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I. Background

Our business philosophy centers on the belief that sustainability is essential for long-term success. We are committed to acting responsibly towards our stakeholders, understanding that sustainable development is vital for both productivity and profitability. We draw inspiration from the United Nations (UN) Sustainable Development Goals (SDGs), which serve as a collective blueprint for governments, businesses, and NGOs, rallying action towards addressing our world's most pressing challenges. Our focus remains on supplying oilseed products and agricultural crops while upholding our commitment to sustainability. We manage state-of-the-art production and logistics centers, along with ports, and offer sustainable door-to-door and segmented logistics services. These services provide access to countries and regions with limited connectivity to global markets. Our dedication drives us to continually evolve and enhance our approaches, guaranteeing a positive contribution to the environment and society while meeting the expectations of our clients.

II. Scope and Application

The purpose of this Sustainability Policy ("Policy") is to codify our approach to sustainability management. This Policy applies to all employees, on-site contractors, and service providers of the company and shall be enforced in all wholly owned and/or controlled operations, including – but not limited to - industrial facilities such as crushing facilities and refineries, warehouses, seed facilities and port terminals.

III. Guiding Principles

The following guiding principles form the basis of our sustainability approach:

1. Protection of the Environment

In our commitment to the protection of the environment, we prioritize sustainable practices and conservation efforts in all aspects of our operations. We engage with stakeholders to promote environmental stewardship and reduce our ecological footprint. To safeguard the environment, we commit to:

- Implement management systems consistent with ISO 14001 to systematically identify, assess, and manage environmental risks and impacts to continuously improve our performance.
- Utilize all resources, including water, energy, and fuel, efficiently.
- Apply management and disposal methods and processes involving the re-use or recycling of materials and/or waste wherever possible.
- Minimize any possible negative effects of our operations in the form of air emissions, GHG emissions, effluents, waste, and discharges.
- Promote environmental awareness among our employees, contractors, and business partners through active communication, engagement, training, etc.
- Establish measurable targets and conduct periodic audits to monitor, measure, and continuously improve our performance, including the measurement, management, and communication of our environmental impact through the definition of Key Performance Indicators (KPIs).
- Encourage good environmental practices throughout our supply chains that comply with all applicable environmental legislation and protect natural resources and biodiversity.
- Advocate for the implementation of ecosystem services that contribute to social and environmental improvement in the communities where we operate.

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2. Legal Compliance

In our adherence to legal compliance, we diligently uphold the laws and regulations governing our operations. To ensure compliance, we commit to:

- Ensure adherence to laws, regulations, and requirements relevant to our processes, products, services, and projects.
- Conduct business with a high degree of integrity and non-tolerance for any form of corruption, bribery, or fraud.
- Implement suitable environmental, health, and safety management practices to meet company standards and comply with applicable legal requirements.
- Perform routine audits to evaluate adherence to our policies and compliance with legal obligations.
- Monitor emerging issues and keep abreast of regulatory changes and stakeholder interests in order to implement effective and sustainable solutions.

3. Responsible Working Relations

In our dedication to responsible working relations, we prioritize close engagement with our workforce. We foster regular interaction to collectively share our goals and implement coordinated initiatives. To maintain effective collaboration and communication, we commit to:

- Ensure workers receive fair pay, including adherence to minimum wage requirements, provision of overtime compensation, and compliance with laws and regulations regarding work hours and conditions.
- Provide all employees and contractors with a safe, clean, and healthy working environment, along with the necessary resources to achieve this objective.
- Respect workers' rights to freely associate, organize, and engage in collective bargaining in accordance with applicable laws and regulations.
- Combat workplace discrimination, violence, and harassment effectively.
- Mitigate or eliminate industrial and health risks through a proactive, continuous improvement approach.
- Foster a culture where employees feel empowered to withdraw from unsafe work situations without fear of reprisal and actively engage in finding safer work methods.
- Safeguard the physical and mental well-being of our workforce and foster a culture of workplace wellness.
- Identify job-specific skill requirements and provide training to empower employees to fulfill their duties effectively.
- Encourage freedom of expression while maintaining channels for employee consultation and participation.
- Non-tolerance for any form of child labor, forced labor, bonded labor, or human trafficking.

4. Good Agricultural Practices

In our commitment to good agricultural practices, we actively engage with the agricultural communities from which we source. We promote regular interaction to collaboratively share our agricultural vision and implement coordinated actions. To ensure effective collaboration and communication, we commit to:

- Share sustainable agricultural practices aimed at improving soil health and promoting responsible use of agricultural inputs such as fertilizer, pesticides, herbicides, and water resources.

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- Uphold the rights of smallholders and indigenous communities to sustainable livelihoods, while actively promoting social responsibility and ensuring our suppliers adhere to officially approved best practices.
- Achieve deforestation-free supply chains globally by 2030, considering deforestation-free status from 2020 for both direct and indirect sourcing, and applying it to native vegetation conversion in the appropriate geographies while enhancing traceability to farms and overall transparency.
- Ensure compliance with applicable requirements so that the majority of suppliers of non-GMO soybeans are covered by sustainable certification schemes such as Europe Soya, Proterra Europe, or Proterra.
- Support the sustainable and responsible production and sourcing of soy:
 - All our direct and indirect suppliers of soybeans in Brazil and Paraguay are expected to comply with the specific requirements set out in this Policy and the SODRU Sustainable Soy Programme.
 - All Brazil soy suppliers that fall in the scope of this Policy must meet the following specific conditions:
 - As minimum, respect land conversion cut-off dates as defined under Brazilian national legislation, including the Law of Native Vegetation Protection 12.651.
 - In the Amazon biome, respect land conversion cut-off date under the Soy Moratorium and not source from areas cleared of natural habitat after 22 July 2008.
 - In the Pará state, respect the commitment of Green Grain Protocol.

5. Community Relations

In our community relations efforts, we engage with the communities where we operate. We foster regular interaction to share our vision collaboratively and undertake coordinated actions. To uphold effective collaboration and communication, we commit to:

- Engage with stakeholders and establish a grievance mechanism for issues related to negative social and environmental impacts and adherence to this policy.
- Uphold human rights and foster an understanding of the cultures, traditions, and values prevalent in our local communities.
- Acknowledge and integrate the needs and aspirations of local communities into our business strategies.
- Utilize communication channels for ongoing, transparent dialogue with individuals impacted by our operations.
- Adhere to both national and international standards while respecting the rights of people and local communities, including indigenous peoples.
- Display social responsibility by addressing the environmental concerns of our communities and advocating for the sustainable use of natural resources.

6. Suppliers' and Customers' Expectations

In our efforts to meet suppliers' and customers' expectations, we maintain close engagement with both parties. We foster regular communication to align our vision collaboratively and take coordinated actions. To ensure effective collaboration and communication, we commit to:

- Acknowledge and fulfill the needs and expectations of our customers.
- Periodically ensure that our suppliers also participate in responsible social and environmental initiatives.

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- Regularly evaluate the satisfaction levels of our customers and suppliers as part of our continuous improvement efforts.
- Ensure quality and service commitments by delivering products that align with our customers' requirements.

IV. Roles and Responsibilities

The Board of Directors has the ultimate oversight of sustainability management and receives regular updates on the organization's sustainability performance throughout the year.

V. Related Policies and Procedures

This Sustainability Policy is supplemented by several other governance documents that apply to our business and operations.

- SODRU Sustainable Soy Programme

VI. Changes to this Policy

This Policy has been prepared under the supervision of the Global Head of Execution. The Policy will be reviewed and updated periodically when appropriate. It will be actively communicated and promoted, ensuring its compliance.

VII. Original Date of Publication

This Policy was approved by the Board of Directors of SODRU S.A. and first published in March 2024.

VIII. Revision History

First version: March 2024