

## LDC Human Rights Committee – December 2021 Meeting Minutes

### Attendees:

Michael Gelchie (Chief Executive Officer)

Tim Bourgois (Cotton Commercial)

Ross Hawkins (Coffee Head of Partnership)

Nigel Mamalis (Special Adviser to the CEO)

Guy Hogge (Global Head of Sustainability)

Jessica Teo (Chief Human Resources Officer)

Wei Peng (Global Head of Sustainability for Grains and Oilseeds)

- Jessica provided an update on the work of LDC's new Diversity and Inclusion Oversight Committee, focusing on the employee engagement and satisfaction survey results. The results showed good improvement of the KPIs compared to previous year.
- Guy updated human rights issues for cotton, with particular focus on China and West Africa, which calls for further supplier engagement and due diligence. Tim introduced latest supplier engagement work in this area and planned further activities on supplier training and engagement.
- Ross introduced coffee team's roll-out of Coffee Supplier Code of Conduct, as well as the Coffee Responsible Sourcing program. Human Rights is a key component and will be included in future supplier capacity building and due diligence.
- The group discussed the need to develop further capacity to understand growing human rights due diligence legislative requirements, to ensure LDC's compliance in various jurisdictions and supply chains. It was agreed that Legal Team would be involved to help develop this understanding to inform internal gap analysis and actions.