



Olam Group 2024 GRI Content Index

Statement of use	Olam Group Limited has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards. This table references the GRI Universal Standards 2021 and identifies where Olam addresses each disclosure topic — the 2024 Annual Report, the separate Supplementary Sustainability Disclosures 2024 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), material GRI Topic Standards and the relevant GRI sector standard, GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022, which comes into effect for reporting from 1 January 2024.

GRI STANDARD	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2024	223	Financial report, Notes to the Financial Statements	Corporate Information
		Annual Report 2024	288	Financial report, Shareholding Information	Substantial shareholders
		Supplementary Sustainability Disclosures 2024	1	Introduction and General Disclosures	About Olam Group
	2-2 Entities included in the organization's sustainability reporting	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	About the Company's Sustainability Reporting
		Annual Report 2024	163	Strategic report, General Information	Operating groups; Businesses; Reporting segments
		Annual Report 2024	255 - 257	Financial report, Notes to the Financial Statements, 14. Subsidiary companies	Composition of the Group
	2-3 Reporting period, frequency and contact point	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	About the Company's Sustainability Reporting
2-4 Restatements of information	Supplementary Sustainability Disclosures 2024	1-2	Introduction and General Disclosures	Restatements of information	
2-5 External assurance	Annual Report 2024 Olam Group Website	140 Limited Assurance Report	Strategic report, Response to TCFD Total GHG Emissions (2023)	Metrics and targets Full section	
Activities and workers					
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Annual Report 2024	2	Strategic report, Overview	Olam Group at a glance
		Supplementary Sustainability Disclosures 2024	1	Introduction and General Disclosures	About Olam Group
		Annual Report 2024	14	Strategic report, Financial and performance highlights	Group sales revenue by region, Group sourcing volume by region
		Annual Report 2024	26 - 43	Strategic report, ofi	Full section
		Annual Report 2024	44 - 60	Strategic report, Olam Agri	Full section
		Annual Report 2024	61 - 84	Strategic report, Remaining Olam Group	Full section
	2-7 Employees	Annual Report 2024	30	Strategic report, ofi	Total number of employees in ofi
		Annual Report 2024	45	Strategic report, Olam Agri	Total number of employees in Olam Agri
		Annual Report 2024	62	Strategic report, Remaining Olam Group	Total number of employees in Remaining Olam Group
	2-8 Workers who are not employees	Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers
		Annual Report 2024	122	People and culture	People and culture
	Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers	
Governance					
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Annual Report 2024	166 - 172	Governance report, Governance at a Glance	Our Board, Meet the Board

Strategy, policies and practices
GRI 2: General Disclosures 2021

2-10 Nomination and selection of the highest governance body	Annual Report 2024	182 - 183	Governance report, Nomination and Remuneration Committee (NRC)	Principle 4: Director Appointments, New Appointments, Selection and Re-Nomination of Directors
2-11 Chair of the highest governance body	Annual Report 2024	180	Governance report, Purposeful governance	Principle 3, Clear Division of Responsibilities
2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role
	Annual Report 2024	200 - 204	Governance report, Managing Stakeholder Relationships	Inclusive Approach; Fair, Timely and Equitable Engagements
2-13 Delegation of responsibility for managing impacts	Annual Report 2024	197 - 198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role; Number of Committee meetings
2-14 Role of the highest governance body in sustainability reporting	Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Key Areas of Focus for the Committee in 2024
2-15 Conflicts of interest	Annual Report 2024	177 - 178	Governance report, Purposeful governance	An Appropriate Level of Independence
2-16 Communication of critical concerns	Annual Report 2024	194 - 195	Governance report, Audit and Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing; Whistleblowing Investigation Process
	Annual Report 2024	198	Governance report, Sustainability Committee (SC)	Purpose; Oversight Role
	Annual Report 2024	130	Sustainability, Labour and management relations	No. of grievances filed
2-17 Collective knowledge of the highest governance body	Annual Report 2024	178	Governance report, Purposeful governance	Principle 2, Diversity of Thought and Background,
	Annual Report 2024	180	Purposeful Governance, Directors' Training and Development	First time Director Training and Sustainability Training
2-18 Evaluation of the performance of the highest governance body	Annual Report 2024	184	Governance report, Nomination and Remuneration Committee (NRC)	Assessing the Effectiveness of the Board
2-19 Remuneration policies	Annual Report 2024	184 - 186	Governance report, Nomination and Remuneration Committee (NRC)	Principle 6, 7 and 8: Remuneration, Non-executive Directors, Proposed Directors' Fees for FY2025, Executive Directors and Other Key Executives
2-20 Process to determine remuneration	Annual Report 2024	184 - 186	Governance report, Nomination and Remuneration Committee (NRC)	Principle 6, 7 and 8: Remuneration, Non-executive Directors, Proposed Directors' Fees for FY2025, Executive Directors and Other Key Executives
2-21 Annual total compensation ratio			Not reported (confidentiality constraints)	
2-22 Statement on sustainable development strategy	Annual Report 2024	4 - 7	Strategic report, Chairman's Letter	Full section
	Annual Report 2024	8 - 13	Group CEO's Review	Full section
	Annual Report 2024	31	Strategic report, ofi	Statement from CEO, ofi , sustainability
	Annual Report 2024	57 - 60	Strategic report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri, Sustainability, Regenerative Agriculture Climate Transition, Nutrition and food security
	Annual Report 2024	68, 71, 72, 77	Strategic report, Remaining Olam Group	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint
2-23 Policy commitments	Annual Report 2024	87 - 88	Strategic report, Embedding sustainable and responsible business practice	Full section
	Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti-bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code, Whistleblowing, Responsible Marketing Policy
	Olam Group Website	Olam Group, Policies & Positions	Policies & Positions	Our Sustainability Policies and Positions, Our Position on Genetically Modified Organisms, Our Position on Human Rights and Labour
2-24 Embedding policy commitments	Annual Report 2024	194 - 195	Governance report, Audit & Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing; Ethical business programme, Whistleblowing
	Annual Report 2024	197 - 199	Governance report, Sustainability Committee (SC)	Full section
	Annual Report 2024	87 - 88	Strategic report, Embedding sustainable and responsible business practice	Full section

		Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti-bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code, Whistleblowing, Responsible Marketing Policy
		Olam Group Website	Olam Group, Policies & Positions	Policies & Positions	Our Sustainability Policies and Positions, Our Position on Genetically Modified Organisms, Our Position on Human Rights and Labour
2-25 Processes to remediate negative impacts	Annual Report 2024	130		Strategic report, People and Culture	Labour and management relations, Speaking Out
	Annual Report 2024	194 -195		Governance report, Audit & Risk Committee (ARC)	Ethics, Compliance and Whistleblowing, Whistleblowing
2-26 Mechanisms for seeking advice and raising concerns	Olam Group Website	Olam Group, Ethics & Compliance	Ethics & Compliance	Code of Conduct, Fair Employment Policy, Anti-bribery and Corruption Policy, Position on Human Rights and Labour, Supplier Code	Our Sustainability Policies and Positions
	Olam Group Website	Olam Group, Policies & Positions	Policies & Positions		
2-27 Compliance with laws and regulations	Supplementary Sustainability Disclosures 2024	3		Governance report	Ethics and Compliance, Compliance with laws and regulations
	Annual Report 2024	96		Strategic report, Areas important to our stakeholders and potential impact	Significant interactions with stakeholders for the year
2-28 Membership associations	Annual Report 2024	89 - 90		Strategic report, Partnering for greater scale and impact	Full section
2-29 Approach to stakeholder engagement	Annual Report 2024	92 - 94		Strategic report, Engaging with our stakeholders	Full section
2-30 Collective bargaining agreements	Supplementary Sustainability Disclosures 2024	23		People and Culture	Collective Bargaining Agreements

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Supplementary Sustainability Disclosures 2024	2	Introduction and General Disclosures	The process to determine material topics, our list of material topics and how we manage them
		Annual Report 2024	87	Strategic report, Embedding sustainable and responsible business practices	Our approach to sustainability
	3-2 List of material topics	Annual Report 2024	94- 95	Strategic report, Areas important to our stakeholders and potential impact	Full section

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	18 - 25	Strategic report, Group CFO's Review	Full section
		Annual Report 2024	14 - 17	Strategic report, Financial and performance highlights	Full section
		Annual Report 2024	4 - 7	Strategic report, Chairman's Letter	Full section
		Annual Report 2024	8 - 13	Strategic report, Group CEO's Review	Full section
		Annual Report 2024	31	Strategic report, ofi	Statement from CEO, ofi , sustainability
		Annual Report 2024	57 - 60	Strategic report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri, Sustainability, Regenerative Agriculture Climate Transition, Nutrition and food security
		Annual Report 2024	68, 71, 72, 77	Strategic report, Remaining Olam Group	Statement from CEO of Terrascope, Jiva, TRACT, Mindsprint
		Annual Report 2024 Supplementary Sustainability Disclosures 2024	111 - 116 18 - 19	Strategic report, Social Social	Economic Opportunity Economic opportunity
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2024	215, 217	Financial report, Financial statements	Consolidated profit and loss account, Balance sheet
		Annual Report 2024	243 - 247, 270 - 271, 285	Financial report, Financial statements	Notes to the Financial Statements, Notes 4, 5, 6, 7, 8, 9, 30, 38b
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report 2024	132 - 140	Strategic report, Response to the TCFD	Full section
		Annual Report 2024	143 - 145	Strategic report, Risk Management, Risk overview and ownership matrix	Full section where climate change poses relevant risks
201-3 Defined benefit plan obligations and other retirement plans	Not reported (information incomplete)				
201-4 Financial assistance received from government	Not reported (information incomplete)				

Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics				Not reported (information incomplete)	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage					
	202-2 Proportion of senior management hired from the local community					
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	18 - 19	Economic opportunity	Positive economic impacts	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Annual Report 2024	111 - 116	Strategic report, Social	Economic Opportunity, Relevant case studies	
	203-2 Significant indirect economic impacts	Annual Report 2024	111 - 116	Strategic report, Social	Economic Opportunity, Relevant case studies	
		Supplementary Sustainability Disclosures 2024	19	Economic opportunity	Positive economic impacts	
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	88	Strategic report, Embedding sustainable and responsible practices	Responsible supply chains	
		Annual Report 2024	37 - 40	Strategic report, ofi	Integrated supply chain - a spicy example, Digitisation - a force multiplier, Integrating new capabilities - expanding ofi 's value chain	
		Annual Report 2024	50 - 51	Strategic report, Olam Agri	Food & Feed – Origination & Merchandising	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers			Not reported (confidentiality constraints)		
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Operations assessed for risks related to corruption, Significant risks related to corruption, identified through the risk assessment	
	205-2 Communication and training about anti-corruption policies and procedures	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Communication and training on anti-corruption policies and procedures	
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption: Confirmed incidents of corruption and actions taken	
Anti-competitive behaviour						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	4 - 5	Governance report	Anti-corruption	
GRI 206: Anti-competitive Behavior	205-1 Operations assessed for risks related to corruption	Supplementary Sustainability Disclosures 2024	4	Governance report	Anti-corruption: Operations assessed for risks related to corruption, Significant risks related to corruption, identified through the risk assessment	
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance	
GRI 207: Tax	207-1 Approach to tax	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance	
	207-2 Tax governance, control, and risk management	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance	
	207-3 Stakeholder engagement and management of concerns related to tax	Supplementary Sustainability Disclosures 2024	6	Governance report	Tax governance	
	207-4 Country-by-country reporting			Not reported (confidentiality constraints)		
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	55, 86, 88, 98, 107, 110, 116, 139	Strategic report, Environment	Decarbonisation strategies, Regen agri, Responsible Sourcing, Supply chain traceability	

		Supplementary Sustainability Disclosures 2024	5,6,15	Supplier environmental assessments, Habitats protected or restored	Responsible Sourcing
		Annual Report 2024	32, 63, 68, 86, 89, 91, 93, 110	Strategic report, Sustainability	Our approach to responsible sourcing and supply chain traceability
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annual Report 2024	14	Strategic report, Financial and performance highlights	Group sourcing volume by region
Energy					
	3-3 Management of material topics	Annual Report 2024	11, 20, 59, 81-83, 100, 140, 144, 162	Strategic report, various sections	Our approach to energy efficiency, energy savings and renewable energy
		Annual Report 2024	199	Governance report, Corporate Responsibility and Sustainability Committee (SC)	Key Areas of Focus for the Sustainability Committee in 2024
		Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy consumption within the Olam Group
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy consumption within the Olam Group
	302-3 Energy intensity	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Energy Intensity
	302-4 Reduction of energy consumption	Supplementary Sustainability Disclosures 2024	9 - 10	Environment	Reduction of energy consumption
		Annual Report 2024	59, 98, 100, 140, 144, 162	Strategic report, Response to the TCFD	Initiatives on energy savings, energy efficiency and renewable energy, Climate transition, Metrics and targets
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	8-13	Strategic report, Group CEO's Review	Full section
		Annual Report 2024	57-59	Strategic report, Olam Agri	Full section
		Annual Report 2024	81, 84, 86	Strategic report, Remaining Olam Group	Sustainability , Sustainability framework
		Annual Report 2024	106,109	Strategic report, Sustainability	Healthy Soils, Water
		Annual Report 2024	144	Strategic report, Risk Management	Mitigation on Reputational risks, social risks and environmental risks
		Annual Report 2024	161-162, 147-151	Strategic report, Multi-capital accounting (Integrated Impact statement)	Water-use related Natural Capital costs (NCC)
		Supplementary Sustainability Disclosures 2024	16-17	Water	Full section
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Annual Report 2024	109	Strategic report, Sustainability	Water
		Annual Report 2024	153, 161-162	Strategic report, Integrated impact statement	Water-use related Natural Capital costs (NCC)
		Annual Report 2024	248, 251-252	Financial report, Notes to the Financial Statements	Water Rights assets
		Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-2 Management of water discharge-related impacts	Annual Report 2024	162	Strategic report, Multi-capital accounting (Integrated Impact statement)	Natural Capital Valuation: Assessing Natural Capital Costs for two large coffee facilities
		Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-3 Water withdrawal	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-4 Water discharge	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
	303-5 Water consumption	Supplementary Sustainability Disclosures 2024	16 - 17	Water	Full section
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	8-13	Group CEO's Review	Full section
		Annual Report 2024	31, 42	Strategic report, ofi	Sustainability
		Annual Report 2024	54-58	Strategic Report, Olam Agri	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	100, 102-105	Strategic report, Sustainability	Full section
		Annual Report 2024	113	Strategic report, Social	Sustainable forest management
		Annual Report 2024	139-141	Strategic report, Response to TCFD	Risk Management

		Supplementary Sustainability Disclosures 2024	12-15	Healthy ecosystems	Full section
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	Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group	Sustainability
		Annual Report 2024	102	Strategic report, Sustainability	Assessing ecosystem risks
	304-2 Significant impacts of activities, products and services on biodiversity	Supplementary Sustainability Disclosures 2024	14	Environment	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas
		Annual Report 2024	54	Strategic report, Olam Agri	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2024	99-102	Strategic report, Sustainability, Healthy ecosystems	Assessing ecosystem risks
		Annual Report 2024	113	Strategic report, Social	Sustainable forest management
	304-3 Habitats protected or restored	Supplementary Sustainability Disclosures 2024	15	Environment	Habitats protected or restored
		Annual Report 2024	151	Strategic report, Multi-capital accounting (Integrated Impact statement)	Impacts of Olam Agri's regenerative agriculture interventions in cotton farming, Côte d'Ivoire
		Annual Report 2024	80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Sustainability
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Supplementary Sustainability Disclosures 2024	14	Environment	Significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas
Annual Report 2024		102	Sustainability, Healthy ecosystems	Assessing ecosystem risks	
Annual Report 2024		80-81	Strategic report, Remaining Olam Group: Olam Global Holdco	Sustainability	
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	132-162	Strategic report	Response to the TCFD, Multi-capital accounting (Integrated Impact statement)
		Annual Report 2024	97-110	Strategic report, Sustainability	Environment section
		Annual Report 2024	41-42	Strategic report, ofi	Disclosures on approach towards climate action
		Annual Report 2024	59	Strategic report, Olam Agri	Disclosures on approach towards climate action
		Annual Report 2024	84	Strategic report, Remaining Olam Group	Disclosures on approach towards climate action
		Supplementary Sustainability Disclosures 2024	8-12	Environment	Climate action
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report 2024	97	Environment, Climate action	Olam's total emissions in 2024, collected through Terrascope
		Supplementary Sustainability Disclosures 2024	10 -12	Environment	GHG emissions
	305-4 GHG emissions intensity	Supplementary Sustainability Disclosures 2024	12	Environment	GHG emissions intensity
	305-5 Reduction of GHG emissions	Annual Report 2024	42, 56-59, 97-98, 100, 103, 140, 148	Strategic report, various sections	Disclosures on GHG emission reduction initiatives

		Supplementary Sustainability Disclosures 2024	12	Environment, Climate action	Reduction of GHG emissions
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	59, 63	Strategic report, Olam Agri	Sustainability, Climate transition
		Annual Report 2024	81-84	Strategic report, Remaining Olam Group	Disclosures on management of waste
		Annual Report 2024	110	Strategic report, Environment	Food loss, packaging and waste
		Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-1 Waste generation and significant waste-related impacts	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-2 Management of significant waste-related impacts	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
	306-3 Waste generated	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section
306-4 Waste diverted from disposal	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section	
306-5 Waste directed to disposal	Supplementary Sustainability Disclosures 2024	15-16	Environment, Food loss, packaging and waste	Full section	
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	88, 93, 115	Responsible supply chains, Engaging with our Stakeholders, Safe and decent work	Full section
		Supplementary Sustainability Disclosures 2024	5	Supplier social and environmental assessments	Full section
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplementary Sustainability Disclosures 2024	5	Supplier social and environmental assessments	New suppliers that were screened using social and environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplementary Sustainability Disclosures 2024	6	Supplier social and environmental assessments	Negative social and environmental impacts in our supply chain and the actions taken
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	111-131	Strategic report, Social, People and culture	Full section
		Supplementary Sustainability Disclosures 2024	22	People and culture	Information on employees and other workers
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Supplementary Sustainability Disclosures 2024	23	People and culture, Employment	New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report 2024	270, 272	Financial report, Financial statements	Salaries and employee benefits
		Additional Sustainability Information	23	People and culture, Employment	Employment - Notes on remuneration
401-3 Parental leave	Supplementary Sustainability Disclosures 2024	24	People and culture, Employment	Parental Leave	
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	130	Strategic report, Sustainability	Employee and labour rights, Labour and management relations
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Supplementary Sustainability Disclosures 2024	23	People and culture, Employment	Minimum notice periods regarding operational changes
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report 2024	80, 88, 127-129	Strategic report, Sustainability, People and culture	Safety and health
	403-3 Occupational health services	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-5 Worker training on occupational health and safety	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
			Supplementary Sustainability Disclosures 2024	23-24	People and culture, Learning and development, Safety and health
	403-6 Promotion of worker health			Not reported (information incomplete)	

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report 2024	127-129	Strategic report, People and culture	Safety and health
	403-8 Workers covered by an occupational health and safety management system	Annual Report 2024	127-128	Strategic report, People and culture	Safety and health
	403-9 Work-related injuries	Annual Report 2024 Supplementary Sustainability Disclosures 2024	128 25	Strategic report, People and culture People and culture, Safety and health	Overall safety performance Work-related injuries
	403-10 Work-related ill health	Not reported (information incomplete)			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	124-125	Strategic report, Sustainability	Learning and Development, Talent Management
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Supplementary Sustainability Disclosures 2024	25	People and Culture, Learning and development	Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report 2024	124-125	Strategic report, Sustainability	Employee engagement, Learning and Development, Talent Management
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report 2024	118	Strategic report, Sustainability	Performance reviews
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	123	Strategic report, Sustainability, Governance	Inclusion, Diversity and Equity (IDE)
		Annual Report 2024 Supplementary Sustainability Disclosures 2024	176, 178 24	Governance report, Purposeful governance People and Culture, Diversity and inclusion	Diversity of Thought and Background Full section
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report 2024 Annual Report 2024 Supplementary Sustainability Disclosures 2024	123 178 22-24	Strategic report, Sustainability Governance report, Purposeful governance People and Culture, Information on employees and other workers, Employment, Diversity and inclusion	Inclusion, Diversity and Equity (IDE) Diversity of Thought and Background Full section
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024	130 22	Strategic report, Sustainability People and Culture, Information on employees and other workers	Labour and management relations Collective bargaining agreements
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Annual Report 2024 Supplementary Sustainability Disclosures 2024	130 22	Strategic report, Sustainability People and Culture, Information on employees and other workers	Labour and management relations Collective bargaining agreements
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024	115-116 19	Strategic report, Sustainability Social, Safe and decent work	Safe and decent work Child labour
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2024 Supplementary Sustainability Disclosures 2024	115-116 19	Strategic report, Sustainability Social, Safe and decent work	Safe and decent work Child labour
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024	115-116 19-20	Strategic report, Sustainability Social, Safe and decent work	Safe and decent work Forced or compulsory labour
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplementary Sustainability Disclosures 2024	19-20	Social, Safe and decent work	Forced or compulsory labour
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024 Supplementary Sustainability Disclosures 2024	117 20	Strategic report, Sustainability Social, Safe and decent work	Diversity and inclusion Rights of indigenous peoples
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Supplementary Sustainability Disclosures 2024	20	Social, Safe and decent work	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	111-114	Strategic report, Sustainability	Social - Economic opportunity
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Supplementary Sustainability Disclosures 2024 Annual Report 2024	20-21 111-114	Social, Safe and decent work Strategic report, Sustainability	Local communities Social - Economic opportunity
Supplier social assessment					

GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	89	Strategic report, Sustainability	Our stakeholders are critical to our continued success
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplementary Sustainability Disclosures 2024	5	Governance, Supplier social and environmental assessments	New suppliers that were screened using social and environmental criteria
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	NA			
GRI 415: Public Policy	415-1 Political contributions				
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2024	88	Strategic report, Sustainability	Safety and health
		Supplementary Sustainability Disclosures 2024	21	Social, Nutrition and health	Customer safety and health
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Annual Report 2024	30	Strategic report, ofi	Safety and health
		Annual Report 2024	48	Strategic report, Olam Agri	Advancing our commitment to safety and quality
		Supplementary Sustainability Disclosures 2024	21	Social, Nutrition and health	Customer safety and health, Percentage of significant product and service categories for which safety and health impacts are assessed for improvement
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Supplementary Sustainability Disclosures 2024	21	Social, Nutrition and health	Product recalls
SECTOR STANDARD REF. No.	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
GRI Sector Disclosures — GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022					
Topic 13.1 Emissions					
13.1.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Emissions			
13.1.2	Disclosure 305-1 Direct (Scope 1) GHG emissions. When reporting on gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, include land use change emissions.	Please refer to Material Topic, Emissions. Land-use change has been included in the reported emissions.			
13.1.3	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Please refer to Material Topic, Emissions			
13.1.4	Disclosure 305-3 Other indirect (Scope 3) GHG emissions. When reporting on gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, include land use change emissions.	Please refer to Material Topic, Emissions. Land-use change has been included in the reported emissions.			
13.1.5	Disclosure 305-4 GHG emissions intensity	Please refer to Material Topic, Emissions			
13.1.6	Disclosure 305-5 Reduction of GHG emissions	Please refer to Material Topic, Emissions			
13.1.7	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	Not material			
13.1.8	Disclosure 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Not material			
Topic 13.2 Climate adaptation and resilience					
13.2.1	Disclosure 3-3 Management of material topics	Please refer to material topic, Economic Performance, Disclosure 201-2 Financial implications and other risks and opportunities due to climate change.			
13.2.2	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change. Additional sector recommendations: Describe the climate change-related scenarios used for identifying the risks and opportunities posed by climate change.	Please refer to material topic, Economic Performance, Disclosure 201-2 Financial implications and other risks and opportunities due to climate change. Climate-change scenario used has been included.			
Topic 13.3 Biodiversity					
13.3.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Biodiversity			
13.3.2	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas				
13.3.3	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity				
13.3.4	Disclosure 304-3 Habitats protected or restored				

13.3.5	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations				
Topic 13.4 Natural ecosystem conversion					
13.4.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe policies or commitments to reduce or eliminate natural ecosystem conversion, including target and cut-off dates, for the following: - the organization's own production; - sourcing of terrestrial animal and fish feed; - products sourced by the organization for aggregation, processing, or trade. • Describe how the organization ensures that its suppliers comply with its natural ecosystem conversion policies and commitments, including through sourcing policies and contracts. • Report the organization's participation in multi-stakeholder, landscape, or sectoral initiatives intended to reduce or eliminate natural ecosystem conversion. • Describe the tools and systems used to monitor natural ecosystem conversion in the organization's activities, supply chain, and sourcing locations.	Annual Report 2024	90, 95	Strategic report, Sustainability	Healthy Ecosystems
		Supplementary Sustainability Disclosures 2024	12-15	Environment	Healthy ecosystems; Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas; Habitats protected or restored
		Corporate website	Olam Living Landscapes Policy	Olam Living Landscapes Policy	Full document
		Corporate website	Supporting the 1.5°C Agri Sector Roadmap	Olam Agri - Supporting the 1.5°C Agri Sector Roadmap	Full document
		Corporate website	Responsible Palm Oil Sourcing Policy	Olam Agri - Responsible Palm Oil Sourcing Policy	Full document
13.4.2	Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and describe the assessment methods used.	Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
13.4.3	For products sourced by the organization, report the following by product: - the percentage of sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used; - the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion-free, and describe actions taken to improve traceability.	Supplementary Sustainability Disclosures 2024	5	Governance, Supplier social and environmental assessments	Supplier environmental assessments
13.4.4	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date on land owned, leased, or managed by the organization.	Supplementary Sustainability Disclosures 2024	13	Environment	Operational sites owned, leased, managed in or adjacent to protected areas, and areas of high biodiversity value outside protected areas
13.4.5	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations.	Not reported (information unavailable as majority of Olam's purchased volumes are sourced indirectly)			
Topic 13.5 Soil health					
13.5.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe the soil management plan, including: - a link to this plan if publicly available;	Annual Report 2024	57-58, 93, 95, 98, 100, 106 109, 144, 147-153, 160, 199	Strategic report, various sections	Disclosures on the management of healthy soils
		Supplementary Sustainability Disclosures 2024	15	Healthy Soils	Full section
Topic 13.6 Pesticide use					
13.6.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe the pest management plan of the organization, including the rationale for the selection and application of pesticides and any other practices of pest control. • Describe actions taken to prevent, mitigate and/or remediate negative impacts associated with the use of extremely and highly hazardous pesticides. • Describe the actions, initiatives, or plans to switch to less hazardous pesticides and actions taken to optimize pest control practices. • Describe the training provided to workers on pest management and the application of pesticides.	Annual Report 2024	93, 95, 109, 147-153, 160	Strategic report, various sections	Disclosures on the management of pesticides and herbicides
		Supplementary Sustainability Disclosures 2024	16	Environment	Integrated Pest Management

13.6.2	Report the volume and intensity of pesticides used by the following toxicity hazard levels: - Extremely hazardous; - Highly hazardous; - Moderately hazardous; - Slightly hazardous; - Unlikely to present an acute hazard.	Corporate website	Olam Plantations, Concessions and Farms Code	Olam Plantations, Concessions and Farms Code	The use of pesticides shall be minimised and continually evaluated, and pesticides in WHO Classes 1a, 1b shall not be used.
Topic 13.7 Water and effluents					
13.7.1	Disclosure 3-3 Management of material topics				
13.7.2	Disclosure 303-1 Interactions with water as a shared resource				
13.7.3	Disclosure 303-2 Management of water discharge-related impacts				
13.7.4	Disclosure 303-3 Water withdrawal				
13.7.5	Disclosure 303-4 Water discharge				
13.7.6	Disclosure 303-5 Water consumption				
Topic 13.8 Waste					
13.8.1	Disclosure 3-3 Management of material topics				
13.8.2	Disclosure 306-1 Waste generation and significant waste-related impacts				
13.8.3	Disclosure 306-2 Management of significant waste-related impacts				
13.8.4	Disclosure 306-3 Waste generated				
13.8.5	Disclosure 306-4 Waste diverted from disposal				
13.8.6	Disclosure 306-5 Waste directed to disposal				
Topic 13.9 Food security					
13.9.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe the effectiveness of actions and programs on food security at local, regional, national, or global levels. • Report partnerships which the organization is part of that address food security, including engagement with governments. • Describe policies or commitments to address food loss in the supply chain.	Annual Report 2024	89, 95, 119-121, 130-131, 156, 160	Strategic report, Social	Nutrition and Health Section
13.9.2	Report the total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation.	Annual Report 2024 Supplementary Sustainability Disclosures 2024	110 16	Strategic report, Environment Environment	Food loss, waste and packaging Post-harvest loss
Topic 13.10 Food safety					
13.10.1	Disclosure 3-3 Management of material topics				
13.10.2	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories				
13.10.3	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services				
Topic 13.11 Animal health and welfare					
13.11.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe policies regarding processing of animal products, animal transportation, handling, housing and confinement, and slaughter, by species. • Describe the approach to animal health planning and involvement of veterinarians, including the approach to using anesthetic, antibiotic, antiinflammatory, hormone, and growth-promotion treatments, by species. • Describe commitments for responsible and prudent use of antibiotics (e.g., avoiding prophylactic use) and describe how compliance with these commitments is evaluated. • Describe the results of assessments and audits of animal health and welfare, by species.	Corporate website	Oli Animal Welfare Policy	Entire Document	Entire Document
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards.				Not reported (information unavailable)
Topic 13.12 Local communities					
13.12.1	Disclosure 3-3 Management of material topics				Please refer to Material Topic, Local communities

13.12.2	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs					
13.12.3	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities					
Topic 13.13 Land and resource rights						
13.13.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe commitments to respect land and natural resource rights (including customary, collective, and informal tenure rights) and report the extent to which the commitments apply to the organization's activities and to its business relationships. • Describe how the commitments to respect land and natural resource rights are implemented with suppliers. • Describe the approach to protecting human rights and land rights defenders from reprisals (i.e., non-retaliation for raising complaints or concerns).	Corporate website	Olam Living Landscapes Policy	Olam Living Landscapes Policy		Full document
13.13.2	List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations.	Supplementary Sustainability Disclosures 2024	20	Environment		Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
13.13.3	Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected.	Supplementary Sustainability Disclosures 2024	20	Environment		Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
		Annual Report 2024	104	Strategic report, Environment		Healthy Ecosystems
Topic 13.14 Rights of indigenous peoples						
13.14.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe the approach to engaging with indigenous peoples, including: - how the organization seeks to ensure meaningful engagement; how the organization seeks to ensure indigenous women can participate safely and equitably.					Please refer to Material Topic, Rights of indigenous peoples
13.14.2	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples Additional sector recommendations • Describe the identified incidents of violations involving the rights of indigenous peoples.					
13.14.3	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	Supplementary Sustainability Disclosures 2024	20	Environment		Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
13.14.4	Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case: - whether the process has been mutually accepted by the organization and the affected indigenous peoples; - how the organization ensured that the constituent elements of FPIC have been implemented as part of the process; - whether an agreement has been reached and, if so, whether the agreement is publicly available.	Supplementary Sustainability Disclosures 2024	20	Environment		Rights of indigenous peoples, Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
		Corporate website	CIB Grievance List (updated 2025)	List of complaints made to the CIB by local populations		Full document
Topic 13.15 Non-discrimination and equal opportunity						
13.15.1	Disclosure 3-3 Management of material topics					
13.15.2	Disclosure 405-1 Diversity of governance bodies and employees					
13.15.3	Disclosure 405-2 Ratio of basic salary and remuneration of women to men Additional sector recommendations • Report the ratio of the basic salary and remuneration of women to men for workers who are not employees and whose work is controlled by the organization.					Please refer to Material Topic, Diversity and equal opportunity
13.15.4	Disclosure 406-1 Incidents of discrimination and corrective actions taken					

Topic 13.16 Forced or compulsory labor			
13.16.1	Disclosure 3-3 Management of material topics		
13.16.2	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Please refer to Material Topic, Forced or compulsory labor
Topic 13.17 Child labor			
13.17.1	Disclosure 3-3 Management of material topics		
13.17.2	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor		Please refer to Material Topic, Child labor
Topic 13.18 Freedom of association and collective bargaining			
13.18.1	Disclosure 3-3 Management of material topics		
13.18.2	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Please refer to Material Topic, Freedom of association and collective bargaining
Topic 13.19 Occupational health and safety			
13.19.1	Disclosure 3-3 Management of material topics		
13.19.2	Disclosure 403-1 Occupational health and safety management system		
13.19.3	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation		
13.19.4	Disclosure 403-3 Occupational health services		
13.19.5	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety		
13.19.6	Disclosure 403-5 Worker training on occupational health and safety		Please refer to Material Topic, Occupational health and safety
13.19.7	Disclosure 403-6 Promotion of worker health		
13.19.8	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
13.19.9	Disclosure 403-8 Workers covered by an occupational health and safety management system		
13.19.10	Disclosure 403-9 Work-related injuries		
13.19.11	Disclosure 403-10 Work-related ill health		
Topic 13.20 Employment practices			
13.20.1	<p>Disclosure 3-3 Management of material topics</p> <ul style="list-style-type: none"> • Describe policies or commitments regarding recruitment of workers, including: <ul style="list-style-type: none"> - whether the organization has an ethical recruitment policy and, if so, a link to this policy if publicly available; - whether these policies and commitments cover the approach to recruitment fees; - whether these policies and commitments prohibit the withholding of identity documents, such as passports; - whether under these policies workers are provided with written contracts in a language understood by the worker; - whether these policies and commitments apply to employment agencies used to recruit workers; - how instances of non-compliance with these policies and commitments are identified and addressed. • Describe the approach to worker compensation, including: <ul style="list-style-type: none"> - whether it is based on bonuses and piece rates, and any deductions or withholdings from compensation; - the approach to in-kind payments, including the percentage of remuneration paid in kind at significant locations of operation. • Describe the approach to actions taken to determine and address situations where work undertaken within the supply chain does not take place within appropriate institutional and legal frameworks, including: <ul style="list-style-type: none"> - situations where persons working for suppliers are not provided the social and labor protection that they are entitled to receive by national labor law; - situations where working conditions in the organization's supply chain do 		Please refer to Material Topic, Employment
Topic 13.21 Living income and living wage			
13.21.1	Disclosure 3-3 Management of material topics	Annual Report 2024	95, 111-113, 156
			Strategic report, Social
			Economic opportunity

	<p>Additional sector recommendations</p> <ul style="list-style-type: none"> • Describe commitments related to providing a living income or paying a living wage. • Describe the methodology used for defining living income or living wage at significant locations of operation and report whether this has involved consultation with and participation of local stakeholders, including trade unions and employer organizations. • Describe how sourcing, pricing, and remuneration policies take living income or living wage into account, including how living income is considered when setting product prices. • Describe the tools and systems used to monitor wages paid by suppliers. 	Annual Report 2024	130	Strategic report, Labour and management relations	Living wage
13.21.2	Report the percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments at significant locations of operation.	Please refer to General Disclosures, Collective Bargaining Agreements			
13.21.3	Report the percentage of employees and workers who are not employees and whose work is controlled paid above living wage, with a breakdown by gender	Not reported (information incomplete)			
Topic 13.22 Economic inclusion					
13.22.1	<p>Disclosure 3-3 Management of material topics</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> • Describe actions taken to support the economic inclusion of farmers and fishers, and their communities (e.g., direct support through investments, partnerships, or training) and the effectiveness of these actions (e.g., increased yields or productivity, number of farmers or fishers reached, percentage of products sourced from small producers). • Describe actions taken to identify and adjust the sourcing practices of the organization that cause or contribute to negative impacts on economic inclusion of farmers and fishers in the supply chain. 	Please refer to Material Topic, Economic performance and Indirect economic impacts			
13.22.2	Disclosure 201-1 Direct economic value generated and distributed				
13.22.3	Disclosure 203-1 Infrastructure investments and services supported				
13.22.4	Disclosure 203-2 Significant indirect economic impacts				
Topic 13.23 Supply chain traceability					
13.23.1	<p>Disclosure 3-3 Management of material topics</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> • Describe the rationale and methodology for tracing the source, origin, or production conditions of the products sourced by the organization (such as raw materials and production inputs purchased). 	Annual Report 2024	88, 95, 102-105	Strategic report, Environment	Healthy ecosystems
13.23.2	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels).	Annual Report 2024	102 - 105	Strategic report, Environment	Healthy ecosystems
13.23.3	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.	Supplementary Sustainability Disclosures 2024	5, 15, 26	Governance, Environment, Endorsements and certifications	Supplier environmental assessments, Habitats protected or restored, Certifications
13.23.4	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	Annual Report 2024	102 - 105	Strategic report, Environment	Healthy ecosystems
Topic 13.24 Public policy					
13.24.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Public policy			
13.24.2	Disclosure 415-1 Political contributions				
Topic 13.25 Anti-competitive behavior					
13.25.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Anti-competitive behavior			
13.25.2	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices				

Topic 13.26 Anti-corruption

13.26.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Anti-corruption
13.26.2	Disclosure 205-1 Operations assessed for risks related to corruption	
13.26.3	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	
13.26.4	Disclosure 205-3 Confirmed incidents of corruption and actions taken	