Supplier Environmental Assessment

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
308-1	New suppliers that were screened using environmental criteria	2024 Sustainability Report, 2024 CDP Corporate Report, Ingredion All Life Partners Responsible Sourcing Program		Ingredion launched its All Life Partners Program in 2024 to assess and mitigate supplier risks, which includes environmental requirements. Ingredion uses Sedex to assess environmental considerations of our non-agricultural suppliers. Agricultural suppliers are assessed for environmental practices using the SAI Platform Farm Sustainability Assessment (FSA).

Employment

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits, and their variance between full-time and part-time employees, vary by country and region. These benefits may also be impacted by any collective bargaining agreements that are in place.		Benefits can include items such as paid holidays, health care insurance, bonus compensation, parental leave, educational tuition reimbursement and other such items.
401-3	Parental leave	Parental leave varies by country and region and is managed locally in accordance with legal requirements.		Ingredion has enhanced its parental leave policies to extend maternity leaves, offer paternity leave for employees and more accurately define benefits for adoptions and other similar considerations.

Labor/Management Relations

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
402-1	Minimum notice period regarding operational changes	Notice periods across our operations can vary depending on local legal requirements and collective bargaining agreements.		

Occupational Health and Safety

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
403-1	Occupational health and safety management system has been implemented	Ingredion's Global Environmental, Health, Safety & Sustainability Policy	3	Ingredion has an internal Environmental, Health and Safety Management System, which covers our global operations and sets minimum standards of practice. This management system is aligned with ISO 14001 and OHSAS 18001 criteria.
403-2	Hazard identification, risk assessment and incident investigation	Ingredion's Global Environmental, Health, Safety & Sustainability Policy Ingredion Code of Conduct (retaliation policy)	3	Ingredion utilizes a comprehensive reporting and management application which standardizes our reporting, root cause analysis and corrective actions by qualified individuals. The Global EHS&S Policy calls on employees to take an active part in our collective commitment.
403-4	Worker participation, consultation and communication on occupational health and safety	Ingredion's Global Environmental, Health, Safety & Sustainability Policy Ingredion Code of Conduct		All Ingredion manufacturing facilities have health and safety committees made up of workers and members of the local management team.
403-5	Worker training on occupational health and safety	2024 Sustainability Report; Ingredion's Global Environmental, Health, Safety, & Sustainability Policy		Ingredion has a comprehensive EHS&S training program that is based on our EHS&S Policy and Management Standard. Training efforts are supported by programs such as our Zero Injury Mindset and Life Savers programs. All employees, contractors and visitors are required to complete training on occupational health and safety topics applicable to their work, which are defined in our EHS&S Management Standard.
403-6	Promotion of worker health	Ingredion supports its employees' wellbeing through programs such as employee assistance programs (EAP), paid time off and a wide variety of health-related benefits.	3	
403-8	Workers covered by an occupational health and safety management system	2024 Sustainability Report; Ingredion's Global Environmental, Health, Safety and Sustainability Policy		Ingredion has a comprehensive EHS&S training program that is based on our EHS&S Policy and Management Standard. Training efforts are supported by programs such as our Zero Injury Mindset and Life Savers programs. All employees, contractors, and visitors are required to complete training on occupational health and safety topics applicable to their work, which are defined in our EHS&S Management Standard.

403-9	Work-related injuries	2024 Sustainability Report		The company reports Total Recordable Incidence Rates for employees and contractors. While information on occupational disease and lost days are collected, these are not reported publicly at this time.

Training and Education

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
404-1	Average hours of training per employee	2024 Sustainability Report		Training such Environmental, Health, and Safety and Sustainability (EHS&S), Lean Six Sigma, Code of Conduct (Living our Values) and Cybersecurity are tracked at the corporate level. However, there is additional training at the local or regional level that may not be reported at the corporate level. Ingredion has established targets around increasing training hours as part of our 2030 All Life plan.
404-2	Programs for upgrading employees' skills and transition assistance programs	2024 Sustainability Report		Ingredion requires material training based on the employee's role but offers opportunity for employees to train outside their material topics to expand their skills. Many additional skills-based training activities are coordinated at the local or regional level and are not reported at the corporate level.

Equal Opportunity

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
405-1	Diversity of governance bodies and employees	2023 Sustainability Report, 2024 Sustainability Report	5	In our 2023 Sustainability Report, we reported 25.1% of women in our total workforce, 37.1% at the manager level and above and 40.0% female representation on our Board.
405-2	Ratio of basic salary and remuneration of women to men	2024 Sustainability Report	5	Our most recent independent third-party pay parity analysis found no systemic issues and no negative pay gap between male and female employees. In this same process, there were no systemic issues and no negative pay gaps between non-white and white employees.

Freedom of Association and Collective Bargaining

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Sustainability Report, Ingredion All Life Partners Responsible Sourcing Program	8	Ingredion assesses our manufacturing operations with third-party Sedex Member Ethical Trade Audits (SMETA), which include interviews of employees around a variety of human rights considerations. To date, no issues have been identified where collective bargaining rights are at risk. Ingredion launched its All Life Partners program that defines risk criteria which will inform SMETA audits for suppliers. Link to All Life Partners Responsible Sourcing Program: https://www.ingredion.com/na/en-us/company/suppliers/all-life-partners.html.

Child Labor

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
408-1	Operations and suppliers at significant risk for child labor	2024 Sustainability Report, Ingredion Human Right Policy	8	Ingredion utilizes Sedex/SMETA to assess suppliers, and the SAI Platform as our global program for assessing agricultural suppliers. Our agricultural supply represents our biggest potential risk for child labor issues, however, we utilize an assessment protocol that looks for child labor in farming operations. Approximately 98% of our global crop sourcing is from corn and tapioca, which are not typically associated with child labor risks. No instances of child labor were found during on-farm audits in 2024.

Forced or Compulsory Labor

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
409-1	Operations and suppliers at significant risk for forced or compulsory labor	2024 Sustainability Report, Ingredion All Life Partners Responsible Sourcing Program	8	Ingredion utilizes Sedex/SMETA to assess key suppliers, and the SAI Platform as our global benchmark in assessing our agricultural suppliers. Our PureCircle operations have identified the Xinjiang province in China as having potential risk for forced labor, which is why practices have been put in place to ensure traceability of supply and avoid sourcing of stevia leaf from that area of concern.

Security Practices

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
410-1	Security personnel trained in human rights policies or procedures	This information is not currently tracked at the corporate level.		Training activity is currently managed at a local or regional level within Ingredion, and therefore training information is not available at the corporate level at this time. Training resources for Ingredion's Human Rights Policy, Ingredion's Social Accountability Management System, Code of Conduct and company values have been provided across the business.

Rights of Indigenous People

NUMBER	DESCRIPTION	CROSS-REFERENCE/RESPONSE	SDG LINK	ADDITIONAL COMMENTS
411-1	Incidents of violations involving rights of indigenous people	Ingredion is not aware of any issues or violations in our operations involving the rights of indigenous people. 2024 Sustainability Report	16	Ingredion's internal Social Accountability Management System addresses the rights of indigenous people, as well as processes for obtaining Free, Prior and Informed Consent (FPIC). We utilize external tools, such as the LandMark Map, to help identify geographic areas where considerations involving indigenous peoples may exist.