



Modern slavery statement 2022

A message from our Chief Executive Officer



We are committed to upholding the human rights of people across our worldwide network.

We respect the dignity, liberty and equality of everyone who works in our business and along our supply chains, and all those in the communities where we operate and from which we source our products.

We have a zero tolerance approach to modern slavery in any form.

Through our code of conduct and policies, we clearly set our expectations of everyone in our business in upholding human rights.

Our training seeks to ensure these expectations are front of mind. As new people join our business, we ensure from an early stage they are aware of our values and code and how they can report a breach of policy. This includes all colleagues who we welcomed to our company following the acquisition of the Gavilon business last year.

We are aware that agricultural supply chains and the vast number of suppliers involved can include products associated with human rights related risks including modern slavery, and we expect our suppliers and partners to share our commitment to ethical business practices.

Developed in 2022 and published in 2023, our supplier code of conduct sets our expectations that our suppliers align with our standards, values, code of conduct and policies.

It reinforces to our customers and other stakeholders the value we place on operating sustainably through our network, improves transparency and ensures we can take the necessary steps to make sure the suppliers we work with uphold the same principles as Viterra.

When implementing the code, we are taking a risk-based approach. Our first step is working with them to make them aware of our expectations.

We use a stringent know your counterparty framework to screen suppliers and help manage the key compliance risks associated with our business dealings.

Throughout supply constraints and demand fluctuations in 2022, Viterra's global agriculture network continued to ensure the reliable and sustainable supply of critical food and feed products around the world.

Each year we have been strengthening our governance and transparency for sustainability. We have established an environment, social and governance (ESG) Board committee which will provide oversight of our ESG programmes and performance, including for human rights.

As the demand for agricultural goods changes, we need to be sure this increase in demand is not met at the expense of people, our communities or the environment.

Viterra is pleased to share our 2022 modern slavery statement which outlines our approach to mitigate the risks of modern slavery in our business operations and supply chains.

This statement was approved by our global executive team and board of directors of Viterra Ltd (the parent company for the Viterra group) on 13 June 2023, and is signed on its behalf by:

David Mattiske
Chief Executive Officer

2022 highlights

- We had no reported human rights concerns, including modern slavery, through our channels
- We finalised our supplier code of conduct, and published the document in early 2023
- We rolled out our values, code of conduct and several supporting policies to new employees following our acquisition of Gavilon last year

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About this **statement and our structure**

This is our fifth modern slavery statement published in accordance with the United Kingdom Modern Slavery Act 2015 and our third in accordance with the Australian Modern Slavery Act 2018.

The information set out in this statement is provided as a consolidated description for the Viterra Group, except where information is identified as relevant to specific reporting entities within the group. References to “Viterra”, “the group” and “group” and the terms “we” and “our” are used in this statement to refer collectively to the Viterra Group. These collective expressions are used for ease of reference only and do not imply any other relationship between the companies. These expressions are also used where no useful purpose is served by identifying the particular company or companies.

In preparing this joint statement we engaged with each of the reporting entities covered by this statement and consulted the entities we own or control. This process of consultation included a wide variety of stakeholders across our human resources, compliance, sustainability, communications and legal teams in a number of regions.

Viterra Limited is a privately held company incorporated in Jersey. We are owned by three shareholders: Glencore plc, CPP Investments and the British Columbia Investment Management Corporation (BCI).

Viterra Limited is the parent company of the reporting entities for the purposes of the applicable legislation, and has acted in consultation with these entities, which it controls and whose revenue exceeds the threshold, and makes this joint statement in relation to the following Viterra entities for the purposes of the applicable legislation:

Reporting entities incorporated in Australia:

Viterra Holdings Pty Ltd; Level 1, 186 Greenhill Road, Parkside SA 5063 (ABN: 87 137 191 023; ACN: 137 191 023) and Viterra Australia Holdings Pty Ltd; Level 1, 186 Greenhill Road, Parkside SA 5063 (ABN: 81 161 229 867; ACN: 161 229 867).

This statement also covers, and Viterra Limited has consulted with, the wholly owned entity, Viterra Operations Pty Ltd, which operates below the threshold of reporting.

Reporting entities incorporated in the United Kingdom:

Viterra UK Ltd; Warren House, Bell Lane, Thame, Oxfordshire, OX9 3AL and Belfurt Limited; Warren House, Bell Lane, Thame, Oxfordshire, OX9 3AL

Our sustainability committee, which includes senior executives from the reporting entities, namely our Chief Executive Officer, Chief Financial Officer, Global Sustainability Manager and Executive Manager Human Resources/Communications, was also informed and contributed to the development of this statement. The involvement of the sustainability committee is critical as it sets the strategic and policy direction for our global sustainability and community and human rights activities including those relating to eliminating modern slavery from our supply chains.

This committee works to an established charter which was reviewed and updated in 2021. It is responsible for determining policy and strategy and for monitoring relevant risk management and performance. The committee meets quarterly and discusses and reviews Viterra’s approach to upholding human rights in those meetings. It reports directly to the board of directors through routinely scheduled risk updates.

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David Mattiske
Chief Executive Officer

Who we are



We believe in the power of connection



Viterra is a leading, fully integrated global agriculture network which connects producers and consumers to supply sustainable, traceable and quality-controlled agricultural products to end-users around the world.

Our business, headquartered in Rotterdam, the Netherlands, covers the whole global supply chain, from the farm gate to the end user.

We use our decades of experience, diverse capabilities and our talented people to create innovative solutions that open up pathways and create value for customers along our supply chains.

We are a responsible long-term business, continually investing in and developing our network, so that we can meet the needs of a growing world.

We are owned by three shareholders who support our vision: Glencore, CPP Investments and British Columbia Investment Management Corporation (BCI).

Our values

Viterra's values empower our people to behave in ways that contribute to the success of our business as well as treating the world with respect.

We make things happen

Efficient and effective, we get the job done. We empower our people to make well-informed decisions, fast. We respond to change and pursue opportunity.



We are responsible

We care for our colleagues, our customers, our communities and our environment. We prioritise safety and sustainability throughout our business, continuously looking to improve our performance and to maximise the positive contribution we make to the world.

We are connected

We value diversity and work inclusively to bring together many minds, many talents and many perspectives. Throughout our network, we collaborate respectfully and build successful partnerships that last.

We are open

We are true to our word. We partner with colleagues and customers in a positive, straightforward way, operating with transparency and integrity to be successful.

We look ahead

We are solutions focused. The future presents us with possibilities. We constantly learn and evolve, developing new ways of doing business to be the leaders in our field.

Our operations and supply chain

We take great pride in supplying essential food and feed products to the world. Our agricultural network spans 37 countries, drawing on our close relationships with producers and end use customers, connecting them to provide traceable and sustainable agricultural commodities.

We are stewards of some of the world's most critical food and feed supply networks. As one of the largest producer facing businesses in our industry, we source grains, oilseeds, pulses, sugar, rice and cotton from the major growing regions and use our extensive network of assets to store, transport and process them into a range of value-added products, delivering them to the exact quality and specifications our customers expect.

We market to food manufacturers, animal feed manufacturers, consumer product processors, local importers and distributors, and governments around the world. Our robust network of producers, combined with our strategically positioned assets, gives us the ability to originate supply from a range of origins so that we can meet their needs consistently and reliably.

Through our global chartering operations, we provide vessel transportation for a wide range of agricultural commodities. Our extensive fleet of vessels transports to hundreds of ports around the world annually.

Our diverse and talented workforce is made up of permanent employees, part-time employees and casual employees including seasonal workers and contractors. Our workforce included 17,500+ people in 2022, around 16% of which were contractors.

Our people have extensive experience in global agricultural supply chains. Together, we provide our customers with dependable and efficient service and open pathways to new business.

Grains



Oilseeds



Other





Sourced from major producing regions including Europe, Canada, US, Argentina and Australia.

Major destinations include China, southern Europe, South East Asia, and the Middle East.

65 mMT

(million metric tonnes)
marketing sales volume in 2022

20

commodities handled in 2022

Core commodities

Wheat

Pulses

Barley

Corn

Main uses

Milling

Malting

Animal feed

Biofuels

Human consumption



Large export presence from Canada, US, Australia and South America, integrated with processing facilities.

Major destination markets include China, South East Asia, Australia and Europe.

35 mMT

marketing sales volume in 2022

22

commodities handled in 2022

Core commodities

Soybean

Sunseed

Rapeseed

Meals and oils

Biodiesel

Main uses

Crushing

Biofuels

Animal feed

Fuel blending

Human consumption



Other commodity pipelines include our sugar milling and marketing, and raw cotton origination and marketing.

Viterra's global trade flows are supported by our chartering team.

1445

voyages in 2022

Core commodities

Cotton

Sugar

Main uses

Textile

Biofuels

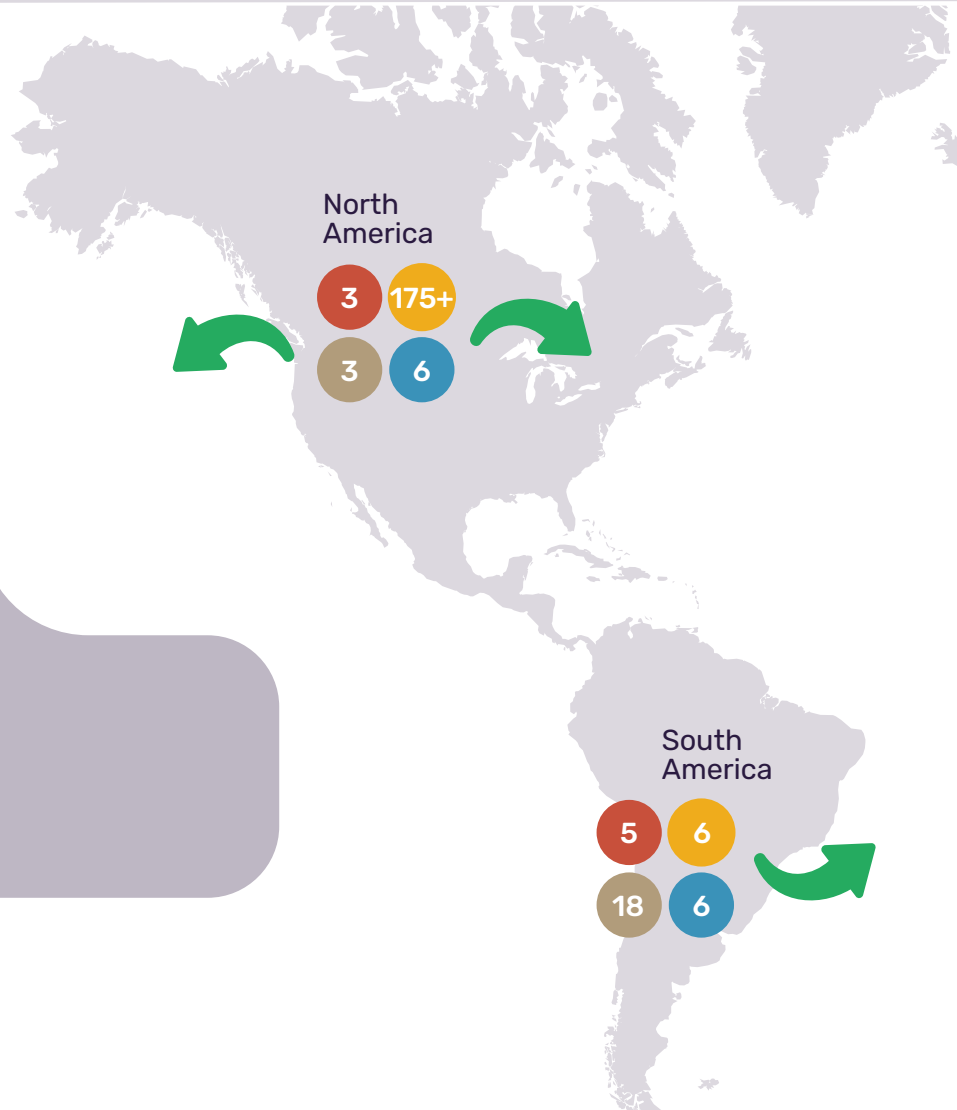
Human consumption

Network map

-  Marketing
-  Storage and handling
-  Processing and refining
-  Port terminals

Global grain and oilseed flows

- Net importer  Net exporter 



Our network in numbers



Origination

We source directly from producers and producer cooperatives from all the main growing regions in the world.

65+
sourcing countries

~120,000
producer connections



Storage and handling

We have storage and handling facilities in key growing regions to ensure products are available when customers need them.



Processing and refining

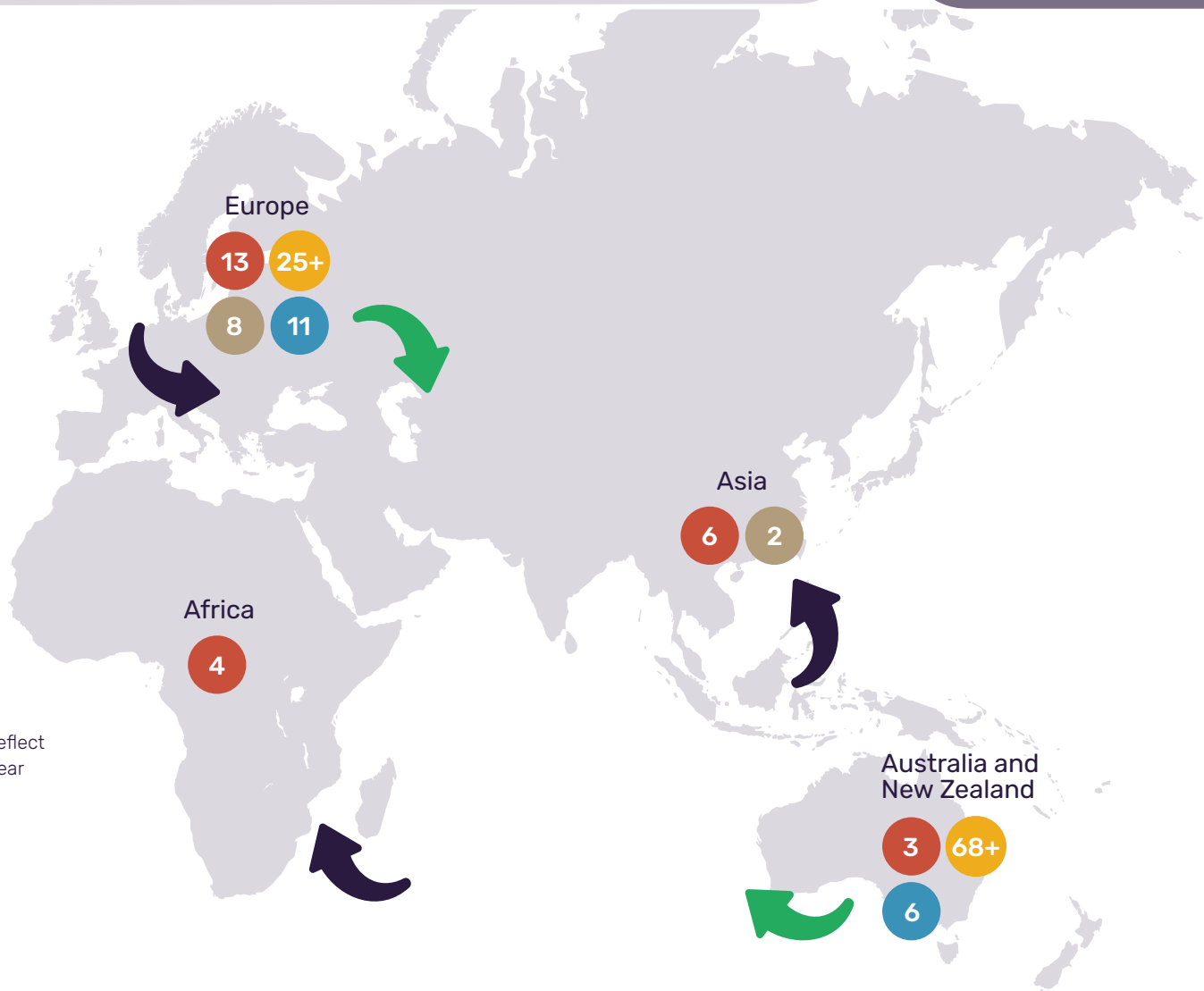
We own a range of facilities that enable us to provide commodities ready for consumer use.

270+
storage facilities in

13
countries

30+
processing and refining facilities in

11
countries



Site numbers reflect our 2022 full-year report.



Port terminals

Our network of port terminals in the main exporting countries ship to destinations around the world.

29

port terminals in

10

countries



Logistics

Our comprehensive logistics network allows us to oversee our commodities from farm gate to customer.

1455

ocean freight voyages

200+

ocean-going vessels



Marketing

With our insight, experience, network and strong producer relationships, we originate agricultural commodities and supply them to customers worldwide.

102m

tonnes of commodities marketed in 2022

marketing offices in

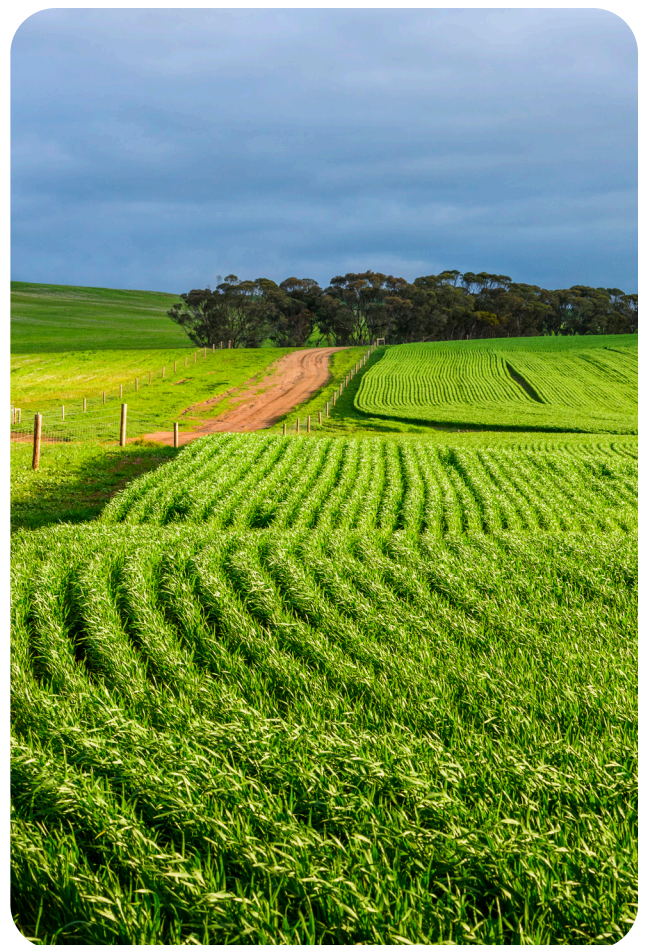
34 countries

Risks of modern slavery practices

Viterra does not accept modern slavery practices in any of our business activities, from our third parties or our suppliers. We have zero tolerance for any form of modern slavery, including forced, compulsory or child labour as per International Labour Standards (ILO) standards, physical assault or harassment within our workplace.

We are aware that agricultural supply chains and the vast number of suppliers involved can include products associated with human rights related risks including modern slavery. Based on information from agriculture industry reviews and our internal assessment, potential human rights related risks include:

- the use of child labour as per ILO standards
- the use of forced labour
- purchasing grain commodities from suppliers in countries and regions where labour rights may not be protected or where employers may utilise vulnerable low-skilled workers
- the health and safety of workers and local communities
- the impact on communities and their traditional livelihoods due to monoculture, land use for cash crops, volume of water use, and the impact of effluent and wastes
- forced resettlement of communities, including indigenous people
- transporting goods over land and ocean with an associated risk of human trafficking through the black market
- discrimination of people.



Actions and due diligence to address modern slavery risks

Our approach to identifying and addressing modern slavery risks includes:

- our code of conduct and policies
- implementation, training and awareness
- identification and due diligence
- collaboration and stakeholder engagement.

Our policies

Our policies are our first step in our approach to addressing modern slavery. We have established a comprehensive suite of policies for both internal and external use available on our website, and internal use only which are available in multiple languages and available to employees on our internal systems.

Our policies are developed and owned by the relevant department(s) and signed off before being published/rolled out.

Policy or document	Relevance to modern slavery	How it is available
Statement of values	<p>Our values include how we are responsible for people and communities, continuously looking to improve our performance.</p> <p>They explain that we are true to our word and partner with customers in a positive way operating with transparency and integrity.</p> <p>They also state how we make things happen and empower our people to make well-informed decisions.</p>	<p>Viterra.com, internal systems and introductory training</p> <p>Click to view</p>
Code of conduct	<p>Our code of conduct applies to everyone working for Viterra, in all locations and across all functions. All employees, contractors, directors and officers are expected to understand the code and apply it to each of our roles and responsibilities.</p> <p>It includes information on raising concerns, our people, human rights and communities.</p> <p>Our code encompasses information from our policies including our zero tolerance for forced labour and child labour in our workplace or along our supply chains, and our commitment to paying at least minimum wages in accordance with local regulations.</p>	<p>Viterra.com, internal systems and introductory training</p> <p>Click to view</p>
Human rights policy	<p>Our human rights policy applies to all Viterra employees and contractors and states our fundamental commitment to respect human rights consistent with the UN Universal Declaration of Human Rights.</p> <p>It includes our zero tolerance towards any form of workplace discrimination, forced labour, child labour, physical assault or harassment within our workplace or along our supply chains.</p>	<p>Viterra.com and internal systems</p> <p>Click to view</p>

Actions and due diligence to address modern slavery risks

Policy or document	Relevance to modern slavery	How it is available
Global anti-corruption policy	<p>Our global anti-corruption policy applies to all employees and sets out our expectations for everyone in our business to subscribe to the Viterra culture. Our culture requires employees to abide by the highest ethical standards at all times irrespective of subtleties of legal interpretation in different countries.</p> <p>This policy informs colleagues that any form of criminal activity in our business is unacceptable. Whatever the circumstances, personal or collective, profiting from bribery or other acts of corruption goes against Viterra's fundamental values and will not be tolerated in any part of our business.</p>	<p>Viterra.com, internal systems and annual training</p> <p>Click to view</p>
HSEC policy	<p>Our health, safety, environment and community (HSEC) policy is underpinned by our values and our approach to sustainability.</p> <p>It states how we uphold human rights and support the long-term development of the local communities in which we operate.</p> <p>This policy is available to all employees through the Viterra intranet and is visually displayed at appropriate locations.</p>	<p>Internal systems</p> <p>Click to view</p>
Whistleblowing policy	<p>Our whistleblowing policy sets out our approach in respect of the reporting, escalating, handling/investigating and remedying of reportable concerns related to our business.</p> <p>This policy is intended to encourage and support employees to report reportable concerns with the knowledge that we take them seriously, handle and/or investigate them appropriately and respect confidentiality. It aims to reassure employees that Viterra will not tolerate any retaliation made against them for reporting a concern.</p>	<p>Global policy - internal systems</p> <p>Australian policy - viterra.com.au</p> <p>Click to view</p>
NEW Supplier code of conduct	<p>Our supplier code of conduct defines our expectations for all suppliers in our supply chains with regard to ethical business practices, health and safety, food and feed safety, labour standards and human rights, the environment and local communities.</p> <p>It is based on internationally accepted standards, as well as our values, code of conduct and our policies including our anti-corruption and human rights policies.</p> <p>This code applies to any individual, organisation or company that provides, sells or leases materials, products or services directly to any company within the Viterra corporate group, including the farms and plantations from which our commodities are sourced.</p> <p>We finalised this code in 2022 and have published it on our website in 2023.</p>	<p>Viterra.com and internal systems</p> <p>Click to view</p>
Soy sustainability policy for South America	<p>Our soy sustainability policy for South America outlines how we plan to eliminate soy-driven deforestation and conversion of natural ecosystems from our network, while simultaneously reducing greenhouse gas emissions from land use change (LUC) and biodiversity loss.</p> <p>The policy applies to all soy and its derivatives originated in South America that are sourced and supplied through Viterra.</p> <p>It includes our commitments to respecting the rights of indigenous and local communities, and providing access to our grievance mechanism for stakeholders to raise concerns.</p>	<p>Viterra.com and internal systems</p> <p>Click to view</p>

Implementation, training and awareness

Implementation, training and awareness is key in addressing modern slavery risks since policies only matter to the extent they are put into practice. Our training empowers and guides employees on how they should identify, approach and raise potential breaches of modern slavery so we can address them.

As with our policies, our training packages are developed and owned by the relevant department(s), and records of all completed training sessions are maintained by the appropriate compliance or human resources contact.

Our workforce is required to complete annual training which covers, amongst other subjects, Viterra's approach to upholding human rights, our code of conduct, anti-bribery and corruption, conflict of interest and sanctions.

Code of conduct training

On a yearly basis, we provide our employees with training on Viterra's code of conduct, which includes our approach to respecting and upholding human rights throughout our operations. Specifically mentioned in the code, is Viterra's zero tolerance for any form of forced labour or child labour as per ILO standards in our supply chains, and our commitment to paying at least minimum wages in accordance with local regulations.

In most instances, the training is completed via an e-learning platform. When employees cannot easily access online training, we provide guidance in other ways including pre-shift training and toolbox talks. Additionally, where relevant, our compliance teams give face-to-face training on our policies and procedures to raise awareness about compliance risks related to their functions.

We operate grievance mechanisms for our stakeholders throughout our operations to raise issues.

Human rights policy training

We published our human rights policy in 2021 which lays out our commitment to respecting human rights and is consistent with the United Nations Universal Declaration of Human Rights. In relation to modern slavery, this document specifically lists Viterra's zero tolerance for forced labour and child labour as per ILO standards in our workplace or along our supply chains.

We sent the policy to all employees with work email addresses globally, and in Australia, training on the policy is included in the code of conduct training package.

Raising concerns

Employees also receive training on raising concerns which includes our expectation that we are informed of any situation in which the Viterra code of conduct, its underlying policies or the law appear to be breached.

They may raise the concern with their supervisor or manager, an appropriate manager from another department, their local compliance contact or by utilising our raising concerns programme (see page 17).

Supplier code of conduct implementation

We are taking a risk-based approach in implementing the supplier code of conduct which defines our expectations for all suppliers in our supply chains with regard to ethical business practices, health and safety, food and feed safety, labour standards and human rights, the environment and local communities.

The first step is making suppliers aware of the code and working with them to share the same standards of how we operate responsibly and sustainably for the benefit of our customers, communities, employees and the environment as well as future generations. All suppliers working on a Viterra site must continue to comply with site-specific requirements.

We will work towards implementing the code which reinforces the value we place on operating sustainably through our network, improves transparency and ensures we can take the necessary steps to ensure the suppliers we work with uphold the same principles as Viterra.

Sustainability report

We have published our annual sustainability report since 2018. The report details our commitment and progress in our people, health and safety, environment, community, human rights and food and feed safety.

It also includes case studies detailing initiatives within our global business across these topics.

We have significantly expanded the information published in our 2022 sustainability report based on the material topics identified for our business and supply chains and our strategic objective of improving our transparency and environmental, social and governance (ESG) credentials.



Identification and due diligence

We have a philosophy of giving responsibility to individuals within Viterra. With that responsibility comes the obligation to act ethically and identify and report human rights breaches including modern slavery through our mechanisms.

Our due diligence processes enable us to help mitigate modern slavery risk in our supply chain.

Raising Concerns programme

If one of our people believes they have encountered a breach of policy, including human rights and modern slavery, we encourage them to raise it promptly with their supervisor or manager. Alternatively, the individual may bring it to the attention of another manager, a local compliance contact, or a member of Viterra's business ethics committee, which is made up of our Chief Executive Officer, Chief Financial Officer, General Counsel and Global Head of Compliance.

However, if they feel their concern remains unresolved or they wish to remain anonymous we provide our Raising Concerns programme where people can submit the matter.

Anyone, whether from our business or not, can use the programme to raise a concern. It provides different contact options and considers local conditions, languages and ease of use with telephone and online platforms.

Viterra does not penalise anyone for raising a concern in good faith, including demotion, penalty or any other disciplinary action.

The Raising Concerns programme is advertised and promoted via dedicated training and visual material, such as posters, available throughout work sites.

There were 43 concerns raised through our Raising Concerns platform in 2022 and investigated by our compliance team, none of which were modern slavery related.

Know your counterparty procedure

Our know your counterparty framework sets out a risk-based assessment process, where we screen our business partners to identify and mitigate exposure to potential money laundering, terrorism financing, corruption, bribery, sanctions and human rights violations. There is a global screening system in place and local checks can also be carried out.

Across our global business there are requirements to screen counterparties and our know your counterparty procedure has been altered specifically for different regions based on their supply chains and risk levels.

Supplier due diligence in our soy supply chains

We incorporate a georeferencing farm monitoring system into our Brazilian soy procurement operations to monitor suppliers.

The system monitors soy suppliers and their farms for relevant environmental, social and legal information. It combines up-to-date imagery sources with data from sources such as embargoes of the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA), the Amazon Protection System, Green Protocol of Grains at Pará state, Amazon Soy Moratorium and Modern Slavery.

Suppliers who do not meet the minimum requirements are flagged and we carry out a deeper analysis. We will guide the supplier on how to improve or we may decide not to work with the supplier if the issue shows they do not comply with our soy sustainability policy for South America or any other socio-environmental requirements.

International Sustainability and Carbon Certification (ISCC)

We are members of the ISCC as part of our focus on sourcing commodities from sustainable supply chains.

ISCC is a global leading certification system that certifies the sustainable origins of the agricultural produce we market and supply. It is aimed at reducing greenhouse gas emissions, using land sustainably, and maintaining socially responsible production of agricultural materials. This includes compliance with human, labour and land rights and responsible community relations.

Collaboration and stakeholder engagement

We believe collaboration with our suppliers, business partners and industry, and non-government and government organisations is required to make real and effective change in addressing modern slavery risks.

We are focussed on ensuring our suppliers understand our zero tolerance policy on human rights and modern slavery breaches. Our newly released supplier code of conduct defines our expectations (see pages 14 and 16)

In Australia, we continued to add modern slavery clauses to contracts including our transport and supporting services agreement (TSSA).

We evidence our commitment through our participation in international conventions, including the United Nations Global Compact, a set of principles covering human rights, labour, environment and anti-corruption and the standards set out by the International Labour Organization (ILO).

Viterra is a member of many organisations and standards organisations providing opportunities for shared learnings and valuable insights to inform our response to modern slavery and broader human rights issues.

We worked or collaborated with the following organisations during 2022:

United Nations Global Compact (UNGC)

Viterra has been a member of the UNGC since 2018, an organisation which calls on its members to align their operations with universal principles on human rights, labour, environment and anti-corruption. As a member, Viterra pledges to implement changes to business operations and strategy, incorporating the Ten Principles of the UNGC.

Viterra also supports the 17 United Nations Sustainable Development Goals (UNSDGs) which are mapped to our sustainability pillars.

This includes:

SDG 8 – Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Target 8.7 – Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

Brazilian Association of Vegetable Oil Industries (ABIOVE)

Viterra is associated with ABIOVE, which represents companies who produce meal, vegetable oils and biodiesel in Brazil and cooperates in the implementation of sector policies, promotes sustainability programmes and generates the statistics used in sectorial studies.

Since 2006, the soy production chain has adopted a zero tolerance policy towards labour conditions analogous to slavery. This includes a contractual clause in soy purchases whereby they can terminate trade agreements if there is evidence of abusive labour in their supply chain.

ABIOVE defends the commitment not to trade soy produced on properties with deforested areas, or those embargoed by environmental monitoring entities or included in the list of slave labour. As part of this focus, it is a signatory of the National Pact for Eradication of Slave Labour – Instituto Ethos, International Labour Organization (ILO), Repórter Brasil, and the Pará State Grain Protocol.

Through our work with ABIOVE we also support InPACTO which is a non-governmental organisation with the mission to promote the prevention and eradication of slave labour in production chains in Brazil.

Round Table on Responsible Soy (RTRS)

Viterra is a member of RTRS Production Standard which aims to guarantee responsible business and agricultural practices by preserving biodiversity, soil and water, protecting human and workers' rights, respecting the customs and cultures of indigenous peoples and improving the wellbeing of local communities

Better Cotton Initiative (BCI)

BCI supports farmers by helping them understand and respect national legal requirements, as well as the fundamental, interrelated International Labour Organization conventions on respecting the minimum age for young workers and avoiding child labour. BCI does not accept forced and child labour on cotton farms, including where orchestrated by government. If BCI discovers these practices where its cotton is produced, BCI considers it non-compliant with its standards and responds immediately.

Cotton made in Africa (CmiA)

CmiA's high standards strictly prohibit child labour outside of a family context, any form of exploitative child labour or where a child's health or development may be harmed. CmiA does not consider prohibition enough on its own, it also actively seeks to combat child labour through local education work, school projects for children from farming families, and measures designed to increase family incomes.

CmiA significantly contributes to improving the living conditions of smallholder farmers in Sub-Saharan Africa by aiding trade. In addition, participation in the programme also forbids slavery and human trafficking according to international labour standards on child labour conventions, deforestation of primary forests, or the use of genetically modified cotton.

Roundtable on Sustainable Palm Oil (RSPO)

RSPO prohibits the use of forced labour. Its members aim to influence change through initiatives that bring industry participants together to elevate the protection of human rights and ensure the sustainable production of palm oil.

Bonsucro

Much of the world's sugarcane is grown in countries where working conditions are poor. Bonsucro aims to drive and support decent work for smallholder farmers and farm and mill workers, with zero tolerance for forced labour and child labour. It ensures safe recruitment for migrant workers and reduces discrimination in all its forms.

Assessing the effectiveness of our actions

Viterra is committed to being part of sustainable change, including the elimination of modern slavery within agricultural supply chains.

Though we had no reported human rights breaches in 2022 through our various channels, and our internal human rights impact assessment identified no material human rights risks within our business or supply chains, we acknowledge the need for further action across the industry.

We believe collaboration with our suppliers, business partners and industry, and non-government and government organisations is required to make real and effective change in addressing modern slavery risks.

Throughout our operations, we seek to avoid complicity in human rights abuses and uphold relevant international standards, supporting the goal of reducing any exploitation of individuals at the hands of others.

We are focussed on ensuring our suppliers understand our zero tolerance policy on human rights and modern slavery breaches. We will continue to work through implementation of our supplier code of conduct to ensure all suppliers in our supply chain understand our expectations that require them to align with our standards, values, code of conduct and policies, (see pages 14 and 16).



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subsequent to its date.

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