

Human Rights Position Statement



GrainCorp
100 YEARS OF GROWTH

GrainCorp Limited (ACN 057 186 035) is a leading Australian agribusiness and processing company. Our vision is to lead sustainable and innovative agriculture through another century of growth.

Respect for human rights is fundamental to our values, the long-term stability and growth of our business, and to the wellbeing of the communities in which we operate. At GrainCorp, this means doing business in a way that acknowledges and respects the dignity and human rights of our people, customers, suppliers and contractors.

GrainCorp is committed to respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights.

We respect the fundamental principles and rights at work as outlined in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. These include freedom of association and the right to collective bargaining, the elimination of forced or compulsory labour and the elimination of discrimination in respect of employment and occupation.

GrainCorp is committed to complying with statutory requirements in the countries in which we operate, and to acting ethically and with integrity in all business dealings.

We are progressively implementing effective systems and controls to understand, manage and minimise instances of modern slavery and human rights risks within our business and supply chain. The steps we are taking include:

- Compliance with all applicable laws
- Embedding communication and training tools for our people and key stakeholders
- Implementing modern slavery risk assessment and management processes within our operations and supply chain and assessing the risks associated with our suppliers
- Implementing (and continuing to enhance) a Supplier Code of Conduct outlining the standards and principles we expect our suppliers to adhere to when conducting business with GrainCorp
- Delivering public reporting under the Australian Modern Slavery Act (*Cth*) 2018 and the UK Modern Slavery Act (2015)

Our policies and statements on key human rights aspects include but are not limited to:

- Code of Conduct
- Group Whistleblower Policy
- Privacy Policy
- Diversity & Inclusion Policy
- Preventing Harassment and Bullying in the Workplace Policy
- Palm Oil Position Statement
- Supplier Code of Conduct
- Modern Slavery Statements

We expect everyone who works at GrainCorp, including employees, directors and contractors, to understand, respect and uphold human rights within our business. Our Supplier Code of Conduct outlines the standards and principles we expect of suppliers with respect to human rights.

The mechanism for grievances for our people, contractors and commercial partners can be accessed by contacting us at humanrights@graincorp.com.au or by phone +61 2 9325 9108. Alternatively, GrainCorp's Whistleblower Service (FairCall) facilitates the confidential disclosure of information about illegal or improper conduct occurring within GrainCorp. For information on how to report such matters, please refer to GrainCorp's Group Whistleblower Policy which is located on the Corporate Governance section of our website (<https://www.graincorp.com.au/corporate-governance/>) and can be accessed **here**. Our policy includes contact details to the FairCall service and how to make a report.

We acknowledge that concerns raised with us may relate to complex circumstances. This means it may take time to investigate and check facts. We also accept that in some cases there is not a clear-cut right or wrong answer. In others, issues may not be able to be addressed by GrainCorp alone and may require wider engagement with governments, industry and other stakeholders. In addressing these matters, we will remain committed to taking appropriate action that is consistent with this position statement.

The GrainCorp Board, through its Sustainability Committee and Audit and Risk Committee, oversees our human rights initiatives and response to human rights risks.

Approved by the Board of GrainCorp Limited on 15 September 2022.