



Cargill's Commitment to Corporate Responsibility

Cargill is an international producer and marketer of food, agricultural, financial and industrial products and services. Founded in 1865, the privately held company employs 142,000 people in 66 countries. Cargill helps customers succeed through collaboration and innovation, and is committed to applying its global knowledge and experience to help meet economic, environmental and social challenges wherever we do business.

Corporate responsibility is part of everything we do. It is a process of continually improving our standards, our actions and our processes. Corporate responsibility extends not only to our own operations but to our wider communities and is based on four commitments:

- We will conduct our business with high levels of integrity, accountability and responsibility.
- We will develop ways of reducing our environmental impact and help conserve natural resources.
- We will treat people with dignity and respect.
- We will invest in and engage with communities where we live and work.

We recognize our continued success depends on the growth and health of our communities and partners, as well as the vitality and conservation of our natural resources.

Commitment to Business Conduct

Adhering to high standards of business conduct has been important to Cargill since our founding in 1865. We are governed by our Guiding Principles, which are ingrained in our culture and serve as the foundation for the behaviors expected from all our employees in all parts of the world:

1. We will comply with the laws of all countries to which we are subject.
2. We will not knowingly assist any third party to violate any law of any country, by creating false documents or any other means.
3. We will not pay or receive bribes or participate in any other unethical, fraudulent or corrupt practice.
4. We will always honor all business obligations that we undertake with absolute integrity.
5. We will keep our business records in a manner that accurately reflects the true nature of our business transactions.
6. Our managers and supervisors will be responsible that employees, consultants and contract workers under their supervision are familiar with applicable law and company policies and comply with them. Further, they will be responsible for preventing, detecting and reporting any violations of law or our policies.
7. Our employees will not become involved in situations that create a conflict of interest between the company and the employee.

Every employee is expected to exercise good judgment consistent with these values and expectations and be accountable to act accordingly.

We are committed to being an industry leader in the area of food safety, using only those production, storage, and transportation facilities that are consistent with our high commitment to food safety. We work with our customers to develop innovative solutions, based on sound science, to promote food, feed and product safety.



Commitment to People

We are committed to treating people with dignity and respect. Hiring, motivating, developing and retaining the right people is critical to our ability to deepen relationships with customers and fulfill our promises to the communities we serve.

We are committed to the respect and protection of human rights, the elimination of discrimination in employment and occupation and promotion of equal rights. We respect freedom of association and the right to collective bargaining.

We do not accept or support the use of illegal, abusive, forced, or child labor within our operations, anywhere in the world. We observe applicable local, state and national laws and regulations regarding employment and the employment of minors.

We value the full range of talents and perspectives of our diverse employees and provide them with a safe, healthy and respectful workplace where resources are invested to support them to develop to their full potential. We pay regular and competitive wages and appropriate benefits.

Commitment to the Environment

We believe in protecting and conserving the environment. We are developing ways to reduce our environmental impact throughout our global operations and to help conserve natural resources.

We have developed management systems and policies to ensure environmental compliance, prevent pollution and continually improve performance on criteria relevant to our business and operations. We have ambitious “beyond compliance” goals for improvements in energy efficiency, carbon emissions reduction and water management.

In addition to our efforts within our business, we also partner with governments, non-governmental organizations, communities, employees and customers to leverage market-based solutions to reduce the environmental impacts of the supply chains in which we participate. We are active in numerous multi-stakeholder efforts worldwide to develop and deploy sustainable practices in agriculture and food production.

Commitment to the Community

We work together with a diverse group of global, national and local organizations to support responsible economic development and to bring positive, measurable improvements to the communities where we live and work.

Our businesses and our people provide support by contributing time, talent and financial resources, as well as promoting good civic behavior and dialogue between stakeholder groups. We are committed to contributing 2 percent of our global consolidated pre-tax earnings, based on a three-year trailing average, to programs that are focused on improving nutrition and health, education and environmental stewardship.

We recognize our continued success depends on the growth and health of our communities and partners. We are committed to investing in, engaging with and respecting the cultures of the communities where we live and work to promote sustainable and responsible economic development, to create growth that improves living standards and promote vibrant, stable communities.

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