in-depth information of elephant density and behaviour in Mouila Lot 1 and 2:

- Tracking of 15 individuals via GPS collars which, combined with a fine characterization of the habitat, will make it possible to understand the movements of the elephants from the surrounding forests and within the HCV-plantation mosaic landscape. Olam Palm Gabon will also have access to real-time localisation data of the 15 geotagged elephants;
- Collection of faecal DNA samples during the first year of the project (once per season) in the plantations, followed by identification of individuals using DNA. This will facilitate the estimation of the sex and density of elephants visiting the plantations as well as the frequency of visits;
- Deployment of 40 photo-traps HCV areas, using the national grid, to understand the abundance of elephants throughout the year (seasonal variations) and to identify individuals to understand their movements and track frequent users.

Cocoa

Key announcements and information can be found at these [links](#):

- In 2019, the Cocoa Compass sustainability strategy was launched which includes reducing natural capital costs by 2030 and an increase in tree carbon stock
- On traceability for our [directly sourced](#) cocoa beans
- On the [first impact report](#) and [2021 progress report](#) for Cocoa Compass
- Our [action plan](#) for the sector-led Cocoa & Forests Initiative (CFI)
- And the CFI progress report here for each year:
 - [2020 Progress Report](#)
 - [2021 Progress Report](#)
- Our announcement in 2021 of efforts to [halt deforestation in cocoa supply chains in Brazil](#)

AtSource Infinity programmes are explained here:

- [Incentivising cocoa farmers to protect and restore forest](#)
- [Agroforestry in the amazon: incentivising cocoa farmers to protect and restore forest](#)

Coffee

Key announcements and information can be found at these links:

- [ofi reaffirms commitment to a more resilient coffee supply chain in face of rising market volatility](#)
- [ofi and Melitta partner to offer consumers differentiated and fully traceable coffee](#)

In 2021, coffee progressed AtSource+ and AtSource Infinity projects:

- [ofi achieves milestones to secure more sustainable coffee future](#)
- Gorilla coffee alliance to enhance rural livelihoods

See [Coffee LENS report](#)

Healthy soils

Improving the health of soils is fundamental to meeting climate and biodiversity goals, as well as to enabling farmers to benefit from better farming practices and improve their livelihoods. During 2022 we continued to progress our work with farmers to access the necessary training and resources to apply regenerative and climate-smart agriculture practices for healthier soils, better yields, resilient livelihoods, and lower emissions.

Refer to printed page 102-103 of the Natural Capital section of the Annual Report 2022 for information on healthy soils and pesticide use.

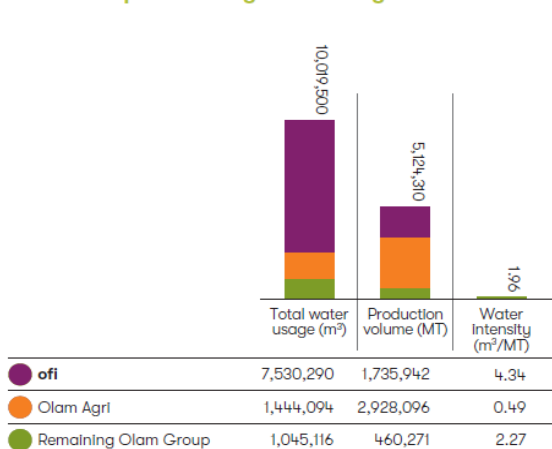
Water

Water and effluents

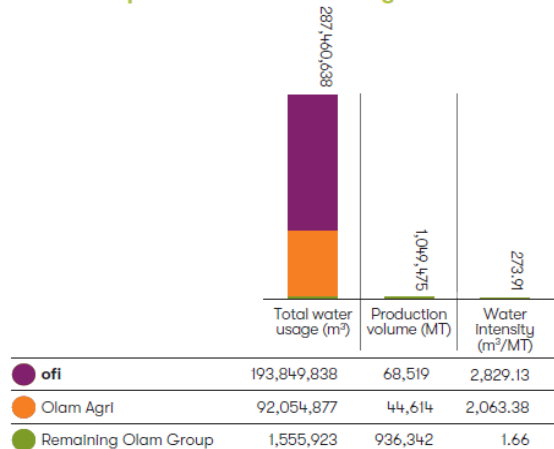
Water withdrawal

The [United Nations](#) has stated that globally, agriculture is the largest user of water, consuming about 72% of accessible freshwater, whilst industry consumes about 12%. Competition for water use is rising, due to population increases, demand from agriculture and industry, declining aquifer levels and abstraction of non-renewable ground water. Furthermore, climate change is expected to exacerbate water stress by 2050, through a combination of reduced river base flows, increased flooding, and rising sea levels. Water is therefore one of our Material Areas.

Olam Group Processing Water Usage



Olam Group Plantations Water Usage



(Excerpt from printed page 103 of the Natural Capital section of the 2022 Annual Report)

Example of how we are addressing water use through our AtSource+ programs published in 2022:

- [Growing Black Pepper With Less Water In La Brel Village, Vietnam](#)

Olam has reported to the [Carbon Disclosure Project](#) Water since 2013.

CDP Water 2022 = B (2021 = A-)

“Olam International received a B which is in the Management band. This is the same as the Asia regional average of B, and higher than the Trading, wholesale, distribution, rental & leasing sector average of C.”

Refer also to this [Feeding Ourselves Thirsty report](#) by Ceres which ranks the agricultural companies.

| Water Withdrawn from Plantations & Processing Stages (Absolute m³) | | |
|--|-------------|-------------|
| Stage | 2022 | 2021 |
| Plantations | 287,460,638 | 769,021,464 |
| Processing | 10,019,500 | 9,706,024 |

| Water Withdrawn from Processing Facilities (Absolute & Intensity) | |
|--|--|
| Water Source | Total Water Withdrawn (m³) |
| Surface water | 1,094,254 |
| Groundwater | 5,999,865 |
| Seawater | - |
| Produced water | - |
| Third-party water | 2,925,381 |
| Total | 10,019,500 |
| Total Processed Volumes (Metric Tonnes – MT) | 5,124,309 |
| Water Intensity (m³/MT) | 1.96 |

The water intensity denominator of processed volumes of product in metric tonnes (MT) has been determined to be the most appropriate, based on the same rationale that was used for the energy intensity and GHG emission intensity ratios. Refer to those sections for further details.

Water discharge

In our farms and plantations, water can run off the surface of the land, washing away valuable topsoil, nutrients, fertilisers, and insecticide, which in turn can then impact on the quality of nearby watercourses. We incorporate all activities that could affect wastewater quality into our Integrated Water Resource Management plans and our Soil Management plans.

In our plantations, we use remote sensing, sophisticated modelling, and ground surveys to map streams, rivers, and seasonal wetlands, which we protect with a system of interconnected buffer zones. In our factories we have wastewater quality standards for the water we discharge. It goes without saying that all Olam locations must comply with their legal license to operate.

Water bodies affected by water discharges and/or runoff

Synthetic fertilisers containing nitrogen and phosphorus (N&P) have supported the increase in global agricultural production since they were discovered in the early twentieth century. However, when too much fertiliser is applied, or applied at the wrong time this can lead to environmental pollution, groundwater contamination, eutrophication of freshwater ecosystems, the release of nitrogen oxides and ammonia gas. Poor management of N&P contributes to GHG emissions and water

contamination, therefore improvements in this area will help Olam to achieve targets in GHGs and freshwater.

In line with the [Living Landscapes Policy](#) and the [Plantations, Concessions and Farms Code](#), Olam has management plans in place to protect water bodies and water courses from fertilizer run-off and pesticide run-off. Overall, we can reduce the risk to water bodies by improving soil health – this is one of our material areas and is covered on printed page 102 of the 2022 Annual Report, Strategic Report.

Please refer to the Natural Capital Impact Valuation of changes in water pollution following fertiliser training in Thailand and Vietnam rice farming on pages 129-130 of the 2022 Strategic Report in the Annual Report.

Olam Group is improving its data collection processes relating to water discharge and therefore net water consumption. The operating groups, Olam Agri and ofi, are expected to assess how best to collect such data in future, to be able to better analyse and report on these data categories in future periods.

How we work

Anti-corruption

Operations assessed for risks related to corruption

Our Anti-Bribery and Corruption Policy and our Code of Conduct make it mandatory that our Employees and Associated Persons do not engage in bribery or corrupt practices. Allegations or reports through the whistleblowing channel are investigated and appropriate action, including legal action, is taken as appropriate. Internal Audit prepares a quarterly IRAF (Integrated Risk Assessment Framework), including Bribery and Corruption risk, covering our global businesses. The same is presented by IA to the Board Audit Committee. [Our Code of Conduct](#) includes the actions employees should take in accordance with our policy.

The [Code of Conduct](#) states:

“To avoid finding yourself in a situation where a third party could try to illicit a bribe you should:

- Ensure all the third parties that you deal with are aware of and acknowledge Olam’s zero tolerance to fraud and corruption (and are aware of applicable anti-bribery laws) before you enter into a new relationship with them.
- Carry out appropriate due diligence on third parties before you enter into a deal or relationship – be alert for any suppliers with poor practices.
- Be alert to close relationships between parties in the supply chain (e.g., agent/distributor) or with government officials.
- Seek a breakdown of all fees/costs upfront and question anything which appears unusual.
- Maintain complete and accurate books and records of account recording all business transactions and dealings entered into for or on behalf of or conducted in connection with the Company.”

The Code and the ABC Policy also detail guidance on the acceptance of gifts and hospitality, as well as political donations. Further, Olam has a Conflicts of Interest Policy which requires that any employee who believes they have a conflict of interest must declare this conflict.

Our whistleblowing channel is available here: <https://olam-agriogh.whispli.com/lp/speakup?locale=en>

Communication and training about anti-corruption policies and procedures

All members of the board and executive committee have been provided with a copy of Olam's ABC Policy and the Olam Code of Conduct, which refers to key elements of the ABC Policy. Olam's Board of Directors is responsible for reviewing and approving all compliance policies including anti-bribery and corruption.

The Olam Compliance team is responsible for communicating the anti-bribery and corruption policy to all the employees (businesses and functions) who deal directly with 3rd parties. The ABC Policy is also made available to all employees on the company internal webpage. Key principles of the ABC Policy are referred to in the Olam Code of Conduct which is also on the company's Compliance and Ethics webpage: <https://www.olamgroup.com/about-olam/ethics-and-compliance.html>.

All new starters are provided with a copy of the Olam Code of Conduct by the HR function upon joining, and all Olam employees who have access to system and an Olam email address are provided with Anti-Bribery and Corruption (ABC) training within one month of joining Olam. The rate of completion of the training is tracked and monitored by the Head of Ethics and Compliance. Periodic reminders and updates on the Ethical Business Program are communicated to all staff as part of the Company's efforts to inculcate strong ethical values. Total number of new hires that received training on anti-bribery and corruption stands at 5,880 employees, with a further 530 still scheduled to complete it at year end. This equates to a completion rate of 92%.

The Olam ABC Policy and Code of Conduct requirements are also set out in the Olam Supplier Code.

We do not issue formal one-to-one communication on our anti bribery and corruption related policies to our business partners. However, all our policies are uploaded on our group website and is publicly available to all.

Supplier social and environmental assessment

Olam has a direct and indirect supply base covering an estimated 11.9 million hectares, a large proportion of which is farmed by small-scale farmers in emerging markets. Such scale means that we face significant challenges in ensuring that each supplier is following good environmental practices, all of the time. However, we tackle this in the following ways:

AtSource and our sustainability programmes

AtSource, and the Living Landscapes Policy provide a formal framework for improving social and environmental impacts in agriculture supply chains.

The Supplier Code

The Supplier Code sets out our expectations to support our goal to purchase raw materials and products produced in a manner that is socially responsible, economically profitable, and environmentally sustainable.

In 2021, we reviewed the Supplier Code with input from various stakeholders and benchmarking against industry standards and commitments. We continue to use our Sustainability Assessment Checklist, which we require our businesses to submit as part of the AtSource+ process to make sure they have no critical non-compliances among their suppliers. If a major compliance issue is identified, action plans must be developed, implemented and monitored to show progress towards resolution.

New suppliers that were screened using social and environmental criteria

Given the scale of our supply base, made up primarily of smallholders in rural emerging markets, it is not commercially practical to break out data specifically on new suppliers. Instead we focus on all suppliers for priority products (see above), signing up to the [Supplier Code](#). The directly originated volumes of all products were sourced through suppliers we engaged on the Olam Supplier Code.

Supplier social assessment

Olam screens the majority of its corporate vendors and corporate customers on the ethiXbase monitoring platform. Ethixbase is a recognised 3rd party service provider that is being used by numerous organisations in the commodity and banking industry. There is an established master data management process which ensures that no transaction entry is allowed in SAP unless the counterparty is screened and approved on the independent monitoring platform of ethiXbase”.

We have recently done an exercise of identifying missing corporate vendors from ethiXbase screening. We have finalised the required dataset and will be ensuring screening during 2023.

Supplier environmental assessment

The models in the AtSource Digital Footprint Calculator calculate land use change emissions for farmer groups based on actual farm polygons recorded in the Olam Farmer Information System (OFIS), rather than a point and radius approach utilized in previous years. Farm-level maps provide a more accurate GHG impact of the raw material produced; however, they are time and resource-intensive. We have updated farm polygons for over 235,000 individual farms on AtSource+.

It is also worth highlighting the Olam Farmer Information System (OFIS) – our revolutionary technology solution for collecting and applying farm-gate level data. Until now, accessing detailed information about farms has been a struggle with our vast network of smallholders living in remote areas. Previously, our field staff have had to painstakingly collect information using pen and paper, a highly laborious process, significantly limiting use and scalability. OFIS solves this issue by providing a revolutionary tech innovation for collecting and analysing smallholder farm data. Using GPS mapping and on side surveys OFIS can identify potential environmental hotspots with farmers.

In 2022, we provided sustainability support to 914,800 smallholder farmers, from whom we procured ~ 1.754 million MT of raw material. Our sustainability support includes provision of training, seedlings and other measures to improve environmental impact

We procured 1,307,425 MT of certified or AtSource+ volumes from farmers in our programmes, as well as from non-supported farmers who have a certification. Certifications include Rainforest Alliance, Fairtrade, Organic, Better Cotton Initiative, Cotton Made in Africa etc.

For those volumes under AtSource+ only (and no other certification) this equates to 24% of the volume procured or 309,991 MT.

In addition, subsidiary CIB has maintained its FSC ® certification across all its natural forest concessions – in Pokola, Loundougou, Enyelle and Kabo – a demonstrable commitment to responsible and sustainable forestry. (Refer to the certificates on [here](#))

Olam Palm Gabon (OPG) – a joint venture with the government of Gabon – achieved its goal to become fully RSPO-certified by 2021. For certified palm oil, the 2021 update is available at www.rspo.org. The table below provides 2021 information for Palm from our Gabon plantation.

| | Total production, MT | Certified production, MT | Certified sales, MT |
|-------------------|-----------------------------|---------------------------------|---|
| Awala CPO | 29 087 | 28 109 | 1 950 |
| Mouila CPO | 56 762 | 56 762 | 1 919 (Physical sale) + 9 771 (RSPO Credit sale) |
| Dola CPO | 61 953 | 29 966 | 0 |
| Awala PKO | 1 554 | 1 656 | 1 239 |
| Mouila PKO | 2 958 | 2 958 | 2 882 |
| Dola PKO | 3 530 | 1 765 | 1 540 |

Further, AtSource Verified and AtSource+ continue to be recognized [as sustainable sourcing schemes](#) to the Global Coffee Platform's programme: Reporting on Sustainable Coffee.

Negative social and environmental impacts in supply chain and actions taken

As stated above, with a supply base covering 11.9 million hectares, a large proportion of which is farmed by small-scale farmers, it is not feasible to subject each one to a full Environmental Impact Assessment. Our Supplier Code clearly stipulates our expectations on environmental stewardship by suppliers. In 2022, ofi separately launched the updated Agri Supplier Code.

Grievance procedures are important for dealing with any complaints. We investigate and take appropriate action. If a complaint is submitted via a third party, we also investigate. Our grievance procedures are available [here](#).

A grievance log for third party suppliers to Edible Oils is available [here](#).

Ethics and compliance

Olam has policies in place to ensure compliance with applicable national and international laws, such as the [Olam Code of Conduct](#) and [Living Landscapes policy](#).

For more details, refer to: [Ethics & Compliance \(olamgroup.com\)](#) and [Policies & Positions \(olamgroup.com\)](#)