

PALM SUSTAINABILITY POLICY

As one of the world's leading merchants and processors of a wide range of agricultural goods, Louis Dreyfus Company (LDC) has always been guided by a strong set of ethical and sustainable standards.

Today, this solid foundation of integrity, on which our family Group was built more than 165 years ago, is more relevant than ever. Alongside our expertise, entrepreneurial culture, risk-management know-how, global footprint and network, it is crucial that we safeguard our profile as a trusted and responsible partner.

To do so, it is imperative that we work with all stakeholders to ensure that our supply chains minimize environmental impacts, while at the same time observing human rights, protecting communities, and eliminating discrimination.

As the most widely used vegetable oil in the world, with the highest oil yield per hectare, palm oil is an important commodity, and palm plantations provide a livelihood to millions of people in tropical agricultural communities around the world. Palm oil is therefore well placed to remain a crucial part of the food production process in the future, as the global population continues to grow. Accordingly, sourcing palm oil in a responsible way, minimizing social and environmental impacts, and preserving natural resources and biodiversity, is the subject of increasing concern – within the industry and beyond.

Just as we apply global codes, policies and standards at corporate level, and across our business, we recognize that some of the challenges in palm oil production require a specific approach. With that in mind we have defined a dedicated Palm Sustainability Policy that sets out our principles, aims and ambitions for all palm oil-related activities.

This Palm Sustainability Policy has been formalized to support and guide all suppliers in applying the principles it sets out, without compromise to our integrity, and without prejudice to applicable legal requirements, which by definition must govern all our actions.

Accordingly, we will engage with our suppliers on this Palm Sustainability Policy, explaining our commitments, and requesting their acknowledgement and feedback, as we strive to work collaboratively and provide transparent progress updates.

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In 2013, LDC published a policy stating our commitment to the RSPO 2013 Principles and Criteria (P&Cs) for Sustainable Palm Oil Production, and associated RSPO certification schemes. In our 2015 Sustainability Report, we expanded our policies further, with a specific extension of our environmental principles.

In this Palm Sustainability Policy, we unite our environmental, social, labor and business practice policies into a single document, affirming LDC's commitment to:

- Safeguard all high conservation value (HCV) lands or high carbon stock (HCS) areas.
- Leave all peat untouched, regardless of depth.
- Uphold the rights of local communities and/or indigenous people.
- Comply with International Labor Office (ILO) conventions on forced labor and discrimination.
- Abide by rigorous anti-bribery and corruption standards.

These principles apply to all business transactions and trading relationships, whether the product is sourced for the internal use of our refineries, or on behalf of third parties.

We expect our supply chain partners to work collaboratively and transparently in applying the above principles, with the following considerations:

- Use of HCS definitions and methodology as defined by the HCS Approach.
- Use of RSPO P&Cs (5.2 & 7.3) for guidance as to how HCV is implemented.
- No burning, in accordance with RSPO P&Cs (article 5.5).
- No development on peat regardless of depth. Plantations already developed on peat are encouraged to implement best management practices.
- Respect for the rights of local communities, which includes land tenure, and their right to give or withhold their free, prior and informed consent to operations on which they hold legal, communal or customary rights.
- Understanding that transparency and traceability through supply chain mapping to mill level, and eventually to plantation level, are central to this policy's implementation.

We also expect that our suppliers mirror LDC's standard operating principles with regards to:

- Provision of a discrimination-free work environment, in full compliance of the ILO's Discrimination (Employment and Occupation) Convention (C111), as well as with local legislation prohibiting discrimination in hiring and in the execution of work with respect to gender, race, color, religion, national origin, ancestry, sexual orientation, marital status, age and disability, or as otherwise provided for under the local law.
- Upholding of the ILO's Forced Labor Convention (CO29) and Abolition of Forced Labor Convention (C105), regarding the abolishment of slave labor, physical punishment, confinement, threats of violence, harassment or abuse as a method to impose discipline or control.
- Upholding of the ILO's Minimum Age Convention (C138).
- Commitment to pursuing continuous improvements in measuring and reducing greenhouse gas emissions.
- Upholding of LDC's anti-bribery and corruption standards, namely not offering, promising, authorizing, making or receiving from customers, suppliers, public officials or any other business relations or partners, either directly or through a third party, any inappropriate pecuniary or other benefit and, in this respect, always complying with applicable laws and regulations. Gifts and entertainment may be offered and received to strengthen business relationships only if they are of modest value and aligned with local business practice and laws, and the policies applicable in the company concerned. Suppliers should not engage in unfair practices, or discuss, reach or perform with competitors any agreements or understandings having generally prohibited anticompetitive purposes or effects.

Through ongoing dialogue and engagement with our supply chain partners and other stakeholders, LDC is committed to transforming the industry to ensure responsible supply chain sourcing, minimizing social and environmental impacts on current and future generations.



LDC.

Louis Dreyfus Company