



Olam Group 2023 GRI Content Index

Statement of use	Olam Group Limited has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards. This table references the GRI Universal Standards 2021 and identifies where Olam addresses each disclosure topic — the 2023 Annual Report, the separate 2023 Additional Sustainability Information 2023 document which contains additional ESG disclosures, and the Olam corporate website.
GRI Standards used	GRI Universal Standards 2021 (GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021), material GRI Topic Standards and the relevant GRI sector standard, GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022, which comes into effect for reporting from 1 January 2024.

GRI STANDARD	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report 2023	210	Financial Report, Notes to the Financial Statements	Legal name; Legal form; Location of headquarters
		Annual Report 2023	270 - 271	Financial Report, Shareholding Information	Substantial shareholders
		Additional Sustainability Information 2023	1	About the Company, Organisational details, activities, value chain and other business relationships, Locations	Full section
	2-2 Entities included in the organization's sustainability reporting	Annual Report 2023	2-5	Strategic Report, Overview and Our transformation journey	Overview of Olam Group and Re-organisation to distinct operating groups
		Annual Report 2023	151	Financial Report, General Information	Structure and segmentation of Olam Group's operating groups and businesses
		Annual Report 2023	236 - 238	Financial Report, Notes to the Financial Statements, 14. Subsidiary companies	Composition of the Group
	2-3 Reporting period, frequency and contact point	Additional Sustainability Information 2023	2	About the Company's Sustainability Reporting, Reporting period, frequency and contact point	Full section
	2-4 Restatements of information	Additional Sustainability Information 2023	2	Restatements of information	Full section
	2-6 Activities, value chain and other business relationships	Annual Report 2023	2-5	Strategic Report, Overview and Our transformation journey	Overview of activities of Olam Group and Re-organisation to distinct operating groups
		Annual Report 2023	14	Strategic Report, Financial and performance highlights	Sales volume; Net sales by region
		Annual Report 2023	19 - 24	Strategic Report, Group CFO's Review	Overview of activities of Olam Group and its distinct operating groups ofi , Olam Agri and Remaining Olam businesses
		Annual Report 2023	25 - 40	Strategic Report, ofi	Businesses, activities, value chain and other business relationships for ofi
		Annual Report 2023	41 - 58	Strategic Report, Olam Agri	Businesses, activities, value chain and other business relationships for Olam Agri
		Annual Report 2023	59 - 82	Strategic Report, Remaining Olam Group	Businesses, activities, value chain and other business relationships for Remaining Olam Group
		Annual Report 2023	120	Strategic Report, People and Culture	Number of facilities across the Group
	2-7 Employees	Annual Report 2023	28	Strategic Report, ofi	Total number of employees in ofi
		Annual Report 2023	42	Strategic Report, Olam Agri	Total number of employees in Olam Agri
Annual Report 2023		60	Strategic Report, Remaining Olam Group	Total number of employees in Remaining Olam Group	
Additional Sustainability Information 2023		21	Our People and Culture, Information on employees and other workers	Total workforce; Workforce by gender; Workforce by region	

GRI 2: General Disclosures 2021

Please refer to reference locations collectively for GRI 2-9 to GRI 2-21 detailing all matters relating to Olam's governance and Board.				
2-9 Governance structure and composition	Annual Report 2023	153 - 155	Governance Report, Governance at a Glance	Overview of Board, Membership and Board Committees
2-10 Nomination and selection of the highest governance body	Annual Report 2023	156 - 161	Governance Report, Board of Directors	Detailed information on Board of Directors, appointment information, principal commitments, qualifications and experience
2-11 Chair of the highest governance body	Annual Report 2023	162 - 166	Governance Report, Principle 1	The company is headed by an effective Board which is collectively responsible and works with Management for the long-term success of the company.
2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2023	166 - 168	Governance Report, Principle 2	The Board has an appropriate level of independence and diversity of thought and background in its composition to enable it to make decisions in the best interests of the company.
2-13 Delegation of responsibility for managing impacts	Annual Report 2023	168 - 169	Governance Report, Principle 3	There is a clear division of responsibilities between the leadership of the Board and Management, and no one individual has unfettered powers of decision-making.
2-14 Role of the highest governance body in sustainability reporting	Annual Report 2023	170 - 171	Governance Report, Principle 4	The Board has a formal and transparent process for the appointment and re-appointment of directors, taking into account the need for progressive renewal of the Board.
2-15 Conflicts of interest	Annual Report 2023	177	Governance Report, Board Risk Committee and Principle 9	The Board is responsible for the governance of risk and ensures that Management maintains a sound system of risk management and internal controls, to safeguard the interests of the company and its shareholders.
2-16 Communication of critical concerns	Annual Report 2023	178 - 184	Governance Report, Audit Committee and Principle 10	Audit Committee's responsibilities and FY2023 activities;
2-17 Collective knowledge of the highest governance body	Annual Report 2023	187 - 188	Corporate Responsibility and Sustainability Committee (CRSC)	Corporate Responsibility and Sustainability Committee's responsibilities and FY2023 activities.
2-18 Evaluation of the performance of the highest governance body	Annual Report 2023	171 - 172	Governance Report, Principle 5	The Board undertakes a formal annual assessment of its effectiveness as a whole, and that of each of its Board committees and individual Directors.
2-19 Remuneration policies	Annual Report 2023	172 - 175	Governance Report, Principle 6, 7 and 8	Procedures for developing remuneration policies, level and mix of remuneration.
2-20 Process to determine remuneration	Annual Report 2023	172 - 175	Governance Report, Principle 6, 7 and 8	Procedures for developing remuneration policies, level and mix of remuneration.
2-21 Annual total compensation ratio	N.A.			

GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Annual Report 2023	4 - 7	Strategic Report, Chairman's Letter	Full section
		Annual Report 2023	8 - 13	Group CEO's Review	Full section
		Annual Report 2023	18 - 24	Group CFO's Review	Full section
		Annual Report 2023	25 - 40	Strategic Report, ofi	Statement from CEO, ofi
		Annual Report 2023	41 - 58	Strategic Report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri
		Annual Report 2023	59 - 82	Strategic Report, Remaining Olam Group	Statement from CEO of Terrascope, Statement from CEO Nupo Ventures & Mindsprint
	2-23 Policy commitments	Annual Report 2023	129 - 132	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types; Policies, codes and standards to strengthen our ethical and compliance standards, and to meet environmental and social standards.
		Annual Report 2023	85 - 86	Strategic Report, Embedding sustainable and responsible business practice	Full section
		Annual Report 2023	182	Governance Report, Audit Committee	Ethics, compliance and whistleblowing
	2-24 Embedding policy commitments	Annual Report 2023	129 - 132	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types; Policies, codes and standards to strengthen our ethical and compliance standards, and to meet environmental and social standards.
		Annual Report 2023	89	Strategic Report, Sustainability	Supplier Code and implementation of the Code in supply chain
		Annual Report 2023	182 - 183	Governance Report, Audit Committee	Ethics, compliance and whistleblowing
		Annual Report 2023	187 - 188	Corporate Responsibility and Sustainability Committee	Corporate Responsibility and Sustainability
		Additional Sustainability Information 2023	22 - 24	People and Culture, Employment, Diversity and inclusion, Safety and Health	Full section
		Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
		Annual Report 2023	122	Strategic Report, People and Culture	Speaking Out
	2-25 Processes to remediate negative impacts	Annual Report 2023	182	Governance Report, Audit Committee	Whistleblowing mechanism
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report 2023	122	Strategic Report, People and Culture	Speaking Out
		Annual Report 2023	182	Governance Report, Audit Committee	Whistleblowing mechanism
	2-27 Compliance with laws and regulations	Annual Report 2023	129 - 132	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types
		Annual Report 2023	121	Strategic Report, People and Culture	Labour and management relations
		Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
	2-28 Membership associations	Annual Report 2023	87	Strategic Report, Partnering for greater scale and impact across our supply chain	Full section
	2-29 Approach to stakeholder engagement	Annual Report 2023	88 - 89	Strategic Report, Our stakeholders are critical to our continued success	Full section
	2-30 Collective bargaining agreements	Annual Report 2023	121 - 122	Strategic Report, People and Culture, Labour and Management Relations	Full section
		Additional Sustainability Information 2023	22	People and Culture, Collective Bargaining Agreements	Full section

Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Annual Report 2023	84-91	Strategic Report, Sustainability Framework	Full section
	3-2 List of material topics	Annual Report 2023	84-91	Strategic Report, Sustainability Framework	Full section
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	14 - 17	Strategic Report, Financial and performance highlights	Full section
		Annual Report 2023	4 - 7	Strategic Report, Chairman's Letter	Full section
		Annual Report 2023	8 - 13	Strategic Report, Group CEO's Review	Full section
		Annual Report 2023	18 - 24	Strategic Report, Group CFO's Review	Full section
		Annual Report 2023	25 - 40	Strategic Report, ofi	Statement from CEO, ofi
		Annual Report 2023	41 - 58	Strategic Report, Olam Agri	Statement from Co-Founder & Group CEO, Olam Agri
		Annual Report 2023	59 - 82	Strategic Report, Remaining Olam Group	Statement from CEO of Terrascope, Statement from CEO Nupo Ventures & Mindsprint
		Annual Report 2023 Additional Sustainability Information 2023	102 - 103 17 - 18	Strategic Report, Social Social, Economic opportunity	Economic Opportunity Full section
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2023	202 - 208	Financial Report, Financial statements	Revenue, Operating Costs, Cash flows, Expenses, Taxes
		Annual Report 2023	133 - 150	Strategic Report, Integrated impact statement	Full section
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report 2023	129 - 132	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for different risk types
		Annual Report 2023	124 - 128	Strategic Report, Response to the TCFD	Full section
		Annual Report 2023	92 - 101	Strategic Report, Environment	Full section
		Annual Report 2023	133 - 150	Strategic Report, Integrated impact statement	Full section
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Additional Sustainability Information 2023	18	Economic opportunity, Significant indirect economic impacts, including the extent of impacts	Full section
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Annual Report 2023	102 -111	Strategic Report, Social	Case studies
	203-2 Significant indirect economic impacts	Annual Report 2023 Additional Sustainability Information 2023	102 -111 18	Strategic Report, Social Economic opportunity, Significant indirect economic impacts, including the extent of impacts	Case studies Full section
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	129 - 132	Strategic Report, Risk Management, Risk overview and ownership matrix	Risk overview and ownership matrix shows our approach to risk management and mitigation for
		Annual Report 2023	124 - 128	Strategic Report, Response to the TCFD	Full section
		Annual Report 2023	102 -111	Strategic Report, Social	Full section
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
	205-2 Communication and training about anti-corruption policies and procedures	Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Additional Sustainability Information 2023	3 - 5	Embedding sustainable and responsible practices, Anti-corruption	Full section
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	30, 36-39, 54-55, 69, 72, 86, 92, 95-96, 128	Strategic Report, Sustainability	Our approach to responsible sourcing and supply chain traceability
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Annual Report 2023	14	Strategic Report, Financial and performance highlights	Group sourcing volume by region

Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	27, 35, 47, 55, 58, 78, 92-94, 96, 108, 110, 124-128, 145	Strategic Report, various sections	Our approach to energy efficiency, energy savings and renewable energy
		Annual Report 2023	187-188	Governance Report, Corporate Responsibility and Sustainability Committee (CRSC)	Full section
		Additional Sustainability Information 2023	6 - 10	Climate action	Full section
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Additional Sustainability Information 2023	7 - 8	Climate action	Energy consumption within the organisation
	302-3 Energy intensity	Additional Sustainability Information 2023	8	Climate action	Energy Intensity
	302-4 Reduction of energy consumption	Additional Sustainability Information 2023 Annual Report 2023	8 34-35, 47, 58, 98, 144-145	Climate action Strategic Report	Reduction of energy consumption Initiatives on energy savings, energy efficiency and renewable energy
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	39-40	Strategic Report, ofi	Full section
		Annual Report 2023	54-55	Strategic Report, Olam Agri	Full section
		Annual Report 2023	78	Strategic Report, Remaining Olam Group	Full section
		Annual Report 2023	95, 97, 101	Strategic Report, Sustainability	Disclosures on water stewardship and protection of water courses
		Annual Report 2023	131	Strategic Report, Risk Management	Mitigation on Reputational risks, social risks and environmental risks
		Annual Report 2023	141-147, 150	Strategic Report, Integrated impact statement	Water-use related Natural Capital costs (NCC)
		Additional Sustainability Information 2023	15 - 16	Water	Full section
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Annual Report 2023	95, 97, 101	Strategic Report, Sustainability	Disclosures on water stewardship and protection of water courses
		Annual Report 2023	141-147, 150	Strategic Report, Integrated impact statement	Water-use related Natural Capital costs (NCC)
		Annual Report 2023	231, 233-234	Financial Report, Financial statements	Water Rights assets
	303-2 Management of water discharge-related impacts	Additional Sustainability Information 2023	15 - 16	Water	Full section
		Annual Report 2023	145	Strategic Report, Integrated impact statement	Wastewater treatment and externalities control
	303-3 Water withdrawal	Additional Sustainability Information 2023	15 - 16	Water	Full section
	303-4 Water discharge	Additional Sustainability Information 2023	15 - 16	Water	Full section
303-5 Water consumption	Additional Sustainability Information 2023	15 - 16	Water	Full section	
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	37-40	Strategic Report, ofi	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2023	50, 55-57	Strategic Report, Olam Agri	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2023	78, 81-82	Strategic Report, Remaining Olam Group	Disclosures on ecosystem protection, biodiversity and healthy landscapes
		Annual Report 2023	91-93, 95-96, 99	Strategic Report, Sustainability	Disclosures on ecosystem protection, biodiversity and healthy landscapes
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
		Annual Report 2023	10-14	Ecosystems and biodiversity	Full section
		Annual Report 2023	57	Strategic Report, Olam Agri	Partnering to protect biodiversity and wildlife in the Congo
Annual Report 2023	81-82	Strategic Report, Remaining Olam Group	Conserving critical habitats and animal populations in Gabon, Understanding and monitoring elephant populations		

	304-2 Significant impacts of activities, products and services on biodiversity	Annual Report 2023	91	Strategic Report, Sustainability	Disclosures on management of impact on areas with deforestation risk
		Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
		Annual Report 2023	57	Strategic Report, Olam Agri	Partnering to protect biodiversity and wildlife in the Congo
		Annual Report 2023	81-82	Strategic Report, Remaining Olam Group	Conserving critical habitats and animal populations in Gabon, Understanding and monitoring elephant populations
	304-3 Habitats protected or restored	Annual Report 2023	91, 95	Strategic Report, Sustainability	Disclosures on management of impact on areas with deforestation risk
		Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
		Annual Report 2023	57	Strategic Report, Olam Agri	Partnering to protect biodiversity and wildlife in the Congo
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Annual Report 2023	81-82	Strategic Report, Remaining Olam Group	Conserving critical habitats and animal populations in Gabon, Understanding and monitoring elephant populations
		Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
		Annual Report 2023	57	Strategic Report, Olam Agri	Partnering to protect biodiversity and wildlife in the Congo
		Annual Report 2023	81-82	Strategic Report, Remaining Olam Group	Conserving critical habitats and animal populations in Gabon, Understanding and monitoring elephant populations

Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	124-128	Strategic Report, Response to the TCFD	Full section
		Annual Report 2023	92-101	Strategic Report, Sustainability	Environment section
		Annual Report 2023	28, 37-40	Strategic Report, ofi	Disclosures on approach towards climate action
		Annual Report 2023	45, 50, 55-57	Strategic Report, Olam Agri	Disclosures on approach towards climate action
		Annual Report 2023	78-80	Strategic Report, Remaining Olam Group	Disclosures on approach towards climate action
		Additional Sustainability Information 2023	6 - 10	Climate action	Full section
		Additional Sustainability Information 2023	15	Healthy Soils	Full section
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Annual Report 2023	94	Strategic Report, Sustainability	Olam's total emissions in 2023, collected through Terrascope
		Additional Sustainability Information 2023	9	Climate action	GHG Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Annual Report 2023	94	Strategic Report, Sustainability	Olam's total emissions in 2023, collected through Terrascope
		Additional Sustainability Information 2023	9	Climate action	GHG Emissions
	305-3 Other indirect (Scope 3) GHG emissions	Annual Report 2023	94	Strategic Report, Sustainability	Olam's total emissions in 2023, collected through Terrascope
		Additional Sustainability Information 2023	9	Climate action	GHG Emissions
	305-4 GHG emissions intensity	Additional Sustainability Information 2023	10	Climate action	GHG emission intensity
	305-5 Reduction of GHG emissions	Annual Report 2023	47, 58, 98, 142-147	Strategic Report	Disclosures on GHG emission reduction initiatives
Additional Sustainability Information 2023		10	Climate action	GHG emission intensity	
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	8-13	Group CEO's Review	Full section
		Annual Report 2023	37-40	Strategic Report, ofi	Disclosures on management of waste
		Annual Report 2023	56	Strategic Report, Olam Agri	Disclosures on management of waste
		Annual Report 2023	78	Strategic Report, Remaining Olam Group	Disclosures on management of waste
		Additional Sustainability Information 2023	15	Food loss, packaging and waste	Full section
		Additional Sustainability Information 2023	15	Food loss, packaging and waste	Full section
		Additional Sustainability Information 2023	15	Food loss, packaging and waste	Full section
		Additional Sustainability Information 2023	15	Food loss, packaging and waste	Full section
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	89	Strategic Report, Sustainability	Our stakeholders are critical to our continued success
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Additional Sustainability Information 2023	4	Embedding sustainable and responsible practices, Supplier social and environmental assessment	Full section
	308-2 Negative environmental impacts in the supply chain and actions taken	Additional Sustainability Information 2023	4	Embedding sustainable and responsible practices, Supplier social and environmental assessment	Full section
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	112-118	Strategic Report, Sustainability	Full section
		Additional Sustainability Information 2023	22	People and Culture, Information on employees and other workers	Employment
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Additional Sustainability Information 2023	22	People and Culture, Information on employees and other workers	New employee hires and employee turnover

	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report 2023	219, 227, 254-256	Financial Report, Financial statements	Salaries and benefits
		Additional Sustainability Information	22	People and Culture, Information on employees and other workers	Employment - Notes on remuneration
	401-3 Parental leave	Additional Sustainability Information 2023	22	People and Culture, Information on employees and other workers	Parental Leave

Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	121	Strategic Report, Sustainability	Employee and labour rights and Labour and management relations
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Additional Sustainability Information 2023	22	People and Culture, Information on employees and other workers	Minimum notice periods regarding operational changes
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-3 Occupational health services	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-4 Worker participation, consultation, and communication on occupational health and safety	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-5 Worker training on occupational health and safety	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
		Additional Sustainability Information 2023	23-24	People and Culture, Safety and Health	Full section
	403-6 Promotion of worker health	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-8 Workers covered by an occupational health and safety management system	Annual Report 2023	119-121	Strategic Report, Sustainability	Full section
	403-9 Work-related injuries	Annual Report 2023	120-121	Strategic Report, Sustainability	Overall safety performance
	Additional Sustainability Information 2023	24	People and Culture, Safety and Health	Work-related injuries	
	403-10 Work-related ill health	Annual Report 2023	120-121	Strategic Report, Sustainability	Overall safety performance
		Additional Sustainability Information 2023	20	Social, Nutrition and health	Customer safety and health
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	115-118	Strategic Report, Sustainability	Full section
		Additional Sustainability Information 2023	23	People and Culture, Learning and Development	Full section
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Additional Sustainability Information 2023	35	People and Culture, Learning and Development	Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report 2023	116-118	Strategic Report, Sustainability	Learning and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Annual Report 2023	118	Strategic Report, Sustainability	Performance reviews
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	113-115	Strategic Report, Sustainability	Full section
		Additional Sustainability Information 2023	23	People and Culture, Diversity and inclusion	Full section
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annual Report 2023	113-115	Strategic Report, Sustainability	Full section
		Annual Report 2023	166	Governance Report, Purposeful governance	Principle 2



Additional Sustainability
Information 2023

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People and Culture, Diversity and inclusion

Diversity of governance bodies and employees

Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	121-122	Strategic Report, Sustainability	Full section
		Additional Sustainability Information 2023	22	People and Culture, Information on employees and other workers	Collective bargaining agreements
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Additional Sustainability Information 2023	2	Introduction, General Disclosures	About the Company's Sustainability Reporting, The process to determine material topics, our list of material topics and how we manage them
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	104-106	Strategic Report, Sustainability	Safe and decent work
		Additional Sustainability Information 2023	18	Social, Safe & Decent Work	Full section
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report 2023	104	Strategic Report, Sustainability	Safe and decent work
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	104-105, 121	Strategic Report, Sustainability	Safe and decent work, Employee and labour rights
		Additional Sustainability Information 2023	18	Social, Safe & Decent Work	Forced or compulsory labour
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Additional Sustainability Information 2023	19	Social, Safe & Decent Work	Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	53	Strategic Report, Olam Agri	Partnering with customers and suppliers
		Annual Report 2023	107	Strategic Report, Sustainability	Diversity and inclusion
		Additional Sustainability Information 2023	19	Social, Safe & Decent Work	Rights of indigenous peoples
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Additional Sustainability Information 2023	19	Social, Safe & Decent Work	Incidents of violations involving rights of indigenous peoples and actions taken during the reporting period
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	102-104	Strategic Report, Sustainability	Social - Economic opportunity
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Additional Sustainability Information 2023	20	Social, Safe & Decent Work	Local Communities
		Annual Report 2023	128	Strategic Report, Response to TCFD	Across our operations, we apply top standards for sustainability governance and norms:
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	89	Strategic Report, Sustainability	Our stakeholders are critical to our continued success
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Additional Sustainability Information 2023	4	Embedding sustainable and responsible practices, Supplier social and environmental assessment	Full section

Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2023	119-121	Strategic Report, Sustainability	Safety and health
		Annual Report 2023	123	Strategic Report, Sustainability	Health and Wellbeing
		Additional Sustainability Information 2023	20	Social, Nutrition and health	Food and nutrition security, Customer safety and health
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Annual Report 2023	85	Strategic Report, Sustainability	Safety and health
		Annual Report 2023	53	Strategic Report, Olam Agri	Advancing our commitment to safety and quality
		Additional Sustainability Information 2023	20	Social, Nutrition and health	Customer safety and health
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Additional Sustainability Information 2023	20	Social, Nutrition and health	Percentage of significant product and service categories for which safety and health impacts are assessed for improvement

SECTOR STANDARD REF. NO.	DISCLOSURE TITLE	LOCATION	PRINTED PAGE OR WEBSITE	SECTION	RELEVANT INDICATORS
GRI Sector Disclosures — GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022					
Topic 13.1 Emissions					
13.1.1	Disclosure 3-3 Management of material topics				Please refer to Material Topic, Emissions
13.1.2	Disclosure 305-1 Direct (Scope 1) GHG emissions. When reporting on gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent, include land use change emissions.				Please refer to Material Topic, Emissions. Land-use change has been included in the reported emissions.
13.1.3	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions				Please refer to Material Topic, Emissions
13.1.4	Disclosure 305-3 Other indirect (Scope 3) GHG emissions. When reporting on gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, include land use change emissions.				Please refer to Material Topic, Emissions. Land-use change has been included in the reported emissions.
13.1.5	Disclosure 305-4 GHG emissions intensity				Please refer to Material Topic, Emissions
13.1.6	Disclosure 305-5 Reduction of GHG emissions				Please refer to Material Topic, Emissions
13.1.7	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)				Not material
13.1.8	Disclosure 305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions				Not material
Topic 13.2 Climate adaptation and resilience					
13.2.1	Disclosure 3-3 Management of material topics				Please refer to material topic, Economic Performance, Disclosure 201-2 Financial implications and other risks and opportunities due to climate change.
13.2.2	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change. Additional sector recommendations: Describe the climate change-related scenarios used for identifying the risks and opportunities posed by climate change.				Please refer to material topic, Economic Performance, Disclosure 201-2 Financial implications and other risks and opportunities due to climate change. Climate-change scenario used has been included.
Topic 13.3 Biodiversity					
13.3.1	Disclosure 3-3 Management of material topics				Please refer to Material Topic, Biodiversity
13.3.2	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas				
13.3.3	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity				
13.3.4	Disclosure 304-3 Habitats protected or restored				
13.3.5	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations				
Topic 13.4 Natural ecosystem conversion					
13.4.1	Disclosure 3-3 Management of material topics Additional sector recommendations • Describe policies or commitments to reduce or eliminate natural ecosystem conversion, including target and cut-off dates, for the following: - the organization's own production; - sourcing of terrestrial animal and fish feed; - products sourced by the organization for aggregation, processing, or trade. • Describe how the organization ensures that its suppliers comply with its natural ecosystem conversion policies and commitments, including through sourcing policies and contracts. • Report the organization's participation in multi-stakeholder, landscape, or sectoral initiatives intended to reduce or eliminate natural ecosystem conversion. • Describe the tools and systems used to monitor natural ecosystem conversion in the organization's activities, supply chain, and sourcing locations.	Annual Report 2023	54-57, 95-97	Strategic Report	Disclosures on management approach and commitments towards the reduction of deforestation and other natural ecosystem conversion including in sourcing regions
		Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
		Corporate website	Olam Living Landscapes Policy	Olam Living Landscapes Policy	Full document
		Corporate website	Supporting the 1.5°C Agri Sector Roadmap	Olam Agri - Supporting the 1.5°C Agri Sector Roadmap	Full document
		Corporate website	Responsible Palm Oil Sourcing Policy	Olam Agri - Responsible Palm Oil Sourcing Policy	Full document
13.4.2	Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and describe the assessment methods used.	Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section

13.4.3	For products sourced by the organization, report the following by product: - the percentage of sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used; - the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion-free, and describe actions taken to improve traceability.	Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
13.4.4	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date on land owned, leased, or managed by the organization.	Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section
13.4.5	Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations.	Additional Sustainability Information 2023	10-14	Ecosystems and biodiversity	Full section

Topic 13.5 Soil health						
13.5.1	Disclosure 3-3 Management of material topics	Annual Report 2023	48, 50, 55, 57, 92-96, 99-100, 127, 135, 140-141, 143, 145-148	Strategic Report, various sections		Disclosures on the management of healthy soils
	Additional sector recommendations • Describe the soil management plan, including: - a link to this plan if publicly available; - the main threats to soil health identified and a description of the soil management practices used; - the approach to input optimization, including the use of fertilizers.	Additional Sustainability Information 2023	15	Healthy Soils		Full section
Topic 13.6 Pesticide use						
13.6.1	Disclosure 3-3 Management of material topics	Annual Report 2023	100, 127, 143, 145-147	Strategic Report, various sections		Disclosures on the management of pesticides and herbicides
	Additional sector recommendations • Describe the pest management plan of the organization, including the rationale for the selection and application of pesticides and any other practices of pest control. • Describe actions taken to prevent, mitigate and/or remediate negative impacts associated with the use of extremely and highly hazardous pesticides. • Describe the actions, initiatives, or plans to switch to less hazardous pesticides and actions taken to optimize pest control practices. • Describe the training provided to workers on pest management and the application of pesticides.	Additional Sustainability Information 2023	15	Healthy Soils		Full section
13.6.2	Report the volume and intensity of pesticides used by the following toxicity hazard levels: - Extremely hazardous; - Highly hazardous; - Moderately hazardous; - Slightly hazardous; - Unlikely to present an acute hazard.	Corporate website	Olam Plantations, Concessions and Farms Code	Olam Plantations, Concessions and Farms Code		The use of pesticides shall be minimised and continually evaluated, and pesticides in WHO Classes 1a, 1b shall not be used.
Topic 13.7 Water and effluents						
13.7.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Water and effluents				
13.7.2	Disclosure 303-1 Interactions with water as a shared resource					
13.7.3	Disclosure 303-2 Management of water discharge-related impacts					
13.7.4	Disclosure 303-3 Water withdrawal					
13.7.5	Disclosure 303-4 Water discharge					
13.7.6	Disclosure 303-5 Water consumption					
Topic 13.8 Waste						
13.8.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Waste				
13.8.2	Disclosure 306-1 Waste generation and significant waste-related impacts					
13.8.3	Disclosure 306-2 Management of significant waste-related impacts					
13.8.4	Disclosure 306-3 Waste generated					
13.8.5	Disclosure 306-4 Waste diverted from disposal					
13.8.6	Disclosure 306-5 Waste directed to disposal					
Topic 13.9 Food security						
13.9.1	Disclosure 3-3 Management of material topics	Annual Report 2023	109 - 111	Strategic Report, Social		Nutrition and Health Section
	Additional sector recommendations • Describe the effectiveness of actions and programs on food security at local, regional, national, or global levels. • Report partnerships which the organization is part of that address food security, including engagement with governments. • Describe policies or commitments to address food loss in the supply chain.					
13.9.2	Report the total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation.	Annual Report 2023	98	Strategic Report, Environment		Food loss, packaging and waste
Topic 13.10 Food safety						
13.10.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Customer health and safety				
13.10.2	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories					
13.10.3	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services					

Topic 13.11 Animal health and welfare					
13.11.1	<p>Disclosure 3-3 Management of material topics</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> Describe policies regarding processing of animal products, animal transportation, handling, housing and confinement, and slaughter, by species. Describe the approach to animal health planning and involvement of veterinarians, including the approach to using anesthetic, antibiotic, antiinflammatory, hormone, and growth-promotion treatments, by species. Describe commitments for responsible and prudent use of antibiotics (e.g., avoiding prophylactic use) and describe how compliance with these commitments is evaluated. Describe the results of assessments and audits of animal health and welfare, by species. 	Corporate website	ofi Animal Welfare Policy	Entire Document	Entire Document
13.11.2	Report the percentage of production volume from sites of the organization certified to third-party animal health and welfare standards, and list these standards.	N.A.			
Topic 13.12 Local communities					
13.12.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Local communities			
13.12.2	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs				
13.12.3	Disclosure 413-2 Operations with significant actual and potential negative				
Topic 13.13 Land and resource rights					
13.13.1	<p>Disclosure 3-3 Management of material topics</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> Describe commitments to respect land and natural resource rights (including customary, collective, and informal tenure rights) and report the extent to which the commitments apply to the organization's activities and to its business relationships. Describe how the commitments to respect land and natural resource rights are implemented with suppliers. Describe the approach to protecting human rights and land rights defenders from reprisals (i.e., non-retaliation for raising complaints or concerns). 	Corporate website	Olam Living Landscapes Policy	Olam Living Landscapes Policy	Full document
13.13.2	List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations.	N.A.			
13.13.3	Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected.	N.A.			
Topic 13.14 Rights of indigenous peoples					
13.14.1	<p>Disclosure 3-3 Management of material topics</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> Describe the approach to engaging with indigenous peoples, including: <ul style="list-style-type: none"> how the organization seeks to ensure meaningful engagement; how the organization seeks to ensure indigenous women can participate safely and equitably. 	Please refer to Material Topic, Rights of indigenous peoples			
13.14.2	<p>Disclosure 411-1 Incidents of violations involving rights of indigenous peoples</p> <p>Additional sector recommendations</p> <ul style="list-style-type: none"> Describe the identified incidents of violations involving the rights of indigenous peoples. 				
13.14.3	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	N.A.			

13.14.4

Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case:

- whether the process has been mutually accepted by the organization and the affected indigenous peoples;
- how the organization ensured that the constituent elements of FPIC have been implemented as part of the process;
- whether an agreement has been reached and, if so, whether the agreement is publicly available.

N.A.

Topic 13.15 Non-discrimination and equal opportunity		
13.15.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Diversity and equal opportunity
13.15.2	Disclosure 405-1 Diversity of governance bodies and employees	
13.15.3	Disclosure 405-2 Ratio of basic salary and remuneration of women to men Additional sector recommendations • Report the ratio of the basic salary and remuneration of women to men for workers who are not employees and whose work is controlled by the organization.	
13.15.4	Disclosure 406-1 Incidents of discrimination and corrective actions taken	
Topic 13.16 Forced or compulsory labor		
13.16.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Forced or compulsory labor
13.16.2	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
Topic 13.17 Child labor		
13.17.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Child labor
13.17.2	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	
Topic 13.18 Freedom of association and collective bargaining		
13.18.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Freedom of association and collective bargaining
13.18.2	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
Topic 13.19 Occupational health and safety		
13.19.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Occupational health and safety
13.19.2	Disclosure 403-1 Occupational health and safety management system	
13.19.3	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	
13.19.4	Disclosure 403-3 Occupational health services	
13.19.5	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	
13.19.6	Disclosure 403-5 Worker training on occupational health and safety	
13.19.7	Disclosure 403-6 Promotion of worker health	
13.19.8	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
13.19.9	Disclosure 403-8 Workers covered by an occupational health and safety management system	
13.19.10	Disclosure 403-9 Work-related injuries	
13.19.11	Disclosure 403-10 Work-related ill health	
Topic 13.20 Employment practices		

13.20.1

Disclosure 3-3 Management of material topics

Please refer to Material Topic, Employment

- Describe policies or commitments regarding recruitment of workers, including:
 - whether the organization has an ethical recruitment policy and, if so, a link to this policy if publicly available;
 - whether these policies and commitments cover the approach to recruitment fees;
 - whether these policies and commitments prohibit the withholding of identity documents, such as passports;
 - whether under these policies workers are provided with written contracts in a language understood by the worker;
 - whether these policies and commitments apply to employment agencies used to recruit workers;
 - how instances of non-compliance with these policies and commitments are identified and addressed.

- Describe the approach to worker compensation, including:
 - whether it is based on bonuses and piece rates, and any deductions or withholdings from compensation;
 - the approach to in-kind payments, including the percentage of remuneration paid in kind at significant locations of operation.

- Describe the approach to actions taken to determine and address situations where work undertaken within the supply chain does not take place within appropriate institutional and legal frameworks, including:
 - situations where persons working for suppliers are not provided the social and labor protection that they are entitled to receive by national labor

Topic 13.21 Living income and living wage					
13.21.1	Disclosure 3-3 Management of material topics	Annual Report 2023	102 - 103	Strategic Report, Social	Economic Opportunity Section
	Additional sector recommendations • Describe commitments related to providing a living income or paying a living wage. • Describe the methodology used for defining living income or living wage at significant locations of operation and report whether this has involved consultation with and participation of local stakeholders, including trade unions and employer organizations. • Describe how sourcing, pricing, and remuneration policies take living income or living wage into account, including how living income is considered when setting product prices. • Describe the tools and systems used to monitor wages paid by suppliers.	Annual Report 2023	122	Strategic Report, People and Culture	Living Wage
13.21.2	Report the percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments at significant locations of operation.	Please refer to General Disclosures, Collective Bargaining Agreements			
13.21.3	Report the percentage of employees and workers who are not employees and whose work is controlled paid above living wage, with a breakdown by gender	N.A.			
Topic 13.22 Economic inclusion					
13.22.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Economic performance and Indirect economic impacts			
	Additional sector recommendations • Describe actions taken to support the economic inclusion of farmers and fishers, and their communities (e.g., direct support through investments, partnerships, or training) and the effectiveness of these actions (e.g., increased yields or productivity, number of farmers or fishers reached, percentage of products sourced from small producers). • Describe actions taken to identify and adjust the sourcing practices of the organization that cause or contribute to negative impacts on economic inclusion of farmers and fishers in the supply chain.				
	13.22.2 Disclosure 201-1 Direct economic value generated and distributed				
	13.22.3 Disclosure 203-1 Infrastructure investments and services supported				
13.22.4	Disclosure 203-2 Significant indirect economic impacts				
Topic 13.23 Supply chain traceability					
13.23.1	Disclosure 3-3 Management of material topics	Annual Report 2023	95 - 96	Strategic Report, Environment	Ecosystems and Biodiversity, EUDR sections
	Additional sector recommendations • Describe the rationale and methodology for tracing the source, origin, or production conditions of the products sourced by the organization (such as raw materials and production inputs purchased).				
13.23.2	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels).	Annual Report 2023	95 - 96	Strategic Report, Environment	Ecosystems and Biodiversity, EUDR sections
13.23.3	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.	Additional Sustainability Report 2023	4	Embedding sustainable and responsible practices, New suppliers that were screened using social and environmental criteria	Full section
13.23.4	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.	Annual Report 2023	102 - 103	Strategic Report, Social	Economic Opportunity Section
Topic 13.24 Public policy					
13.24.1	Disclosure 3-3 Management of material topics	Additional Sustainability Report 2023	3-5	Embedding sustainable and responsible practices, Anti-corruption	Full section
13.24.2	Disclosure 415-1 Political contributions	N.A.			
Topic 13.25 Anti-competitive behavior					
13.25.1	Disclosure 3-3 Management of material topics	Additional Sustainability Report 2023	3-5	Embedding sustainable and responsible practices, Anti-corruption	Full section
13.25.2	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	N.A.			
Topic 13.26 Anti-corruption					
13.26.1	Disclosure 3-3 Management of material topics	Please refer to Material Topic, Anti-corruption			

13.26.2	Disclosure 205-1 Operations assessed for risks related to corruption
13.26.3	Disclosure 205-2 Communication and training about anti-corruption policies and procedures
13.26.4	Disclosure 205-3 Confirmed incidents of corruption and actions taken