



Cargill Animal Nutrition and Health Sourcing Policy

Cargill's Animal Nutrition and Health (CANH) business acts on the belief that doing the right thing sets the foundation for long-term success. This culture is grounded in Cargill's Guiding Principles¹, which serve as the foundation for our ethical and compliance standards for conducting business throughout the world. As stated in the [Cargill Supplier Code of Conduct](#)², we expect our supplier partners to follow these same Guiding Principles. As the world joins in advancing the UN Sustainable Development Goals, we aim to empower farmers and workers, ensure local communities have a voice, promote safe and fair working conditions and ensure food is nutritious, nourishing and plentiful for all. We're also driving progress on priorities that safeguard our planet and ensure we're operating our business in a sustainable way. This requires the cooperation of all our supply chain partners.

For that purpose, we have issued this CANH Sourcing Policy. It enables us to engage with our suppliers on sustainability and responsible sourcing issues related to their operations, and to set minimum criteria that must be met in addition to Cargill's Supplier Code of Conduct and [Commitment on Human Rights](#)³. We will only source from suppliers that comply with the rule of the law and conform to the additional criteria set out in these policies. We expect each supplier to adhere to the standards set forth in these policies, and to notify us immediately in the event of any change that would cause such supplier to be non-compliant.

We expect our suppliers to engage with their supply chain on the principles in this policy. Where we purchase from non-producing suppliers (e.g., trader, distributor, broker, exporter, agent, etc.) the non-producing supplier must communicate this policy to the actual producer. Furthermore, suppliers are responsible for educating and monitoring their vendors, subcontractors and independent contractors for compliance.

If CANH determines any supplier to be non-compliant with our CANH Supplier Code of Conduct, our practice is to work with the Supplier Partner. We may be able to help identify possible improvements. However, when an issue can't be corrected or a supplier partner is unwilling to engage, we reserve the right to end our relationship.

Thank you for helping us achieve our goal of providing high-quality, safe products every time, everywhere to ensure our customers *thrive*.

By signing this document below, you declare compliance by your company against the Cargill Animal Nutrition and Health Sourcing Policy and agree to the conditions set out in this communication. You also commit to notify CANH through your commercial contact if you experience material changes which mean you do not comply with this Policy, as well as documenting all remediation procedures to return to compliance.

Reference documents:
CANH Sourcing Policy

Supplier Company Name

Date

Supplier Representative Name

Supplier Representative Signature

Supplier Representative Position

1 Cargill Ethics & Compliance (Our Guiding Principles): <http://www.cargill.com/company/ethics-compliance/index.jsp>

2 Cargill Supplier Code of Conduct: <https://www.cargill.com/about/supplier-code-of-conduct>

3 Cargill Commitment on Labor, Employment and Human Rights: <https://www.cargill.com/news/labor-employment-and-human-rights>



The CANH Sourcing Policy:

1. Transparency

Supplier will adopt a transparent approach to working with CANH by sharing all relevant information to allow CANH to assess supplier's compliance with the principles of this policy. When requested, the supplier must disclose the geographical location of facilities producing raw materials or ingredients for CANH, as well as the origin of raw materials within the supplier's own supply chain.

2. Legal Compliance & Ethical Business Practices

Supplier will conduct its business in accordance with the highest standards of ethical behavior and in accordance with all applicable laws and regulations, including licensing, environmental, human rights and labour laws. Supplier will maintain accurate books and records demonstrating compliance with such laws and these standards. Supplier will compete fairly and ethically for CANH's business, without any illegal or improper inducements or advantages. Supplier will maintain the confidentiality of CANH's intellectual assets, and other confidential information. Supplier will honor its contractual commitments and obligations.

3. Environmental Management

Supplier will comply with all applicable environmental laws and regulations. Furthermore, whether or not required by law, supplier will take appropriate measures for the responsible management of the environmental impacts of its operations, such as resource use, discharge and waste. Supplier will show awareness of the magnitude and environmental impact of their energy consumption, water use⁴, and waste and effluent management and will develop plans to continuously improve its environmental performance.

4. Food Safety and Quality Management

Supplier will comply with all food safety laws and regulations in the countries of operation, manufacturing, and final destination. If applicable, supplier shall keep and maintain adequate food, feed and product safety control plans. Supplier must provide product according to its specification and the product must be safe for its intended use. Supplier will produce products of the highest quality.

In addition, and as appropriate, the supplier will disclose if any material includes or is produced from a Genetically Modified Organism (GMO). Supplier will also declare if any antibiotics or other medicinal feed additives are added or contained in the products, giving details if applicable.

5. Health and Safety

Supplier will comply with all applicable laws pertaining to health and safety in the workplace. Supplier will provide safe, healthy and hygienic working conditions for its employees.

⁴ Aqueduct Water Risk Atlas www.wri.org/applications/maps/aqueduct-atlas



6. Human Rights and Labor Practices

Supplier will observe basic human rights and labor practices that adhere to the following conditions and at a minimum comply with the relevant labour laws:

- Freely chosen employment – no forced, bonded, compulsory or slave labor
- No engagement in or support of human trafficking
- No use of prisoner or convict labor
- Freedom of association and the right to collective bargaining
- No child labor as according to local laws and regulations and the ILO Minimum Age Convention No. 138 and ILO Worst Forms of Child Labour Convention No. 182
- No discrimination – fair and equal treatment for all employees
- Employees are contracted in a transparent manner
- Disciplinary procedures are transparent and respect the dignity and health of the employee.
- No harsh or inhumane treatment or other forms of harassment
- No excessive working hours and any overtime is on a voluntary basis
- Fair wages for all employees, meeting or exceeding minimum wage requirements in the country of operation
- Migrant laborers and temporary foreign workers are accorded treatment and protection equal to workers
- If accommodation is provided for workers, it is safe, decent and hygienic.
- Rights of indigenous people are respected

For more information on these topics, the supplier is referred to ILO International Labour Standards with a list of each being provided in the appendix to this Policy.

Supplier will ensure that all employees are aware of their labour-related rights, including those not covered by applicable laws and regulations. If incidents of non-compliance are found, the supplier will put the best interests of the person or people first to resolve the situation. The supplier will document all remediation actions and provide verification of their effectiveness to mitigate the non-compliance.

In order to be able to raise and address issues, the supplier will have in place a worker grievance mechanism, which will ensure that issues are processed fairly, in a timely manner, resulting in an effective outcome. All employees will be aware of this mechanism and have confidential access if required.

7 Local Community Impacts

Beyond their own business and workforce, we expect our suppliers to work to be good neighbours in the communities where they have business. Supplier will engage with the local community to identify, avoid and mitigate significant environmental or social impacts arising from the business, with a grievance mechanism in place enabling the issues to be addressed and resolved.

Appendix:

Supporting Documents for Human Rights and Labour Practices

The following documents are a guide to ILO and other documents which will support the supplier in addressing the key issues of concern.

Forced labour:

- I. ILO Forced Labour Convention, 1930 (No. 29);
- II. ILO Abolition of Forced Labour Convention, 1957 (No. 105);
- III. ILO The Protection of Wage Convention, 1949 (No. 95);
- IV. ILO The Private Employment Agencies Convention, 1997 (No. 181).

Child labour:

- I. ILO Minimum Age Convention, 1973 (No. 138);
- II. ILO Worst Forms of Child Labour Convention, 1999 (No. 182);
- III. OHCHR Convention on the Rights of the Child.

Discrimination:

- I. ILO Equal Remuneration Convention, 1951 (No. 100);
- II. ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
- III. ILO Workers with Family Responsibilities Convention, 1981 (No. 156).

Safe and healthy working environment:

- I. ILO Weekly Rest (Industry) Convention, 1921 (No. 14);
- II. ILO Occupational Safety and Health Convention, 1981 (No. 155);
- III. ILO Occupational Health Services Convention, 1985 (No. 161);
- IV. ILO Chemicals Convention, 1990 (No. 170);
- V. ILO Prevention of Major Industrial Accidents Convention, 1993 (No. 174).

Freedom of association:

- I. ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
- II. ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98);
- III. ILO Workers' Representatives Convention, 1971 (No. 135).

Minimum wage:

- I. ILO Maternity Protection Convention, 1919 (No. 3);
- II. ILO Protection of Wages Convention, 1949 (No. 95);
- III. ILO Maternity Protection Convention, 1952 (No. 103);
- IV. ILO Minimum Wage Fixing Convention, 1970 (No. 131);
- V. ILO Maternity Protection Convention, 2000 (No. 183).

Working hours:

- I. ILO Hours of Work (Industry) Convention, 1919 (No. 1);
- II. ILO Weekly Rest (Industry) Convention, 1921 (No. 14);
- III. ILO Holidays with Pay Convention (revisited), 1970 (No. 132);
- IV. ILO Night Work Convention, 1990 (No. 171);
- V. ILO The Safety and Health in Agriculture Convention, 2001 (No. 184);
- VI. ILO Recommendation Reduction of Hours of Work (Recommendation 116).

Disciplinary practices:

- I. Universal Declaration of Human Rights (1948);
- II. International Covenant on Civil and Political Rights (1966);
- III. Declaration on the Protection of All Persons from Being Subjected to Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1975).

Worker grievance:

- I. ILO The Examination of Grievances Recommendation, 1967 (No. 130).

Accommodation:

- I. ILO Workers' Housing Recommendation, 1961 (No. 115).

Links:

www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm

<http://www.ohchr.org/Documents/ProfessionalInterest/crc.pdf>