



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*.

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Reference documents:
CANH Sourcing Policy

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>



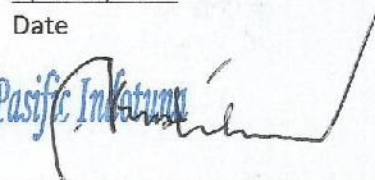
PT. DELTA PASIFIC INDOTUNA
Supplier Company Name

April 29, 2025
Date

Ir. Abdul Khalid, MBA.
Supplier Representative Name



President Director
Supplier Representative Position


Supplier Representative Signature

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.

⁴ [Aqueduct Water Risk Atlas | World Resources Institute \(wri.org\)](#)



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.

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);
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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);
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- III. ILO Workers' Representatives Convention, 1971 (No. 135).

Minimum wage:

- I. ILO Maternity Protection Convention, 1919 (No. 3);
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Working hours:

- I. ILO Hours of Work (Industry) Convention, 1919 (No. 1);
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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

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FS I INDUSTRIA DE ETANOL S.A

Supplier Company Name

Brian Patrick Mike

Supplier Representative Name

COMMERCIAL MANAGER ANIMAL NUTRITION

Supplier Representative Position

April 17, 2025.

Date

*Rubrica
BPM*

Supplier Representative Signature

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Policy to Protect Forests, Biodiversity and Communities

1. Objective

As one of the world's leading agricultural supply chain managers and nutrition providers, ADM commits to building traceable and transparent agricultural supply chains that protect forests, biodiversity and communities worldwide. This policy covers the overarching commitments applicable to all supply chains, as well as the more specific commitments to address the complexity of supply chains such as palm oil and soy supply chains. ADM will amend the policy with additional commitments specific to certain supply chains and high-risk areas as needed.

We aim to eliminate deforestation from all of our supply chains by 2025. In addition, we aim to have all our direct supply chains free of conversion of primary native vegetation in defined high-risk areas by December 31, 2025, and indirect supply chains free of conversion of primary native vegetation in defined high-risk areas by no later than December 31, 2027.

Though ADM is not a grower of crops, we work independently and with other stakeholders to ensure the crops we source globally follow a socially fair and environmentally sustainable standard that can contribute to the livelihood of the communities where they are grown and protect the environment we all share.

We will work throughout our supply chains to achieve the following:

- No deforestation/no burning¹ of forests,
- Promote conservation of water resources and biodiversity in agricultural landscapes through sustainable land use management and ecological restoration practices in High Conservation Value (HCV) and High Carbon Stock (HCS) areas,
- Respect indigenous and local community rights to land and resources in accordance with the *U.N. Declaration on the Rights of Indigenous Peoples*,
- Respect for internationally recognized human rights, according to the U.N. Guiding Principles for Business and Human Rights, and International Bill of Human Rights²,
- Respect labor rights as set out in the *International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work*,
- Respect country, state, municipal and local laws regarding environmental, safety, human rights and labor rights,
- Facilitate the inclusion of smallholders into the supply chain,
- No use of chemicals listed under the *Stockholm Convention and Rotterdam Convention, World Health Organization (WHO) Class 1A and 1B pesticides list*,
- Promote solutions to reduce greenhouse gas emissions along our supply chain,
- Support agriculture as a way to leverage economic development by reducing poverty and increasing food security, and
- Work collaboratively with peer companies, government and civil society to help establish sector-wide deforestation cutoff dates for commodities.

¹ Within this framework, ADM will not accept the use of fire for the purpose of clearing, land reparation of new plantings, re-plantings or any other developments, including the management of existing plantations;

² International Bill of Human Rights refers to Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), and International Covenant on Economic, Social and Cultural Rights (ICESCR)



2. Scope

This policy applies to ADM's own operations and across all supply chains in which ADM operates, including all supplier tiers back to the origin from where commodities are sourced, and for all companies/JVs in which ADM holds an ownership stake.

3. Policy Implementation

Implementation will be prioritized based on risk assessment. To accommodate supply chain complexities and regional variations, implementation activities may be adjusted to address the different commodities and/or specific regional characteristics where we engage in direct and indirect sourcing of commodities. Implementation in each supply chain will be focused in the following four pillars:

3.1 Supply Chain Assessment & Traceability: Available systems and sourcing procedures in every region will be assessed to understand potential social and environmental risks throughout the supply chain. We will maintain traceability that enables the identification of crops sourced to the lowest possible unit. Traceability granularity will be defined in tiers by the risk assessment.

3.2 Supplier Engagement: Effective communication and engagement with suppliers is fundamental to ensure they clearly understand our commitments, and, together, help us to create more sustainable supply chains. We require our suppliers to operate their businesses ethically - including land acquisition and land use - within all applicable laws and regulations, and to uphold our commitments.

3.3 Monitoring & Verification: Regional and supply chain-based monitoring procedures will be established and updated to verify supplier compliance with this policy. If indicated by the supply chain assessment, remote sensing will be used to track where the commodity is being produced.

3.4 Reporting: We acknowledge that transparent and periodic communication is an effective way of publicly demonstrating progress in our journey. Implementation progress will be communicated via our public commodity-specific action plans and progress reports available on the [Sustainability Progress Tracker](#).

4. Consequences of Non-Compliance:

We will evaluate and manage all complaints of non-compliance using a transparent [Grievances and Resolutions Protocol](#) that will be inclusive and fair. We will address non-compliance in accordance with the protocol for [Managing Supplier Non-Compliance](#) reporting on the number of suspended suppliers in the subject supply chain.

The current document released in November 2023 is the updated version of the original policy released in 2015 and updated in 2021. The governance of this policy has been reviewed by the Sustainability & Corporate Responsibility Committee of the ADM Board of Directors.





5. Supply chain specific policies:

Palm oil:

ADM does not own palm oil plantations or mills, nor do we source palm oil fruits or palm oil products directly from mills. ADM operates refineries (in USA and Europe) that process palm products sourced through third parties. We work closely with our third-party suppliers to make sure they understand the significance of our commitments.

In addition to the principles and commitments of our Policy to Protect Forests, Biodiversity and Communities, we expect our direct and indirect palm oil suppliers to commit to the following:

- Protection of High Conservation Value or High Carbon Stock areas.,
- No development on peatlands, regardless of depth³, and the utilization of best management practices for soils and existing commodity production on peatlands,
- No hunting of rare, threatened or endangered species,
- Conduct of Social and Environmental Impact Assessments (SEIA) prior to new plantings or after operations,
- Promote the use of Integrated Pest Management Practices, with the aim to minimize the use of synthetic chemicals, including pesticides and chemical fertilizers,
- Application of the principles of Free, Prior and Informed Consent (FPIC) to ensure protection and promotion of the rights of indigenous peoples and vulnerable communities. This includes but is not limited to respecting legal and customary rights, including land, resources, territories, livelihoods, or food security,
- Responsible management of all complaints raised using a transparent grievance procedure. All allegations brought forward are investigated in line with our [Grievances and Resolutions Protocol](#). Consistent with the guiding [RSPO Human Rights Defenders Policy](#), this reflects our commitment to the protection of Human Rights Defenders, whistle blowers, complainants, and community spokespersons,
- Cooperate with all parties necessary to enable the provision of access to fair and just remediation,
- Work collaboratively with peer companies, government and civil society to support transformation of commodity producing landscape, and
- The sector wide cutoff date for the palm supply chain is December 31, 2015.

³ ADM is committed to supporting RSPO Principles & Criteria section 7.7 and standards set forth in the RSPO manual on best management practices for existing plantations on peatlands.



Soy:

ADM does not grow soybeans, but rather purchases them directly from farmers or indirectly from third parties such as traders or aggregators that combine crops from many growers. Soybeans are eventually sold as whole beans, or further processed into soy products.

ADM will implement a risk-based assessment to define the type of traceability/monitoring that will be required geographically⁴. ADM's sourcing commitment in high-risk areas is especially focused on soybeans sourced in areas of South America, as per the following definition:

- In **low-risk** areas for deforestation or conversion, identify sourcing of the country of origin (ex: United States, Canada).
- In **medium-risk** areas for deforestation or conversion, identify the state/province of origin and where possible, the municipality level.
- In **high-risk** areas for deforestation, identify the percentage from indirect and direct sourcing. For direct suppliers, ADM will obtain farm polygons or otherwise identify the farm of origin, and for indirect suppliers, ADM will apply a 50-100 km radius from soy elevators and will engage suppliers if any soy-driven deforestation or conversion is identified.

In high-risk areas, ADM will continue to:

- Support Brazilian sectoral agreements, essentially
 - *Environmental agencies embargoed areas*: ADM will not finance or purchase soybeans planted in areas embargoed by the local environmental agency due to a non-compliance with the local environmental legislation.
 - *Amazon Soy Moratorium*: As of 2006, ADM does not finance or purchase soybeans planted in areas of the Amazon Biome deforested after July 2008.
 - *National Pact for the Slavery Work Eradication*: In 2007, ADM committed to The National Pact for the Slavery Work Eradication which prohibits new negotiations with suppliers whose names are included in the List of Slavery Work by the Brazilian Ministry of Labor.
 - *Pará Green Protocol of Grains*: As of 2014, ADM has been a signatory of this protocol endorsed by the Public Ministry, which has guidelines to source soy responsibly within the State of Pará.
- Promote initiatives to protect native vegetation beyond forests with the aim to end native vegetation conversion in the shortest time possible reconciling the production of soy with environmental, economic and social interests.
- Use the most updated science-based technologies to monitor and measure agricultural expansion into native vegetation areas.
- Promote the creation of incentives to conserve native vegetation and for driving agricultural expansion onto previously converted areas. Advocate for mechanisms to provide environmental services for growers above those required by the law.
- Promote regenerative agriculture practices as well as the restoration of degraded lands.



6. Conversion of non-forest primary native vegetation:

ADM will avoid sourcing commodities produced in agricultural areas within high-risk areas that have conversion of primary non-forest native vegetation after December 31, 2025. The Brazilian Amazon, the Brazilian Cerrado and Pantanal biomes, and the Paraguayan and Argentinian Chaco are ADM's currently defined high-risk areas for conversion of non-forest primary native vegetation.

ADM will adopt December 31, 2025, as a cutoff date for conversion of primary native vegetation in high-risk areas. In addition, ADM will aim to have all direct supply chains free of conversion of primary native vegetation in defined high-risk areas by December 31, 2025, and indirect supply chains free of conversion of primary native vegetation in defined high-risk areas by no later than December 31, 2027.

In 2021, ADM began monitoring conversion of primary native vegetation in high priority areas in the Brazilian Cerrado, looking back to 2020. ADM has expanded its monitoring to more areas within Brazil and will continue monitoring and engaging direct and indirect suppliers as we approach the December 31, 2025, cutoff date.

7. Action Plan:

In an ongoing effort to achieve its commitments and implement its policies, ADM has devised an [Action Plan](#) based on the four pillars outlined in section 3 of the Policy to Protect Forests, Biodiversity and Communities. The Action Plan progress is reported in ADM's [Progress Reports](#) that also highlight advancements in ADM's ongoing sustainability journey.

⁴ More information on the methodology is available in Annex II.

Annex I

Glossary:

- Forest: Land spanning more than 0.5 hectares with trees higher than 5 meters and a canopy cover of more than 10 percent, or trees able to reach these thresholds in situ. It does not include land that is predominantly under agricultural or urban land use (FAO, 2020).
- Primary forests: Naturally regenerated forest of native tree species, where there are no clearly visible indications of human activities and the ecological processes are not significantly disturbed (FAO, 2020).
- Deforestation: Conversion of primary native forests to other land use independently whether human-induced or not (FAO, 2020).
- Conversion of non-forest native vegetation: Change of a natural ecosystem, such that a human-caused change of non-forest primary native vegetation results in another land use or profound change in a natural ecosystem's species composition, structure, or function.
- Primary native vegetation: An assemblage of native plant species in a specific place or region that has adapted to environmental and biological conditions and has suffered little or no human intervention.
- Biodiversity: The variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems (Convention on Biological Diversity).
- Ecosystems: All living things in a given area, as well as their interactions with each other, and with their non-living environments (weather, earth, sun, soil, climate, atmosphere). Each organism has a role to play and contributes to the health and productivity of the ecosystem as a whole.
- Agricultural landscapes: An area where nature is significantly influenced by farming activities.
- Sustainable land management: The use and management of land resources – soil, water, animals and plants – for the production of goods to meet changing human needs, while ensuring the long-term productive potential of these resources and maintenance of environmental function (FAO, ND)
- Ecological restoration: The process of assisting the recovery of an ecosystem that has been degraded, damaged, or destroyed (SER, 2004).
- High Carbon Value (HCV): Areas of biological, ecological, social or cultural value. The HCV approach was initially developed by the Forest Stewardship Council in 1999, and has since been adopted by the Roundtable on Sustainable Palm Oil (RSPO), among other standards.
- High Carbon Stock (HCS): Viable forest areas storing significant quantities of carbon, usually associated with high vegetation density. When HCS forests are removed, particularly when fire is used to clear land, the carbon contained in the forests is released into the atmosphere in the form of CO₂.
- Peatland: A type of wetlands that occur in almost every country on Earth, currently covering 3% of the global land surface. The term 'peatland' refers to the peat soil and the wetland habitat growing on its surface (IUCN, 2017).
- High-risk areas: Regions or biomes considered at risk for conversion of non-forest primary native vegetation that need protection. The Brazilian Amazon, the Brazilian Cerrado and Pantanal biomes, and the Paraguayan and Argentinian Chaco are ADM's currently defined high-risk areas.
- Cutoff date: Date after which deforestation or conversion of primary native vegetation renders a given area or production unit non-compliant with commitments of no deforestation or no conversion of native vegetation.
- Target date: Date by which the company intends to have fully implemented its commitments in a given supply chain.



- Free, Prior and Informed Consent (FPIC): In 2007, the UN General Assembly adopted the United Nations Declaration on the Rights of Indigenous Peoples, recognizing their rights and making specific mention of Free, Prior and Informed Consent (FPIC) as a pre-requisite for any activity that affects their ancestral lands, territories and natural resources.
- Direct supplier for palm: Aggregators who may grow, purchase, and/or refine palm oil from palm oil mills and/or crushers and resell, with whom ADM has a direct commercial relationship.
- Indirect supplier for palm: Palm oil groups further upstream the supply chain, including (groups of) mills and crushers.
- Direct supplier for soy: Soy sourced from a farmer/farming company with whom ADM has a direct commercial relationship.
- Indirect supplier for soy: Soy sourced from aggregators, cooperatives and other third parties.
- Ownership stake or equity stake: The percentage of a business owned by the holder of some number of shares of stock in that company. For the purpose of the policy, it refers to ownership stake of more than 50% by ADM.





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Animesh Ballabh
Senior Compliance Director – Asia Pacific
ADM Asia Pacific Trading Pte. Ltd.
230 Victoria Street #11-08, Bugis Junction Towers
Singapore 188024
ADM.COM

29 April 2025

Via Electronic Mail

TO: PT Gerbang Cahaya Utama

Dear Valued Business Partner,

Thank you for your recent request regarding PT Gerbang Cahaya Utama's Sourcing Policy and Supplier Questionnaire.

Archer Daniels Midland Company (ADM) is committed to integrity when conducting all of its business affairs, and has implemented a Code of Conduct and Compliance policies and procedures to ensure that it can achieve this commitment. Enclosed please find a copy of the ADM's Code of Conduct, which applies to all employees, officers, directors, contract workers and agents of ADM. In this Code, ADM employees are informed of the objective to know and adhere to ADM's values, Code, and other company policies, procedures and guidelines that apply to their work, as well as all applicable laws and regulations-regardless of where we operate. ADM is committed to operating its business in accordance with all applicable laws and regulations, including those relating to anti-corruption and bribery, money laundering, environmental protection, human and rights (ILO) and safety. Also enclosed is a copy of the ADM Supplier Expectations, ADM Commitment to Anti- Corruption Compliance, the ADM Corporate Sustainability Report 2023 and the Statement on the California Transparency in Supply Chains Act and the UK Modern Slavery Act.

Because of the values and integrity program that ADM has implemented, it has determined that acceptance and adoption of values and principles from other companies is not necessary. ADM acknowledges that it has read and understands PT Gerbang Cahaya Utama's Sourcing Policy and Supplier Questionnaire.

ADM also confirms that it is fully aligned with its own set of policies and business principles and that by adhering thereto, it adheres to business principles substantially consistent with your own. Therefore, ADM requests that you accept this information as confirmation that our Company meets the criteria you have set for your Company's suppliers and to serve as a substitute for acceptance by ADM of PT Gerbang Cahaya Utama's Sourcing Policy and Supplier Questionnaire.

If you have questions regarding this company position, please feel free to contact me.

Respectfully,

A handwritten signature in blue ink that reads "Animesh Ballabh".

Animesh Ballabh



Code of Conduct

All Products

Thank you for your inquiry related to Cargill's Code of Conduct. While it is not Cargill's policy to sign others' codes of conduct, I trust that this information on Cargill's own Code of Conduct, which outlines Cargill's ethical and compliance standards for conducting business throughout the world, will satisfactorily address your inquiry.

Cargill's Code of Conduct highlights our policy statements on a variety of topics and is grounded in our seven Guiding Principles, which are ingrained in our culture and serve as the foundation for the behaviors expected from all of our employees in all parts of the world:

1. We obey the law.
2. We conduct our business with integrity.
3. We keep accurate and honest records.
4. We honor our business obligations.
5. We treat people with dignity and respect.
6. We protect Cargill's information, assets and interests.
7. We are committed to being a responsible global citizen.

Our complete Code of Conduct is publicly available on our Web site: [Code of Conduct](#)

In addition to our Code, Cargill is committed to operating responsibly across the agriculture, food, industrial and financial markets we serve as we pursue our ambition to have the most sustainable food supply chains in the world. We've set priorities that account for the diverse environmental, social and economic impacts of our business.

More information about our Corporate Responsibility Commitments is available on our Web site: [Sustainability](#)

Claims: *The labeling, substantiation and decision making of all claims for your products is your responsibility. We recommend you consult regulatory and legal advisors familiar with all applicable laws, rules and regulations prior to making labeling and claims decisions for your products.*

Contact

FSQR Customer Value Asia Pacific
FSQR Customer Value Europe, Middle East, Africa
FSQR Customer Value Latin America
FSQR Customer Value North America

AP-FSQRInfo@cargill.com
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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](#)

PT. Samudra Mandiri Sentosa

Supplier Company Name

Sigit Saptono

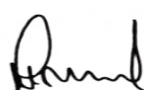
Supplier Representative Name

General Manager

Supplier Representative Position

07 April 2025

Date



Supplier Representative Signature

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 | World Resources Institute \(wri.org\)](#)



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);
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Child labour:

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Safe and healthy working environment:

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Worker grievance:

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Accommodation:

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

Links:

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

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Pesquera Fibrodo Austral
Supplier Company Name

Feb, 14, 2024
Date

Víctor A. Pérez
Supplier Representative Name

Commercial Manager
Supplier Representative Position

[Signature]
Supplier Representative Signature

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A handwritten signature in black ink, located in the bottom right corner of the page.



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Accommodation:

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Reference documents:
CANH Sourcing Policy

LA PORTADA S.A
Supplier Company Name

27/05/2025
Date

MARÍA JESÚS VILLALOBOS S.
Supplier Representative Name


PESQUERA LA PORTADA S.A.

ACCOUNT REPRESENTATIVE
Supplier Representative Position

Supplier Representative Signature

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

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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.

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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 | World Resources Institute \(wri.org\)](#)



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- 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.

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Links:

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Reference documents:

CANH Sourcing Policy

PESQUERA LANDES S.A.

Supplier Company Name

RENATO MAYA GAC

Supplier Representative Name
*Representante Legal
Soc. Pesquera Landes S.A.*

Supplier Representative Position

02,28,2024

Date

Supplier Representative Signature

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Reference documents:

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PT. NIPPON INDOSARI CORPINDO TBK
Supplier Company Name

10 April 2025
Date

Yohanes Roymond S.W.
Supplier Representative Name

Head SCM
Supplier Representative Position

Supplier Representative Signature

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

Cargill Animal Nutrition and Health Sourcing Policy

Cargill's Animal Nutrition and Health (CANH) beroperasi berdasarkan keyakinan bahwa melakukan hal yang benar akan menjadi landasan bagi kesuksesan jangka panjang. Budaya ini didasarkan pada Prinsip-Prinsip Panduan Cargill ([Cargill's Guiding Principles](http://www.cargill.com/company/ethics-compliance/index.jsp)¹), yang menjadi landasan bagi standar etika dan kepatuhan kita dalam menjalankan bisnis di seluruh dunia. Sebagaimana dinyatakan dalam Kode Etik Supplier Cargill ([Cargill Supplier Code of Conduct](https://www.cargill.com/about/supplier-code-of-conduct)²), kami mengharapkan mitra supplier kami untuk mengikuti Prinsip-Prinsip Panduan yang sama. Saat dunia ikut serta dalam memajukan Tujuan Pembangunan Berkelanjutan PBB (*UN Sustainable Development Goals*), kami bertujuan untuk memberdayakan petani dan pekerja, memastikan komunitas lokal memiliki kesempatan bersuara, mendukung kondisi kerja yang aman dan adil, serta memastikan makanan bergizi dan berlimpah untuk semua. Kami juga mendorong kemajuan dalam prioritas yang melindungi bumi dan memastikan kami menjalankan bisnis secara berkelanjutan. Hal ini memerlukan kerja sama dari semua mitra rantai pasokan kami.

Untuk tujuan tersebut, kami telah menerbitkan Kebijakan Pengadaan CANH ini. Hal ini memungkinkan kami untuk terlibat dengan supplier kami dalam hal keberlanjutan dan pengadaan yang bertanggung jawab terkait dengan operasi mereka dan untuk menetapkan kriteria minimum yang harus dipenuhi selain Kode Etik Supplier dan Komitmen Hak Asasi Manusia Cargill ([Commitment on Human Rights](https://www.cargill.com/news/labor-employment-and-human-rights)³). Kami hanya akan mengambil pasokan dari supplier yang mematuhi aturan hukum dan mematuhi kriteria tambahan yang ditetapkan dalam kebijakan ini. Kami mengharapkan setiap supplier untuk mematuhi standar yang ditetapkan dalam kebijakan ini, dan segera menginformasikan kami jika terjadi perubahan apa pun yang dapat menyebabkan supplier tersebut tidak patuh.

Kami mendorong supplier untuk terlibat dengan rantai pasokan mereka berdasarkan prinsip-prinsip kebijakan ini. Jika kita membeli dari supplier non manufaktur (misalnya pedagang, distributor, pialang, eksportir, agen, dll.), supplier non manufaktur harus mengkomunikasikan kebijakan ini kepada produsen nya. Selain itu, supplier bertanggung jawab untuk mengembangkan dan memantau kepatuhan vendor, subkontraktor dan kontraktor independen mereka.

Jika CANH memutuskan supplier tidak mematuhi Kode Etik Supplier CANH, praktik kami adalah bekerja sama dengan mitra supplier. Kami mungkin dapat membantu mengidentifikasi kemungkinan perbaikan. Namun, jika suatu masalah tidak dapat diperbaiki atau mitra supplier tidak bersedia terlibat, kami berhak mengakhiri hubungan dengan supplier tersebut.

Terima kasih telah membantu kami mencapai tujuan kami dalam menyediakan produk berkualitas tinggi dan aman setiap saat, di mana saja untuk memastikan pelanggan kami berkembang pesat.

Dengan menandatangani dokumen di bawah ini, Anda menyatakan kepatuhan perusahaan Anda terhadap Kebijakan Sumber Nutrisi dan Kesehatan Hewan Cargill (*Cargill Animal Nutrition and Health Sourcing Policy*) dan menyetujui ketentuan yang ditetapkan dalam komunikasi ini. Anda juga berkomitmen untuk menginformasikan CANH melalui kontak komersial Anda jika Anda mengalami perubahan material yang berarti Anda tidak mematuhi Kebijakan ini, serta mendokumentasikan seluruh prosedur perbaikan untuk menjaga kepatuhan.

Reference documents:

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>

CANH Sourcing Policy

PT Multimas Nabati Asahan – Kuala Tanjung

Supplier Company Name

4 March 2024

Date

Eddy Kho

Supplier Representative Name

Unit Head

Supplier Representative Position



Supplier Representative Signature

Kebijakan Pengadaan CANH (*CANH Sourcing Policy*):

1. Transparansi

Supplier akan menerapkan pendekatan transparan dalam bekerja sama dengan CANH dengan membagikan semua informasi relevan agar CANH dapat menilai kepatuhan supplier terhadap prinsip-prinsip kebijakan ini. Jika diminta, supplier harus menginformasikan lokasi geografis fasilitas yang memproduksi bahan mentah atau bahan lain kepada CANH, serta asal bahan mentah dalam rantai pasokan supplier itu sendiri.

2. Kepatuhan Hukum & Praktik Bisnis yang Etis

Supplier akan menjalankan bisnisnya sesuai dengan standar perilaku etis tertinggi dan sesuai dengan semua undang-undang dan peraturan yang berlaku, termasuk undang-undang perizinan, lingkungan, hak asasi manusia dan ketenagakerjaan. Supplier akan menyimpan pembukuan dan catatan akurat yang menunjukkan kepatuhan terhadap undang-undang dan standar ini. Supplier akan bersaing secara adil dan etis untuk bisnis CANH, tanpa bujukan atau keuntungan apa pun yang ilegal atau tidak patut. Supplier akan menjaga kerahasiaan aset intelektual CANH dan informasi rahasia lainnya. Supplier akan menghormati komitmen dan kewajiban berdasarkan kontrak.

3. Pengelolaan Lingkungan Hidup

Supplier akan mematuhi semua undang-undang dan peraturan lingkungan hidup yang berlaku. Selain itu, baik diwajibkan oleh undang-undang atau tidak, supplier akan mengambil tindakan yang tepat untuk pengelolaan dampak lingkungan dari operasinya secara bertanggung jawab, seperti penggunaan sumber daya dan pembuangan limbah. Supplier akan menunjukkan kesadaran terhadap besarnya dan dampak lingkungan dari konsumsi energi, penggunaan air, serta pengelolaan limbah dan limbah cairnya dan akan mengembangkan rencana untuk meningkatkan kinerja lingkungannya.

4. Manajemen keamanan dan mutu pakan

Supplier akan mematuhi semua undang-undang dan peraturan keamanan pakan di lokasi operasi, manufaktur, dan tujuan pengiriman akhir. Jika berlaku, supplier harus menjaga dan memelihara rencana pengendalian keamanan pakan dan produk yang memadai. Supplier harus menyediakan produk sesuai dengan spesifikasinya dan produk tersebut harus aman untuk tujuan penggunaannya. Supplier akan memproduksi produk dengan kualitas terbaik.

Selain itu dan jika diperlukan, supplier akan menginformasikan jika ada bahan yang mengandung atau diproduksi dari Organisme Hasil Rekayasa Genetik (GMO). Supplier juga akan menyatakan jika ada antibiotik atau bahan tambahan pakan obat lainnya yang ditambahkan atau terkandung dalam produk, dengan memberikan rincian jika berlaku.

5. Kesehatan dan Keselamatan

Supplier akan mematuhi semua undang-undang yang berlaku terkait kesehatan dan keselamatan di tempat kerja. Supplier akan menyediakan kondisi kerja yang aman, sehat dan higienis bagi karyawannya.

6. Hak Asasi Manusia (HAM) dan Praktik Ketenagakerjaan

Supplier akan mematuhi hak asasi manusia dan praktik ketenagakerjaan yang mematuhi ketentuan berikut dan setidaknya mematuhi undang-undang ketenagakerjaan yang relevan:

- Pekerjaan yang dipilih secara bebas – tidak ada kerja paksa, terikat maupun perbudakan
- Tidak ada keterlibatan atau dukungan terhadap perdagangan manusia
- Tidak menggunakan tenaga kerja tahanan atau narapidana
- Kebebasan berserikat dan hak untuk melakukan perundingan bersama
- Tidak boleh ada pekerja anak sesuai dengan undang-undang dan peraturan setempat dan konvensi Usia Minimum ILO (*ILO Minimum Age Convention*) No. 138 dan Konvensi ILO No. 182 tentang bentuk-bentuk pekerjaan terburuk untuk Anak (*ILO Worst Forms of Child Labour Convention*).
- Tidak ada diskriminasi – perlakuan yang adil dan setara bagi seluruh karyawan
- Karyawan dikontrak secara transparan
- Prosedur disiplin bersifat transparan dan menghormati martabat dan kesehatan karyawan.
- Tidak ada perlakuan kasar atau tidak manusiawi atau bentuk pelecehan lainnya
- Tidak ada jam kerja berlebihan dan setiap lembur dilakukan atas dasar sukarela
- Upah yang adil bagi seluruh karyawan, memenuhi atau melampaui persyaratan upah minimum di negara tempat mereka beroperasi
- Pekerja migran dan pekerja asing sementara diberikan perlakuan dan perlindungan yang setara dengan pekerja lokal
- Jika akomodasi disediakan untuk pekerja, maka akomodasi tersebut aman, layak dan higienis
- Hak-hak masyarakat adat dihormati

Untuk informasi lebih lanjut mengenai topik-topik ini, supplier mengacu pada Standar Perburuhan Internasional ILO dan daftar masing-masing standar tersedia dalam lampiran Kebijakan ini.

Supplier akan memastikan bahwa semua karyawan menyadari hak-hak mereka terkait ketenagakerjaan, termasuk hak-hak yang tidak tercakup dalam undang-undang dan peraturan yang berlaku. Jika ditemukan insiden ketidakpatuhan, supplier akan mengutamakan kepentingan terbaik orang tersebut untuk menyelesaikan situasi tersebut. Supplier akan mendokumentasikan semua tindakan remediasi dan memberikan verifikasi efektivitasnya untuk memitigasi ketidakpatuhan.

Agar dapat menyampaikan dan mengatasi masalah, supplier akan memiliki mekanisme pengaduan pekerja, yang akan memastikan bahwa masalah tersebut diproses secara adil, tepat waktu, sehingga

menghasilkan hasil yang efektif. Semua karyawan akan mengetahui mekanisme ini dan memiliki akses rahasia jika diperlukan.

7. Dampak Masyarakat Lokal

Selain bisnis dan tenaga kerja mereka sendiri, kami mengharapkan supplier kami bekerja untuk menjadi tetangga yang baik di komunitas tempat mereka menjalankan bisnis. Supplier akan terlibat dengan komunitas lokal untuk mengidentifikasi, menghindari, dan memitigasi dampak signifikan terhadap lingkungan atau sosial yang timbul dari bisnisnya, dengan adanya mekanisme pengaduan yang memungkinkan masalah tersebut ditangani dan diselesaikan

Lampiran:

Dokumen pendukung untuk hak asasi manusia dan praktek perburuan

Dokumen-dokumen berikut ini merupakan panduan bagi ILO dan dokumen-dokumen lain yang akan mendukung pemasok dalam mengatasi isu-isu utama yang menjadi perhatian.

Kerja paksa:

- 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).

Pekerja anak:

- 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.

Diskriminasi:

- 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).

Lingkungan kerja yang aman dan sehat:

- 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).

Kebebasan berserikat:

- 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).

Gaji minimum:

- 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).

Jam kerja:

- 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).

Praktek kedisiplinan:

- 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).

Keluhan pekerja:

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

Akomodasi:

- 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>



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](#)

PT Padi Indonesia Maju – Kuala Tanjung
Supplier Company Name

Eddy Kho
Supplier Representative Name

Unit Head
Supplier Representative Position

2 May 2025

Date



Supplier Representative Signature

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](#) | [World Resources Institute \(wri.org\)](#)

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);
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- 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);
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Disciplinary practices:

- I. Universal Declaration of Human Rights (1948);
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Worker grievance:

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

Accommodation:

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

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



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Sourcing Policy**

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Reference documents:

CANH Sourcing Policy

PT CERESTAR FLOUR MILLS
Supplier Company Name

Date: April 11, 2025

KEVIN SURYA WIDJAJA
Supplier Representative Name

OPERATIONAL DIRECTOR
Supplier Representative Position

Supplier Representative Signature

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>

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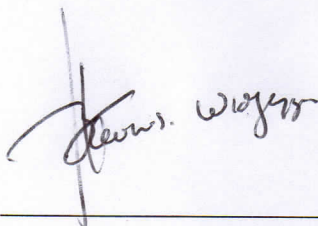
4. Food Safety and Quality Management

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⁴ Aqueduct Water Risk Atlas | World Resources Institute (wri.org)



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- 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
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- 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.

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Links:

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

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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.

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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](#)

PT BUNGASARI FLOUR MILLS INDONESIA

Supplier Company Name

Date: April 09, 2025

Korun Pya Frandy

Supplier Representative Name

Industrial Senior Manager

Supplier Representative Position

Supplier Representative Signature

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

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2. Legal Compliance & Ethical Business Practices

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The DeLong Co., Inc.
Supplier Company Name

26 MARET 2025
Date

DeLong
Supplier Representative Name

Austin (Export)
Supplier Representative Position

Supplier Representative Signature

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