



中粮国际  
COFCO INTL

Policy

Human Rights and  
Labour Policy

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COFCO International recognizes the corporate responsibility to respect human rights, including labour rights, and – at a minimum – fully respecting and complying with applicable laws and regulations. We respect internationally recognized human rights as expressed in the International Bill of Human Rights, consisting of the Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. COFCO International also respects the principles and rights set out in the eight International Labour Organization Core Conventions.

Our commitment to respect human rights is emphasized by our support for the “Protect, Respect and Remedy” Framework, including the Guiding Principles on Business and Human Rights as endorsed by the UN Human Rights Council. In addition, we comply with the IFC Performance Standards, specifically covering Labour and Working Conditions.

We are committed to conduct our business activities based on respecting the following human and labour rights:

- **Freedom of association:**  
Respect employees’ rights to freely associate, organize and bargain collectively in accordance with applicable laws and regulations;
- **No forced or child labour:**  
Not tolerate any form of forced or child labour;
- **Diversity and equal opportunities:**  
Ensure no discrimination in hiring and employment practices with regards to race, religion, sex, age, physical ability, political opinion, social or ethnic origin or sexual orientation;
- **No harassment:**  
Provide a workplace that is free from any form of harassment, including verbal, physical, mental and visual harassment;
- **Fair employment practices:**  
Comply with applicable laws and industry norms on employees pay, work hours and conditions. Provide fair and competitive compensation commensurate with the employees’ position;
- **A safe and healthy workplace:**  
Provide and maintain a safe and healthy work environment for every employee, on-site contractor and service provider;
- **Human rights and labour due diligence:**  
Ensure full respect of human and labour rights in all company activities by performing due diligence assessments when necessary and defining corrective actions based upon the findings;
- **Human Resources practices:**  
Adopt Human Resources policies and procedures for all operations under COFCO International Ltd., including labour standards policies and procedures and provide clear communication throughout the company;

- **Retrenchment:**  
Develop a retrenchment plan prior to collective dismissals in line with national and local laws, local legal procedures and collective agreements, involving, where possible, the consultation of worker's organizations and, if applicable, governmental bodies.
- **Personal and professional development:**  
Foster personal and professional development and encourage employees to balance their work and personal responsibilities; and
- **Open dialogue and resolving concerns:**  
Encourage employees to take their concerns up directly with management and create an environment where open dialogue is the preferred way of resolving issues. Provide employees on-site contractors and service providers with a mechanism, our Integrity Hotline (<https://www.cofcointernational.com/integrity-hotline/english>) to report concerns confidentially, anonymously and without fear of reprisal, as governed by the applicable company procedures



This policy applies to:

Employees, and where applicable, on-site contractors and service providers.

Scope:

This Policy shall be enforced in all wholly owned and/or controlled COFCO International Ltd. operations, including – but not limited to - industrial facilities such as crushing facilities and refineries, elevators, warehouses, seed facilities, port terminals and farming operations.

Original Date of Publication:

April 2017

Version:

October 2019

Repository:

This Policy is available at [www.cofcointernational.com](http://www.cofcointernational.com)

This Policy will be updated regularly, where possible, by engagement with internal and external stakeholders. It will be actively communicated and promoted ensuring its compliance. We expect our contractors and any other third party working on our behalf to uphold the standards within this Policy.