

Cargill Annual Swiss Report on Due Diligence and Transparency in Relation to Child Labour FY2024



Introduction:

At Cargill, Incorporated (herein referred to as “Cargill” or “the Company”), we provide food, ingredients, agricultural solutions, and industrial products to nourish the world in a [safe, responsible, and sustainable way](#). We connect farmers with markets, customers with ingredients, and families with daily essentials. Headquartered in Wayzata, Minnesota USA, we have more than 160,000 employees, operating in 70 countries, the Company markets its products principally in four geographic regions: Asia/Pacific, Europe/Africa, Latin America and North America.

Human rights are fundamental at Cargill and our actions are driven by our values and our culture of putting people first, championing action and embracing our responsibility to protect people and planet. We are committed to respecting the human rights of all Cargill employees and all those whose lives and livelihoods we touch. Cargill complies with local laws and respects internationally recognized human rights throughout our own operations, supply chains and the communities where we do business. We take guidance from international standards and declarations, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights and the International Labour Organization Fundamental Principles and Rights at Work. As a signatory company of the [United Nations Global Compact](#), we are committed to promoting human rights.

Cargill’s [2024 Impact Report](#) details the progress we’re making towards meeting our sustainability commitments and the work we’re doing to drive greater global impact across our operations, supply chains and communities; including our work to mitigate the risk of child labour within our supply chains.

Cargill International SA in Geneva (“CISA”) is not subject to the obligations regarding transparency on non-financial matters (art.964a foll. of the Swiss Code of Obligations (“SCO”)), transparency in raw material companies (art.964d foll. SCO) and due diligence and transparency in relation to minerals and metals from conflict-affected areas (art.964j para.1 SCO); This document constitutes the report (“Report”) issued by CISA covering child labour pursuant to Article 964i SCO and Ordinance on Due Diligence and Transparency in relation to Minerals and Metals in Conflict-Affected Areas and Child Labour for the financial year ended May 31st, 2024. The Report sets out the steps taken to prevent and reduce the risk of child labour as used by CISA, as part of Cargill, Incorporated, in our business operations and supply chains.

Code of Conduct and Human Rights Policy

Cargill has a strong set of values: do the right thing, put people first and reach higher. Cargill’s [Code of Conduct](#) and compliance standards for conducting business throughout the world and serves as a guide for employees in conducting their daily work. Our Code is grounded in seven Guiding Principles that are ingrained in our culture and serve as the foundation for the behaviors expected from all employees.

Cargill’s people are our greatest asset. We provide an equitable, safe and supportive workplace. Every employee receives an introduction to the Code of Conduct and Guiding Principles, which is

followed by regular training to help ensure that employees' actions align with the company's commitments on business conduct and human rights.

Cargill's [Human Rights Policy](#) outlines our commitment to human rights within our operations and supply chains, and it applies to Cargill Incorporated and its subsidiaries. We also expect our suppliers and business partners to uphold these principles and urge them to adopt similar policies within their own businesses.

At Cargill we work to eradicate child labour from our operations and supply chains. We implement appropriately designed due diligence systems that are intended to identify, prevent and remediate child labour. We will not hire individuals under the legal working age or the mandatory age of schooling (whichever is lower). Cargill does not tolerate the use of any form of forced labour – including all prison labour, indentured labour, bonded labour, modern slavery or trafficking – anywhere in our own operations and supply chains.

Cargill's Human Rights Policy and other policies, which outlines Cargill's commitment to operating sustainable supply chains, respecting and supporting communities, and promoting an equitable, safe, and supportive workplace, can be found here: <https://www.cargill.com/sustainability/reporting-hub>

Operating Responsible Supply Chains:

Supply chains supporting the global food system must be sustainable — balancing the needs of today with the needs of future generations. We can achieve Cargill's purpose only by working closely with our Suppliers. Our Supplier Code of Conduct explains how we expect farmers, producers, manufacturers, and others to work with us to fulfil that purpose — ethically and in compliance with applicable laws. Our [Supplier Code of Conduct](#) extends our seven Guiding Principles into the supply chain, and is translated into nearly thirty languages. We believe this joint commitment to ethical conduct and integrity is a strong foundation for trusted business relationships that create shared value.

Our Supplier Code of Conduct requires suppliers to know and comply with the laws that apply to them and their business. It requires suppliers to treat legal requirements as a minimum standard, including meeting or exceeding all legal requirements for compensation and working conditions. Cargill also expects our suppliers to stand with us in prioritising the safety, well-being, and dignity of all individuals whose talents and hard work help us deliver our products and services. Our Supplier Code requires suppliers to provide safe and healthy working conditions at all their operations, foster an inclusive work environment that is free of harassment and discrimination, and respect employees' rights to organise and bargain collectively. Cargill demands that Suppliers act to eliminate any form of forced labour from their operations.

We believe it is essential that all parties in the supply chain – industry, government and non-governmental organisations (NGOs) – work together to address these complex problems, support rural communities and ensure children and adults are not subject to these conditions. We are taking actions in our supply chains to prevent and address illegal, abusive or forced work.

Human Rights Due Diligence

Foundational to our strategy is a risk management process to proactively identify and manage human rights impacts. We are continuously enhancing our human rights due diligence program to identify, prevent, mitigate and account for human rights impacts in our operations and supply chains.

We take guidance from the UN Guiding Principles on Business and Human Rights and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Business Enterprises.

In certain countries and supply chains where we operate, there are particularly high, systemic risks of adverse human rights impacts. This means that we need to put in place heightened human rights due diligence to assess these risks and remediate, where appropriate.

[Cargill's Corporate Due Diligence Policy](#) brings clarity to our due diligence process for identifying risks and working to ensure our products are compliant. Our work in this area is supported by a multidisciplinary team to implement this process across our businesses. We are committed to regularly evaluating and strengthening our process to identify, prevent, mitigate, and remediate adverse human rights and environmental impacts within our own operations, supply chains, and business relationships.

The due diligence process implemented within CISA was designed to identify human rights-related risks in Cargill's own operations and supply chain. The supplier risk assessment begins with an Abstract Risk Assessment (ARA). Suppliers identified as high risk based on general risks associated with geography and commodity will proceed to a Concrete Risk Assessment (CRA). The CRA would include a further evaluation through a self-assessment questionnaire. The questionnaire provides a supplier-specific evaluation of how the supplier is managing risks with tools such as policies, and audits. If the supplier remains high risk after completing the CRA, action plans will be developed with the supplier. In this first year of publication of the FY24 report for CISA, the CRA for CISA suppliers is ongoing.

Raising grievances

In line with the UN Guiding Principles on Business and Human Rights, where we have caused or contributed to adverse impacts on people, we are committed to providing or contributing to remedy, including through our existing [grievance channel](#). We continue to increase awareness of our grievance channels among workers and community members, including in our supply chains.

Individuals can raise any concerns anonymously about the conduct of a Cargill employee or business through the [Cargill's Ethics Open Line](#) which is available 24 hours a day, 7 days a week for employees and third parties anywhere in the world (subject to certain countries' legal limitations). This channel is managed by a third-party to secure confidentiality and protection from retaliation.

References

[Sustainability at Cargill](#)

[Human Rights Policy](#)

[Code of Conduct](#)

[Supplier Code of Conduct](#)

[Corporate Due Diligence Policy](#)

[Ethics Open Line](#)

[Grievance Process](#)

[ESG Reporting Hub](#)

[2024 Impact Report](#)