



## **Bunge - Human Rights Policy**

Respect for human rights is critical to Bunge, and driven by the conviction that we have a positive impact on the lives, livelihoods and rights of the individuals and communities affected by our operations. We are committed to treating people with dignity and respect within Bunge and throughout our supply chain. We support the growth of a more sustainable food system, including through promoting sustainable agriculture, water stewardship, and the reduction of food insecurity, in support of the United Nations (UN) Sustainable Development Goals. We are committed to maintaining a healthy and safe work environment for all of our employees and contractors, and strive to identify all cases of human rights abuses including those in our value chain.

Our commitment to acting safely, ethically and sustainably is embedded in our [Core Values](#) and our [Code of Conduct](#). While recognizing that our operations may be connected to negative human rights impacts, we seek to identify, prevent, and mitigate adverse impacts through the principles and actions outlined below. We are mindful that the primary obligation to prevent negative human rights impacts rests with governments, but as a global company we are committed to respecting human rights consistent with the UN Guiding Principles on Business and Human Rights, Organization for Economic Cooperation & Development (OECD) Guidelines for Multinational Enterprises, International Bill of Human Rights, and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Bunge Sustainability and Corporate Responsibility Committee of the Board of Directors provides oversight and input to management of the company's governance, policies and strategies and programs related to Human Rights. Implementation of this Policy is led by our Global Human Rights Director.

This Policy applies to all our employees, officers, directors, and contractors. We also expect our suppliers and business partners to uphold the principles set out in this Policy.

## **Our Principles**

We are guided by certain core principles:

- We do not tolerate human rights abuses committed by our employees, suppliers or third parties acting on our behalf.
- We prohibit any form of forced or compulsory labor in any form, including indentured labor, bonded labor, and child labor.
- We are committed to a working environment free from discrimination, harassment, and retaliation, and to supporting a diverse and inclusive workforce.



- We respect the freedom of expression and right to associate of our employees and contractors, including their right to establish and to join organizations of their own choosing to bargain collectively without our previous authorization or unreasonable interference.
- We respect the rights, culture and traditions of all stakeholders where we operate, including indigenous and land-connected peoples, and their interests in land, waters and the environment.
- We do not tolerate threats, intimidation, or attacks against human rights defenders, and are mindful certain groups, including women and children, may be particularly vulnerable to negative human rights impacts in the locations where we operate.
- We endeavor to build strong, productive, and collaborative relationships with our employees.
- We are committed to establishing safe and healthy working conditions for all of our employees, contractors and suppliers.

### **Our Actions**

To implement our principles and commitments, we will:

- Develop and implement supporting policies, procedures, training and internal reporting structures to embed this Policy throughout our company and the individuals and entities to whom this Policy applies.
- Operate with the highest standards of ethics and integrity in compliance with our [Code of Conduct](#).
- Take steps to respect land use, small holders and indigenous peoples, and biodiversity, as explained in our [Land Use and Biodiversity Policy](#).
- Provide a safe and healthy workplace for all staff and contractors, as established in our [Global Safety and Health Policy](#).
- Adopt policies and practices to protect the privacy of employees, contractors and third parties' personal information where we collect and process such in the course of our business operations.
- Foster community-building and awareness-raising initiatives, and training and development programs, that support the company's mission for a diverse and inclusive workplace.
- Comply with all applicable labor laws and regulations, operate with respect for the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and expect that our suppliers and contractors do the same.
- Conduct due diligence of relevant operations, suppliers and contractors, and require periodic reporting, certifications and/or training, as appropriate, consistent with this Policy.



- Not use forced labor in any form, including indentured labor and bonded labor.
- Only hire employees who meet local minimum-age requirements and adhere to ILO standards on child labor.
- Maintain close attention to our environmental and climate impacts, as set forth in our [Environmental Responsibility Policy](#).
- Meaningfully engage with the local communities and other stakeholders affected by our operations to create and maintain transparent relationships built on mutual respect and trust.
- Maintain a [grievance mechanism](#) for concerns about our operations or suppliers to be raised, through which any employee, supplier, or stakeholder may voice concerns.
- Take action where we identify violations of this Policy by employees or third parties acting on our behalf, including providing for cooperating in remediation where appropriate.
- Communicate this Policy to our employees, contractors and suppliers and make it available to the public.
- Report on our performance against our human rights objectives and targets, including on our [Accountability](#) page.