

Olam Group 2022 GRI Content Index

Statement of use	Olam Group Limited has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards. This table references the GRI Universal Standards 2021 and identifies where Olam addresses each disclosure topic - the 2022 Annual Report, the separate 2022 Additional ESG Information document which contains additional ESG disclosures, and the Olam corporate website.
GRI Standards used	GRI Universal Standards 2021 (GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021) and material GRI Topic Standards.

GRI STANDARD	DISCLOSURE TITLE	LOCATION	SECTION	RELEVANT INDICATORS	PRINTED PAGE OR WEBSITE	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2022	Financial Report, Notes to the Financial Statements	Legal name; Legal form; Location of headquarters	191	
		Annual Report 2022	Financial Report, Shareholding Information	Substantial shareholders	256-257	
		Additional ESG Information	About the Company, Organisational details, activities, value chain and other business relationships	Full section	3-4	
		Corporate website	Locations	Countries of operation and locations	https://www.olamgroup.com/contactus.html	
	2-2 Entities included in the organization's sustainability reporting	Annual Report 2022	Strategic Report, Overview and Our transformation journey	Overview of Olam Group and Re-organisation to distinct operating groups	2-5	
		Annual Report 2022	Financial Report, General Information	Structure and segmentation of Olam Group's operating groups and businesses	171	
		Annual Report 2022	Financial Report, Notes to the Financial Statements, 14. Subsidiary companies	Composition of the Group	221-222	
	2-3 Reporting period, frequency and contact point	Additional ESG Information	About the Company's Sustainability Reporting, Reporting period, frequency and contact point	Full section	5	
	2-4 Restatements of information	Additional ESG Information	Climate action, Energy, Energy consumption within the organisation	Restatement of 2021 geothermal fuel used	17-18	
	2-6 Activities, value chain and other business relationships	Annual Report 2022	Strategic Report, Overview and Our transformation journey	Overview of activities of Olam Group and Re-organisation to distinct operating groups	2-5	
		Annual Report 2022	Strategic Report, Financial and performance highlights	Sales volume; Net sales by region	6	
		Annual Report 2022	Strategic Report, Group CFO's Review	Overview of activities of Olam Group and its distinct operating groups ofi , Olam Agri and Remaining Olam businesses	20-33	
		Annual Report 2022	Strategic Report, ofi	Businesses, activities, value chain and other business relationships for ofi	34-47	
		Annual Report 2022	Strategic Report, Olam Agri	Businesses, activities, value chain and other business relationships for Olam Agri	48-57	
		Annual Report 2022	Strategic Report, Remaining Olam Group	Businesses, activities, value chain and other business relationships for Remaining Olam Group	58-75	
		Annual Report 2022	Strategic Report, Human Capital	Number of facilities across the Group	93	
		2-7 Employees	Annual Report 2022	Strategic Report, ofi	Total number of employees in ofi	35
			Annual Report 2022	Strategic Report, Olam Agri	Total number of employees in Olam Agri	49
	Annual Report 2022		Strategic Report, Remaining Olam Group	Total number of employees in Remaining Olam Group	59	
	Additional ESG Information		Safe and decent work, Employment	Total workforce; Workforce by gender; Workforce by region	7	

GRI 2: General Disclosures 2021	Please refer to reference locations collectively for GRI 2-9 to GRI 2-21 detailing all matters relating to Olam's governance and Board.				
2-9 Governance structure and composition	Annual Report 2022	Governance Report, Governance at a Glance	Overview of Board, Membership and Board Committees	134-135	
2-10 Nomination and selection of the highest governance body	Annual Report 2022	Governance Report, Board of Directors	Detailed information on Board of Directors, appointment information, principal commitments, qualifications and experience	136-139	
2-11 Chair of the highest governance body	Annual Report 2022	Governance Report, Principle 1	The company is headed by an effective Board which is collectively responsible and works with Management for the long-term success of the company.	140-144	
2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2022	Governance Report, Principle 2	The Board has an appropriate level of independence and diversity of thought and background in its composition to enable it to make decisions in the best interests of the company.	144-146	
2-13 Delegation of responsibility for managing impacts	Annual Report 2022	Governance Report, Principle 3	There is a clear division of responsibilities between the leadership of the Board and Management, and no one individual has unfettered powers of decision-making.	146-148	
2-14 Role of the highest governance body in sustainability reporting	Annual Report 2022	Governance Report, Principle 4	The Board has a formal and transparent process for the appointment and re-appointment of directors, taking into account the need for progressive renewal of the Board.	149-150	
2-15 Conflicts of interest	Annual Report 2022	Governance Report, Board Risk Committee and Principle 9	The Board is responsible for the governance of risk and ensures that Management maintains a sound system of risk management and internal controls, to safeguard the interests of the company and its shareholders.	154-155	
2-16 Communication of critical concerns	Annual Report 2022	Governance Report, Audit Committee and Principle 10	Audit Committee's responsibilities and FY2022 activities;	156-162	
2-17 Collective knowledge of the highest governance body	Annual Report 2022	Corporate Responsibility and Sustainability Committee (CRSC)	Corporate Responsibility and Sustainability Committee's responsibilities and FY2022 activities.	165-166	
2-18 Evaluation of the performance of the highest governance body	Annual Report 2022	Governance Report, Principle 5	The Board undertakes a formal annual assessment of its effectiveness as a whole, and that of each of its Board committees and individual Directors.	150	
2-19 Remuneration policies	Annual Report 2022	Governance Report, Principle 6, 7 and 8	Procedures for developing remuneration policies, level and mix of remuneration.	150-153	
2-20 Process to determine remuneration	Annual Report 2022	Governance Report, Principle 6, 7 and 8	Procedures for developing remuneration policies, level and mix of remuneration.	150-153	
2-21 Annual total compensation ratio					

GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Annual Report 2022	Strategic Report, Chairman's Letter	Full section	10-13
		Annual Report 2022	Group CEO's Review	Full section	14-19
		Annual Report 2022	Group CFO's Review	Full section	20-33
		Annual Report 2022	Strategic Report, ofi	Statement from CEO, ofi	36-38
		Annual Report 2022	Strategic Report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri	50-53
		Annual Report 2022	Strategic Report, Remaining Olam Group	Statement from CEO of Terrascope, Statement from CEO Nupo Ventures & Mindsprint	67, 70
	2-23 Policy commitments	Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types; Policies, codes and standards to strengthen our ethical and compliance standards, and to meet environmental and social standards.	76-79
		Annual Report 2022	Strategic Report, Human Capital	Supplier Code and implementation of the Code in supply chain	111
		Annual Report 2022	Governance Report, Audit Committee	Ethics, compliance and whistleblowing	160
	2-24 Embedding policy commitments	Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types; Policies, codes and standards to strengthen our ethical and compliance standards, and to meet environmental and social standards.	76-79
		Annual Report 2022	Strategic Report, Human Capital	Supplier Code and implementation of the Code in supply chain	111
		Annual Report 2022	Governance Report, Audit Committee	Ethics, compliance and whistleblowing	160
		Additional ESG Information	Safe and decent work, Training and education, Number of employees that have received training on human rights policies/procedures	Full section	9
		Additional ESG Information	How we work, Anti-corruption	Full section	30-31
	2-25 Processes to remediate negative impacts	Annual Report 2022	Strategic Report, Human Capital	Grievance mechanisms for labour, human rights	94, 111
		Annual Report 2022	Governance Report, Audit Committee	Whistleblowing mechanism	160
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report 2022	Strategic Report, Human Capital	Grievance mechanisms for labour, human rights	94, 111
		Annual Report 2022	Governance Report, Audit Committee	Whistleblowing mechanism	160
	2-27 Compliance with laws and regulations	Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk management approach to Regulatory and Compliance Risks	79
		Annual Report 2022	Strategic Report, Human Capital	No moderate or severe breaches of compliance reported or observed in OHS audits.	93
		Additional ESG Information	How we work, Ethics and compliance	Full section	33
	2-28 Membership associations	Additional ESG Information	About the Company, Membership associations	Full section	4
		Annual Report 2022	Strategic Report, Capital and material areas	Civil society engagements	87
		Corporate website	Memberships and partnerships	Full section	https://www.olamgroup.com/sustainability/reporting/memberships-and-partnerships.html
	2-29 Approach to stakeholder engagement	Annual Report 2022	Governance Report, Managing stakeholder relationships	Stakeholder	167-170
	2-30 Collective bargaining agreements	Additional ESG Information	About the Company, Collective bargaining agreements	Full section	5

Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Annual Report 2022	Strategic Report, Capitals and material areas	Materiality; Material areas; Stakeholder engagement; Issues important to our stakeholders	84-89
	3-2 List of material topics	Annual Report 2022	Strategic Report, Capitals and material areas	Materiality; Material areas; Stakeholder engagement; Issues important to our stakeholders	84-89
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Financial and performance highlights	Full section	6-8
		Annual Report 2022	Strategic Report, Chairman's Letter	Full section	10-13
		Annual Report 2022	Strategic Report, Group CEO's Review	Full section	14-19
		Annual Report 2022	Strategic Report, Group CFO's Review	Full section	20-33
		Annual Report 2022	Strategic Report, ofi	Statement from CEO, ofi	36-38
		Annual Report 2022	Strategic Report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri	50-53
		Annual Report 2022	Strategic Report, Remaining Olam Group	Statement from CEO of Terrascope, Statement from CEO Nupo Ventures & Mindsprint	67, 70
		Annual Report 2022	Strategic Report, Social capital	Enhancing economic opportunities for farmers	108-111
		Additional ESG Information	Economic opportunity	Full section	6
		GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2022	Financial Report, Financial statements
Annual Report 2022	Strategic Report, Human Capital, Employee and labour rights			Wages and benefits	94
Annual Report 2022	Strategic Report, Social capital (full section)			Case studies on approaches taken to generate economic value	108-116
Annual Report 2022	Strategic Report, Intangible capital (full section)			Case studies on approaches taken to generate economic value	117-118
Annual Report 2022	Strategic Report, ofi			Case study on investment in local communities	47
Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix			Risk management approach to Reputational Risks including Environmental Risks	78
201-2 Financial implications and other risks and opportunities due to climate change	Annual Report 2022		Strategic Report, Response to the TCFD	Full section	80-83
	Annual Report 2022		Strategic Report, Natural capital	Full section	98-103
	Annual Report 2022		Strategic Report, Integrated impact statement	Full section	120-132
	Annual Report 2022		Strategic Report, Integrated impact statement	Full section	120-132
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Additional ESG Information	Economic opportunity, Significant indirect economic impacts, including the extent of impacts	Full section	6
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Annual Report 2022	Strategic Report, Manufactured capital	Case studies	116-117
		Annual Report 2022	Strategic Report, Social capital	Case studies	108-115
	203-2 Significant indirect economic impacts	Annual Report 2022	Strategic Report, Social capital (full section)	Case studies on approaches taken to generate indirect economic value	108-116
		Additional ESG Information	Economic opportunity, Significant indirect economic impacts, including the extent of impacts	Full section	6
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Capitals and material areas	Supplier engagement	87
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks	78
		Annual Report 2022	Strategic Report, Response to the TCFD	Working with suppliers; Implementation of policies	83
		Annual Report 2022	Strategic Report, Social Capital	Full section	108,109
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Additional ESG Information	How we work, Anti-corruption	Full section	30-31
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Additional ESG Information	How we work, Anti-corruption, Operations assessed for risks related to corruption	Full section	30
	205-2 Communication and training about anti-corruption policies and procedures	Additional ESG Information	How we work, Anti-corruption, Communication and training about anti-corruption policies and procedures	Full section	31
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19
		Annual Report 2022	Strategic Report, Natural capital	Full section	98-103
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annual Report 2022	Strategic Report, Financial and performance highlights	Group sourcing volume by region	6

Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19
		Annual Report 2022	Strategic Report, Natural capital	Full section	98-103
		Annual Report 2022	Strategic Report, Response to the TCFD	Full section	80-83
		Annual Report 2022	Strategic Report, Manufactured capital	Full section	116-117
		Additional ESG Information	Climate action, Energy	Full section	17-18
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Additional ESG Information	Climate action, Energy, Energy consumption	Full section	17-18
	302-3 Energy intensity	Additional ESG Information	Climate action, Energy, Energy Intensity	Full section	18
		Annual Report 2022	Strategic Report, Manufactured capital	Full section	117
	302-4 Reduction of energy consumption	Additional ESG Information	Climate action, Energy, Reduction of energy consumption	Full section	18
Annual Report 2022		Strategic Report, Manufactured capital	Full section	117	
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks (including water-related risk)	78
		Annual Report 2022	Strategic Report, Natural capital	Full section	103
		Annual Report 2022	Strategic Report, Manufactured capital	Full section	117
		Annual Report 2022	Strategic Report, Integrated impact statement	Water-use related Natural Capital Costs (NCC)	125-130
		Additional ESG Information	Water	Full section	28-30
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Annual Report 2022	Strategic Report, Natural capital	Full section	98-103
		Annual Report 2022	Strategic Report, Integrated impact statement	Water-use related Natural Capital Costs (NCC)	125-127, 129-130
		Annual Report 2022	Financial Report, Financial statements	Water Rights assets	213, 215, 216
		Annual Report 2022	Strategic Report, ofi	Collaborations on water restoration efforts in the USA	40, 47
	303-2 Management of water discharge-related impacts	Annual Report 2022	Strategic Report, Manufactured capital	Full section	117
		Additional ESG Information	Water, Water and effluents, Water discharge	Full section	29-30
	303-3 Water withdrawal	Additional ESG Information	Water, Water and effluents, Water withdrawal	Full section	28-29
	303-4 Water discharge	Additional ESG Information	Water, Water and effluents, Water discharge	Full section	29-30
	303-5 Water consumption	Additional ESG Information	Water, Water and effluents, Water discharge	Full section	29-30
	Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19
		Annual Report 2022	Strategic Report, Natural capital	Full section	98-103
		Annual Report 2022	Strategic Report, Response to the TCFD	Full section	83
		Annual Report 2022	Strategic Report, Integrated impact statement	Natural capital assessment and valuation of forest concessions	128
		Additional ESG Information	Healthy ecosystems	Full section	21-28
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Additional ESG Information	Healthy ecosystems, Biodiversity, Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Full section	21-23
	304-2 Significant impacts of activities, products and services on biodiversity	Additional ESG Information	Healthy ecosystems, Biodiversity, Significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Full section	23-27
	304-3 Habitats protected or restored	Additional ESG Information	Healthy ecosystems, Biodiversity, Habitats protected or restored	Full section	27-28

Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19	
		Annual Report 2022	Strategic Report, Response to the TCFD	Full section	80-83	
		Annual Report 2022	Strategic Report, Natural capital	Full section	98-103	
		Annual Report 2022	Strategic Report, Manufactured capital	Full section	116-117	
		Additional ESG Information	Climate action, Emissions	Full section	19-20	
		Additional ESG Information	Healthy Soils	Full section	28	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report 2022	Strategic Report, Natural capital	Full section	100	
		Additional ESG Information	Climate action, Emissions, GHG emissions	Full section	19-20	
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report 2022	Strategic Report, Natural capital	Full section	100	
		Additional ESG Information	Climate action, Emissions, GHG emissions	Full section	19-20	
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report 2022	Strategic Report, Natural capital	Full section	100	
		Additional ESG Information	Climate action, Emissions, GHG emissions	Full section	19-20	
	305-4 GHG emissions intensity	Annual Report 2022	Strategic Report, Natural capital	Full section	99	
		Additional ESG Information	Climate action, Emissions, GHG emission intensity	Full section	20	
	305-5 Reduction of GHG emissions	Annual Report 2022	Strategic Report, Response to the TCFD	Full section	83	
		Additional ESG Information	Environmental Impact, Climate action, Reduction of GHG emissions	Full section	20	
	Waste					
	GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Group CEO's Review	Full section	18-19
Annual Report 2022			Strategic Report, Response to the TCFD	Full section	83	
Annual Report 2022			Strategic Report, Natural capital	Full section	102	
Annual Report 2022			Strategic Report, Manufactured capital	Full section	116-117	
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Capitals and material areas	Supplier engagement	87	
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks	78	
		Annual Report 2022	Strategic Report, Response to the TCFD	Working with suppliers; Implementation of policies	83	
		Annual Report 2022	Strategic Report, Social Capital	Full section	108	
		Additional ESG Information	How we work, Supplier social and environmental assessment	Full section	31-33	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Additional ESG Information	How we work, Supplier social and environmental assessment, New suppliers that were screened using social and environmental criteria	Full section	31-33	
	308-2 Negative environmental impacts in the supply chain and actions taken	Additional ESG Information	How we work, Supplier social and environmental assessment, Negative social and environmental impacts in supply chain and actions taken	Full section	33	
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	90-97	
		Additional ESG Information	Safe and decent work, Employment	Full section	7	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Additional ESG Information	Safe and decent work, Employment, New employee hires and employee turnover	Full section	7	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report 2022	Financial Report, Financial statements	Salaries and benefits	209, 238-239, 241	
	401-3 Parental leave	Additional ESG Information	Safe and decent work, Employment, Parental Leave	Full section	8	

Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	90-97
		Additional ESG Information	Safe and decent work, Labour/management relations	Full section	9
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Additional ESG Information	Safe and decent, Labour/management relations, Minimum notice periods regarding operational changes	Full section	10
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
		Additional ESG Information	Safe and decent work, Occupational health and safety	Full section	10-11
		Additional ESG Information	Nutrition and health, Food and nutrition security	Full section	14
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Annual Report 2022	Strategic Report, Human Capital,	Full section	93-95
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-3 Occupational health services	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-5 Worker training on occupational health and safety	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-6 Promotion of worker health	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-8 Workers covered by an occupational health and safety management system	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95
	403-9 Work-related injuries	Annual Report 2022	Strategic Report, Human Capital	Full section	93
		Additional ESG Information	Safe and decent work, Occupational health and safety, Work-related injuries	Full section	10-11
403-10 Work-related ill health	Annual Report 2022	Strategic Report, Human Capital	Full section	93-95	
	Additional ESG Information	Nutrition and health, Food and nutrition security	Full section	14	
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	90, 92
		Additional ESG Information	Safe and decent work, Training and education	Full section	8-9
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Additional ESG Information	Safe and decent work, Training and education, Average hours of training per year per employee	Full section	9
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report 2022	Strategic Report, Human Capital	Full section	90, 92
	404-3 Percentage of employees receiving regular performance and career development reviews	Additional ESG Information	Safe and decent work, Training and education, Percentage of employees receiving regular performance and career development reviews	Full section	9
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	90, 94, 96-97
		Additional ESG Information	Diversity and inclusion, Diversity and equal opportunity	Full section	15-16
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report 2022	Strategic Report, Human Capital	Full section	90, 94, 96-97
		Annual Report 2022	Governance Report, Principle 2	The Board has an appropriate level of independence and diversity of thought and background in its composition to enable it to make decisions in the best interests of the company.	144-146
		Additional ESG Information	Diversity and inclusion, Diversity and equal opportunity, Diversity of governance bodies and employees	Full section	16

Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Human Capital	Full section	90, 94
		Additional ESG Information	About the Company, Collective bargaining agreements	Full section	5
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Social Capital	Safe and decent work	108, 111-112
		Annual Report 2022	Strategic Report, ofi	Introduction of a digital child labour monitoring and remediation system (CLMRS) in Guatemala.	47
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks	78
		Additional ESG Information	Safe and decent work, Child labour	Full section	11-12
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2022	Strategic Report, Social Capital	Safe and decent work	111-112
		Annual Report 2022	Strategic Report, ofi	Introduction of a digital child labour monitoring and remediation system (CLMRS) in Guatemala.	47
		Additional ESG Information	Safe and decent work, Child labour	Full section	11-12
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Social Capital	Safe and decent work	108, 111-112
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks	78
		Additional ESG Information	Safe and decent work, Forced or compulsory labour	Full section	12
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report 2022	Strategic Report, Social Capital	Safe and decent work	111-112
		Additional ESG Information	Safe and decent work, Forced or compulsory labour	Full section	12
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Social Capital	Full section	113
		Additional ESG Information	Safe and decent work, Rights of indigenous peoples	Full section	12-13
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Additional ESG Information	Social impact, Incidents of violations involving rights of indigenous peoples	Full section	12-13
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Social Capital	Full section	108-115
		Additional ESG Information	Safe and decent work, Local communities	Full section	14
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Annual Report 2022	Strategic Report, Social Capital	Full section	108-115
		Additional ESG Information	Safe and decent work, Local communities	Full section	14
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Capitals and material areas	Supplier engagement	87
		Annual Report 2022	Strategic Report, Risk Management, Risk overview and ownership matrix	Mitigations on Reputational risks, social risks and environmental risks	78
		Annual Report 2022	Strategic Report, Response to the TCFD	Working with suppliers; Implementation of policies	83
		Annual Report 2022	Strategic Report, Social Capital	Full section	108
		Additional ESG Information	How we work, Supplier social and environmental assessment	Full section	31-33
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Additional ESG Information	How we work, Supplier social and environmental assessment, New suppliers that were screened using social and environmental criteria	Full section	31-33

Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022	Strategic Report, Manufactured Capital	Food safety standards and accreditations	116-117
		Annual Report 2022	Strategic Report, Intellectual Capital	Full section	104
		Annual Report 2022	Strategic Report, GCEO's Review	Working towards ISO 22000 food safety certification for all our processing plants	19
		Corporate website	Food safety and food quality	Olam Group-wide, comprehensive global quality and food safety management system; Hazard Analysis Critical Control Point (HACCP); FSSC 22000 or BRC certification for our food processing plants.	https://www.olamgroup.com/sustainability/food-safety-and-food-quality.html
		Additional ESG Information	Nutrition and health, Customer health and safety	Full section	14-15
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Annual Report 2022	Strategic Report, GCEO's Review	Working towards ISO 22000 food safety certification for all our processing plants	19
		Annual Report 2022	Strategic Report, Manufactured Capital	Food safety standards and accreditations	116-117
		Corporate website	Food safety and food quality	Olam Group-wide, comprehensive global quality and food safety management system; Hazard Analysis Critical Control Point (HACCP); FSSC 22000 or BRC certification for our food processing plants.	https://www.olamgroup.com/sustainability/food-safety-and-food-quality.html
		Additional ESG Information	Nutrition and health, Customer health and safety	Full section	14-15
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Additional ESG Information	Nutrition and health, Customer health and safety	Full section	14-15