



## **Labor Policy & Human Rights**

Bunge's global labor policy commits us to maintaining a healthy and safe work environment for all of our employees and contractors. These values are enshrined in our Code of Conduct, which apply to every employee at Bunge as well as those of our contractors and sub-contractors.

Beyond our own walls, we strive to root out all cases of human rights abuses in our value chains by upholding strict standards of compliance, from local and internationally-recognized conventions, to projects and activities that identify and eliminate cases of abuse. Our operations, employees, and third party contractors must comply with all applicable local laws, rules and regulations, as well as our company Code of Conduct.

### **Eliminating all forms of forced and child labor**

We will not use forced labor in any form. This includes prison labor, indentured labor and bonded labor. We will also only hire employees who meet local minimum-age requirements and will not under any circumstances employ workers under 14. This applies to our own operations and to the operations of our value chain stakeholders. Apprenticeships and similar programs must comply with all applicable local laws and regulations.

### **Harassment, discrimination and abuse**

In our workplaces, people are treated with dignity and respect. We will not tolerate any form of harassment or abuse. Employees receive annual training related to identifying and preventing all forms of harassment and abuse. Employment at Bunge is based on job-related qualifications and skills. We employ our staff based on strict criteria that conforms to national regulations on hiring and management, and where feasible, seek to promote a diverse and multicultural workforce that is representative of our global operation.

### **Health and safety**

We will maintain a safe and healthy work environment that complies with all applicable local laws and regulations. Our employees will abide by Bunge's global safety policies. More information about Bunge's safety policy can be found [here](#).

### **Freedom of association and the right to collective bargaining**

We will respect these rights, and endeavor to build strong, productive and collaborative relationships with our employees.

### **Wages, benefits and work hours**

We will comply with all wage and compensation requirements as defined under applicable local laws and regulations for regular work, overtime, maximum hours and other elements of compensation and employee benefits. Employees shall, on a regularly scheduled basis, be entitled to at least one day off in every seven-day period, except as required to meet urgent business needs.



### **Environment**

Our policies and commitments related to non-deforestation, biodiversity, environment and other related approaches are built into our strategy, operations and investments. Compliance with all applicable environmental laws, rules and regulations is a minimum standard by which we hold our employees and contractors accountable.

### **Supplier relationships**

We require that our suppliers' operations, and those of their subcontractors and suppliers, comply with Bunge's global labor policy, as well as our Code of Conduct. In addition, any housing that they, their subcontractors or suppliers provide for their employees, must be safe and healthy.

### **Diversity, training & inclusion**

We are committed to supporting our diverse workforce and to boosting diversity within our operations. We strive to cast a wide net so that our global workforce will be reflective of our broad customer base and so that a diversity of thought is represented across our operations. We also review policies and practices to ensure that none inadvertently undermine diversity. Our offices host employee-developed groups, such as Women of Bunge; Proud & Allied; Multicultural Business Leaders; and African-American Connection in order to foster community-building and create awareness-raising initiatives that support the company's mission for a diverse and inclusive workplace. And all employees take part in training and development programs for both professional learning and multicultural sensitivity awareness.

### **Human rights**

Bunge's global labor policy applies to our employees and the employees of our contractors. Nevertheless, we maintain strict policies on maintaining and promoting the basic dignity and rights of the individuals and communities in our value chains. We also support projects that advance the human rights and socio-economic wellbeing of people in the communities where we operate. This is particularly relevant in certain value chains where human rights are more sensitive and at higher risk, such as the palm oil sector. As an example, Bunge's Palm Oil Sourcing Policy requires frequent human rights assessments and includes a comprehensive non-exploitation approach. We block any supplier that has been credibly accused of human rights violations, and we work with industry associations to scale this approach across the wider sector. This is also applicable in other geographies like South America.