

Enrich Lives

KEY TOPIC	GOAL	PROGRESS	TARGET DATE	SDG ALIGNMENT
Workplace Safety	50% reduction in Total Recordable Incident Rate (TRIR) from 2020 results	In progress <div><div></div></div> 0% reduction	12/31/2025	<div><div>3 GOOD HEALTH AND WELL-BEING </div><div>5 GENDER EQUALITY </div></div>
	50% reduction in Lost Workday Incident Rate (LWIR) from 2020 results	In progress <div><div></div></div> 4.5% reduction	12/31/2025	
Gender Parity	Achieve 50% gender parity among ADM’s senior leadership structure	In progress <div><div></div></div> 28%	12/31/2030	<div><div>8 DECENT WORK AND ECONOMIC GROWTH </div><div>10 REDUCED INEQUALITIES </div></div>
Human Rights	Assess and disclose salient human rights	In progress	12/31/2023	
	100% of palm volumes sourced from direct suppliers with a human rights policy that is fully aligned with ADM Human Rights Policy	In progress <div><div></div></div> 98.65%	Ongoing	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS </div>
	100% of palm volumes sourced from direct suppliers conducting human rights due diligence	In progress <div><div></div></div> 99.48%	Ongoing	

# Climate

Recently, the Intergovernmental Panel on Climate Change (IPCC) released their sixth synthesis report with straightforward statements and dire warnings. The evidence is clear: if we do not act now, the planet will experience irreversible and catastrophic changes to ecosystems around the world, jeopardizing the people and wildlife depending on them. But there is also hope – promising low-carbon technologies, carbon removal through photosynthesis, ambitious national commitments, and support for community adaptations, as well as increased funding, can impact the degree to which the Earth experiences warming and climate change impacts.

**“Climate change is a threat to human well-being and planetary health. There is a rapidly closing window of opportunity to secure a livable and sustainable future for all...The choices and actions implemented in this decade will have impacts now and for thousands of years.”**

**IPCC AR6 SYR**



# Human Rights

At ADM, we are committed to doing business with integrity. We believe in paving the way with good business practices, progressive solutions, and mindful actions that make a positive impact.

We actively work to protect human rights in our operations and supply chains, taking actions that make a measurable, sustainable difference for communities and ecosystems around the world. While governments have the primary duty to protect and ensure the fulfillment of human rights, we have a role to play in protecting human rights in our operations, our supply chains, and the communities where we operate. We have the opportunity to enact change globally, and our 2022 efforts demonstrate our commitment to protect human rights throughout our supply chains.

## Supply Chain Due Diligence

Working with our suppliers to assess and address risks increases transparency and enables collaboration to protect human rights throughout our supply chain. Supply chain due diligence is a critical component of our Human Rights program, and strategically engaging with our supply chain takes three steps: mapping, risk assessment, and mitigation strategies. For more detailed information, please view our most recent [Human Rights Report](#).



### Supply Chain Mapping

ADM has vast and varied supply chains. Our origination team procures raw commodities, such as corn, soybeans, wheat, and softseeds from all over the world. Our procurement team sources ingredients and indirect supplies needed to run our operations. We have been working for several years to assess our origination footprint and the risks associated with those commodities and geographies. Our [dashboard](#) contains KPIs related to traceability.

In 2022, we began mapping our ingredient supply chains to country of origin, successfully mapping over 90% of our Human Nutrition business ingredient procurement. That number continues to grow as we work diligently to assess our supply chains and continue engaging with our suppliers.



### Risk Assessment

We use many tools to assess the risks in our supply chains. Using knowledge of origin of supply, we can calculate commodity-geography specific risk ratings to identify our highest risk sourcing. Using industry-leading tools and platforms, we are able to standardize risk ranking and scoring mechanisms, evaluate specific risks within different supply chains, monitor news and press, and ensure proper focus on salient human rights risks. A combination of internal and third-party tools allows us to comprehensively assess risk across business units.



### Risk Mitigation

A successful supply chain due diligence program requires effective risk mitigation strategies. We are working to engage with our strategic suppliers on their sustainability programs, as well as ensure compliance with our policies and future due diligence regulatory requirements. Our mitigation strategies are based on a supplier's risk rating and can include the use of sustainability self-assessment questionnaires, contractual assurances, and social compliance auditing.

We have developed sourcing protocols for some high-risk goods and materials. For example, we require all of our direct palm suppliers to have a human rights policy aligned with ours and to implement a human rights due diligence program to ensure compliance with the policy. In addition, over the past year, we have been working with our legal team to include language in supply contracts that suppliers must abide by our [Supplier Expectations](#), including our Human Rights Policy. These suppliers have the understanding that business relationships can be terminated upon discovery of human rights violations.