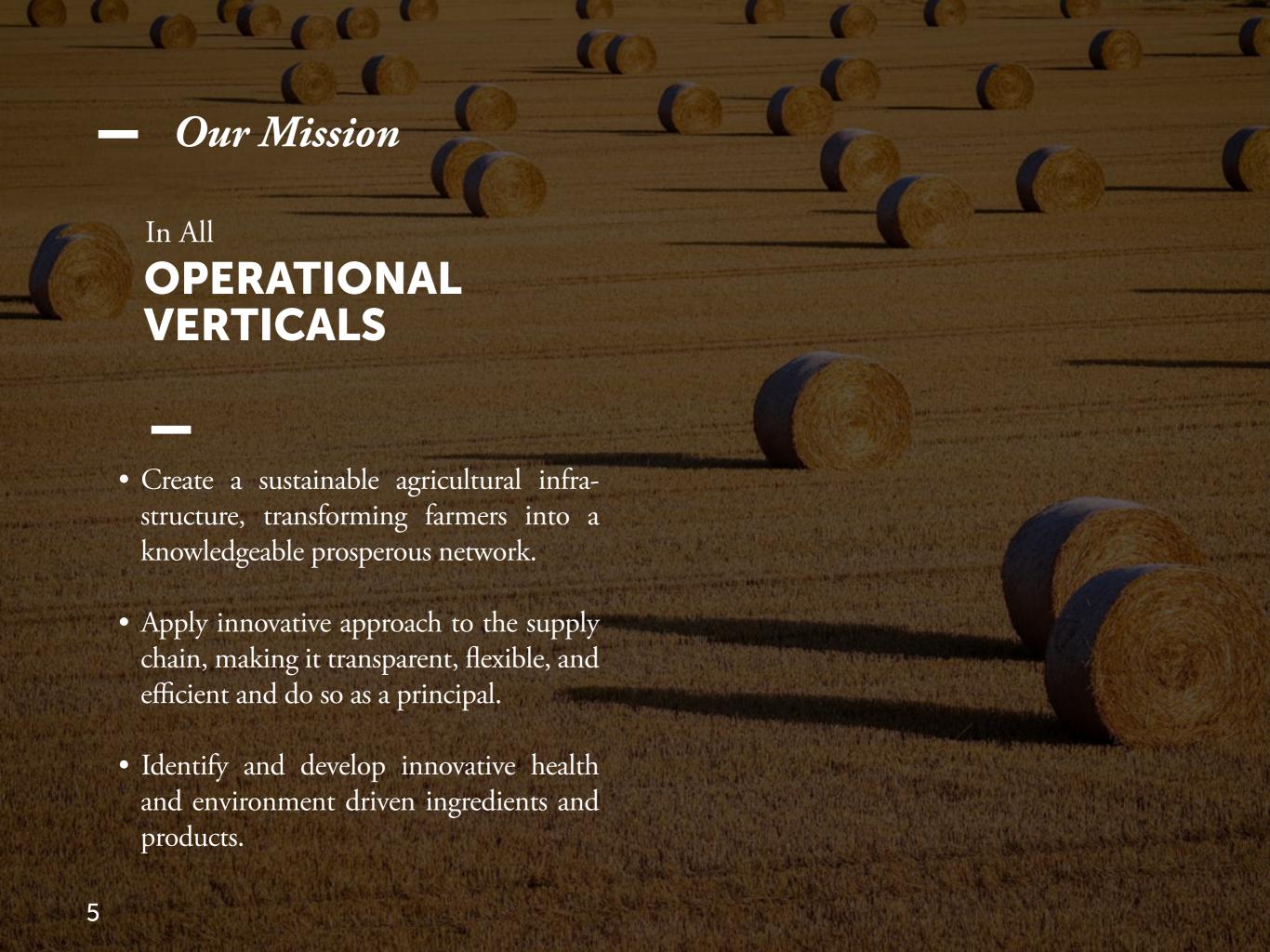


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Sustainability

priority areas

THEMES DRIVING OUR **BUSINESS ACTIVITIES**



Food Security

- Availability & Physical access
- Affordabillity
- Food quality & safety
- Storage & trade
- Retail & marketing
- Reduction of reliance on food imports



Nutrition

- Production of safe/nutritious food
- Nutrition resource management
- Technology & Innovation
- Responsible sourcing



Farmer Livelihoods

- Scaling responsible agriculture
- Market access & linkages
- Empowerment
- Upskilling & technical training
- Sourcing & producing localy



Healthy ecosystems

- Productivity enhancement
- Climet smart agriculture
- Reduction of food loss & waste
- Renewable energy
- Women empowerment & upskilling
- Job generation & income maximisation

Sustainability

Food and Agriculture Organization & United Nations Global Impact

PRINCIPLES GUIDING OUR BUSINESS ACTIONS

- Increase productivity, employment & value addition in food systems
- Protect & enhance natural resources
- Improve livelihoods & foster inclusive economic growth
- Enhance the resillence of people, communities & ecosystems
- Adapt governance to new challenges

— Corporate Social Responsibility

Giving back to

OUR COMMUNITIES

Lemarc Agromond undertakes multiple projects to give back to the communities in which it operates. Three examples are:

- The Hope Initiative
- "Cholo Paltai" project
- Operation wealth creation



— The Hope Initiative

In November 2020, LMA launched the **Hope Initiative.** LMA offered a US \$10,000 grant, and a production of a short film about the project to increase awareness and inspire others. After reviewing all the wonderful inspirational projects that had we received, three finalists were chosen and introduced to the public via LMA's website and social channels. At the end of the process, a single project was chosen **– La Higuera.**

Founded in 2003,

La Higuera supports rural communities in Rosario Argentina. The rural communities the project supports are located in isolated areas with no access to medical facilities, healthy nutritious food and even clean drinking water.

Besides providing medical services to the local communities, La Higuera provides long-term agricultural and food education to the locals, teaching them to grow their own food, how to provide nutritious food to children, and how to produce sustainable agriculture in remote areas.





— The Hope Initiative

With LMA's support, they are planning to help at least 20 local families create their own independent produce, which includes:

- Growing watermelons, pumpkins and corn
- Beekeeping and honey production
- Production of "Dulce de leche" from goats' milk
- The production of carob

The local economy this project will create will help at least 20 families achieve financial independence and directly influence the lives of 300 families in the area.





- "Cholo Paltai" Project, India

The "Cholo Paltai" group lead by Bikram Paul, our global head of financial planning and analysis, continues to expand our corporate social responsibility endeavours to India.

April, 2021 LMA helped 110 families in the rural areas of West Bengal by giving them food and other essential items. The locals were unemployed at the time and did not have access to food because of the pandemic's impact on India.



"Operation Wealth Creation"

The Uganda government created operation wealth creation (OWC) in July 2013 to transform subsistence farmers into commercial farmers to end poverty.

By mobilizing the masses to engage in commercial agricultural activities, it's possible to boost household incomes. As LMA is committed to improving farmer livelihoods, we partook in the movement. As a supporter we provided farmers with quality fertilizers to ensure the quality of the final product.

We also saw the need for upskilling and training amongst farmers. We are currently collaborating with the Ugandan government and The National Agriculture Advisory Services (NAADS) continue to work together to ensure that Uganda's farmers receive quality farming inputs and are taught modern agricultural methods to promote the OWC.







We are pleased to confirm that Lemarc Agromond reaffirms its support to of the Ten Principles of the United Nations Global Compact in the areas of **Human Rights, Labour, Environment and Anti-Corruption.** As we evolve into a global agri-nutrition company, driven by sustainability, we focus on ensuring that all social, ethical and environmental requirements are followed, as they relate to our company, our customers, our suppliers and our partners. We are committed to sustainability in all business activities and aim to apply the highest ethical standards in order to ensure the long-term success of our group.

In our first annual Communication on Progress we will talk about the measures we have undertaken to incorporate the principles into our business strategy and operations. Further, through our annual COP reports and annual sustainability reports we will keep all our stakeholders updated on our progress. Moving forward into the post-pandemic world we will strive to intensify our work on improving our sustainability performance and helping achieve the United Nations' Sustainable Development

David Ollech

Chief Executive Officer



— Sustainable Future

Our Mission and Vision

SUSTAINABLE FOOD, ECOSYSTEMS, AND RURAL COMMUNITIES.

- Purpose of our business operations: Integrate along the Agri-value chain to secure a sustainable future for food, ecosystems, and rural communities.
- Our vision:

 To be a leading global plant-based food company committed to sustainably feed the world.

- Sustainable Future

Our four priority areas Impact on SDG's:

Food Security







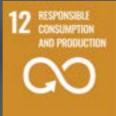






Nutrition





Farmer Livelihoods













Healthy Ecosystems









— Our Four Priority Areas



Food Security

Lemarc Agromond is focused on increasing sustainable production of food. Through our active participation in agriculture and food systems, we work to improve the production of high quality food around the world.

We also promote the application and use of innovative technologies and practices, agricultural and food sciences, research, and development, as well as the transfer of technology, including for smallholders' systems.



Nutrition

Through increasing sustainable production and productivity of safe, nutritious, diverse, and ethically produced food and reducing food waste and loss, we will promote the availability of safe, high-quality food with nutritional value.

— Four Priority Areas



Farmer Livelihoods

We respect the fundamental principles and rights at work as defined in the ILO core conventions and support the effective implementation of other international labour standards, including eliminating child labour. Through our projects we create new jobs and foster decent work through improved working conditions, occupational health and safety, paying a living income, and training.



Healthy Ecosystem

We work to prevent, minimise, and remedy our impact on air, land, soil, water, forests, and biodiversity. We also support and conserve local and global biodiversity and genetic resources and contribute to the restoration of ecosystem functions and services, recognising the role played by indigenous peoples and local communities.

— Sustainable Future

Lemarc Agromond reports on the following areas of

UN GLOBAL COMPACT'S PRINCIPLES

Lemarc Agromond has subscribed to the UN Global Compact's ten principles and will publish its first GRI sustainability report in December, 2021. For the purpose of this submission we will report on the following areas:

- Human Rights
- Labour
- Environment
- Governance

- Human Rights

Our Human Rights policies are in line with the UN Guiding Principles. We currently have 130 full-time employees across eight countries.

LMA follows its Supplier Code of Conduct to ensure sustainability in all processes. We require all suppliers to comply with local laws of the countries and fulfill their social responsibilities. They are expected to respect human rights, ensuring none of their employees face harassment of any kind or abuse of any form. Additionally, they should pay a minimum wage as per local laws, and give overtime benefits when necessary.

As per our centralised code of conduct, based on ILO's conventions, the use any form of child labour is prohibited by any of our companies or suppliers .

For Full Time Employees (FTEs), LMA respects the freedom of association, employee's rights to advocacy and collective bargaining. LMA understands that its employees are its most important stakeholder, and their protection is key. All decisions relating to hiring, remuneration, advancement and training are taken solely on the basis of skill qualification and experience. LMA has strict centralised policies that forbid discrimination in any form on the basis of nationality, race, gender, language, disability or sexual orientation. We have set processes in place to report harassment of any kind. Any incident reported will be seriously investigated and escalated as appropriate, and action will be taken.



- Human Rights

Measurement of Outcome:

- No employees were laid off on account of the pandemic.
- 5% turnover in employees in FY 2020 which is a drop from 8% employee turnover in 2019.
- **Five out of six** new hires in the current financial year (FY20) **are women.**
- As confirmed in the self-assessment questionnaire sent to all suppliers, they agree to acknowledge and embed the centralised policies around human rights and their respective obligations listed in the Supplier Code of Conduct.



Labour - Modern Slavery

LMA recognises CDC's definition of modern slavery as set out below:

ABUSE Abuse of vulnerability

DECEPTION Deception in terms of employment conditions

RESRICTION Restriction of movement

ISOLATION Isolation

VIOLENCE Physical and sexual violence

INTIMIDATION Intimidation and threats

RETENTION Retention of identity documents

WITHHOLDING Withholding of wages

ABUSIVE Abusive working conditions

EXCESSIVE Excessive overtime

Modern slavery and its manifestations (including forced labour, debt bondage, money laundering and human trafficking) are prohibited practices in LMA and all LMA investee companies.



Labour - Considerations by LMA

01

For the group, the Human Resources Team sends a screening questionnaire to all employees to understand if they are facing any concerns.

02

All our suppliers regularly conduct a robust risk assessment to identify and remediate any risks, as necessary.

03

Ally with organizations like "Stronger Together" to ensure employees are informed, motivated and prepared with key resources to deal with modern slavery.

04

Update LMA's internal policies by referring to ever evolving sources such as FAST initiative and ILO: Global Estimates of Modern Slavery: Forced Labour and Forced Marriage (2017)



Labour - Gender Equality

Gender equality and promotion of equal opportunity is important to LMA. The following are measures LMA has undertaken to prevent any gender-based discrimination:

Ensure recruitment, retention and advancement decisions are based solely on candidate merit and not based on gender.

Ensure advertising and recruitment does not create implicit gender bias because of the location or type of adverts.

Ensure recruitment panels include both men and women.

Promote men and women equally.

Pay equal wages and provide equal benefits to men and women for equal work. LMA has achieved 100% gender pay parity.

Conduct regular fair-pay reviews.

Provide maternity leave that is equivalent to or better than national requirements and proactively provide necessary facilities and services, e.g. breastfeeding facilities.

Guarantee that after maternity leave the worker can return to the same or an equivalent job with no substantial change in contractual or other relevant terms.



Labour - Gender Equality

Ensure that redundancy and downsizing decisions are not biased against women.

Implement an accessible, confidential, and fair grievance mechanism. Its procedures enable women to report workplace grievances (including incidences of intimidation and sexual harassment) and have a process to address them effectively.

Additionally, to address Gender Based Violence and Harassment (GBVH), LMA has undertaken the following precautionary measures:

Strengthening leadership and company culture.

Developing and communicating GBVH policies and codes of conduct.

Strengthening recruitment and performance assessments.

Delivering training and awareness, both internally among workers and externally among communities and service users.

Working with contractors and suppliers to address GBVH.



Labour - Labour Rights

At LMA we have policies and practices that address the following points:

- **Non-discrimination** and equal opportunity: We make employment decisions based on the principles of equal opportunity, fair treatment and suitability for the role, and not on unrelated personal charac teristics such as age, ethnicity, gender, sexuality or physical attributes).
- Working conditions and terms of employment: We clearly communicate employees' entitlement to wages and benefits, working hours, sick leave, overtime arrangements and compensation, maternityleave, childcare, and holiday. These comply with national laws.
- **Freedom** of association and collective bargaining: LMA grants employees the right to associate freely and bargain collectively by forming and joining workers' organisations or through alternative means.
- **Child labour** and forced and bonded labour: LMA stands against child labour and forced labour. We do not employ forced labour (this refers to any work or service that is not voluntarily performed by an individual, but is executed under threat of force or penalty), or bonded labour (where a person works to repay a debt or other obligation).



- Labour - Labour Rights

• **Supply chains:** LMA has set out the standards they expect suppliers to uphold, including a focus on child and forced labour in sectors where these are known to be present. An annual risk assessment exercise is car ried out to ensure any risks are caught and mitigated.

Measurement of Outcomes:

- The average view on working conditions at LMA by employees was "positive" according to our internal organizational survey.
- As well as regular mandatory trainings, all FTEs are trained on the following:
- **1.** What we mean by gender and gender equality
 Different cultural and social backgrounds, including socially-constructed roles and intersectionality.
- 2. Legal background how to avoid and deal with direct and indirect sex and gender discrimination, harassment and victimisation.



Labour - Labour Rights

- **3**. Current issues in workplace gender equality
- 4. Recognising and tackling unconscious gender bias
- **5.** The relationship between language, communication and gender
- 6. How to develop language and communication that builds positive, supportive workplace relationships
- **7.** How to be a champion of gender equality in the workplace
- **8.** Strategies for promoting gender equality throughout organisations
- **9.** Transgender and non-binary gender awareness
- **10.** How to challenge gender inequalities in the workplace
- **11.** Common workplace gender equality case studies and scenarios
- **12.** Gender equality and my role: personal problem-solving and action-planning.



— Environment

BIODIVERSITY CONSERVATION: Protecting and conserving biodiversity in all its forms is fundamental to sustainable development. It is also vital for the goods, services and operational activities that rely on a healthy ecosystem in order to function, or for those that could significantly impact biodiversity.

AT LMA we identify risks and potential impacts via a formal environmental and social impact assessment (ESIA) or through a shorter, less formal biodiversity assessment, depending on their nature and scale. Our management systems are compliant with local laws and regulations.

CLIMATE CHANGE: At LMA we use a comprehensive E&S checklist that enables us to assess climate change risks and opportunities proactively and incorporate these factors into investment strategies. For all projects we undertake a systematic review of climate change risks and the potential impact on the geographical location of the business and associated business activities, including the supply chain; and whether the business sector or individual business is particularly vulnerable. Where possible we mitigate risks by using renewable or low-carbon energy sources, climate-smart agricultural, forestry and livestock management practices, reducing fugitive emissions and reducing instances of gas flaring.



Environment

RESOURCE EFFICIENCY: The design of consumption and production systems is central to resource efficiency from the choice of resource inputs to the exchange of waste material becoming feedstock for another, to recovery of materials at the end of their life. The idea of creating a 'circular economy' promotes the transformation of final by-products into useful inputs elsewhere by re-purposing or recycling them.

At every point in the supply chain, LMA strives to reduce overall resource usage, to promote environmental stewardship and to save costs. Examples of these activities include:

- Reducing water use, by managing the water consumption associated with specific production processes and/or other business activities.
- Decreasing energy use, by managing the energy consumption associated with specific business processes and supporting utilities and investing in renewable energy sources.
- Reducing raw material use at facility level, which also serves to avoid solid waste generation, by managing resource consumption associated with specific processes.



— Environment

- For all projects LMA tries to:
 - Identify opportunities to reduce water, energy and raw material usage levels over time at each stage of the product or project life cycle.
 - Record any initiatives that are enacted and track the efficiency savings that are subsequently realised.
 - Enable the company to move towards a more resource-efficient business model.

Measurement of Outcomes:

- Since becoming a signatory to the UNGC, we have drafted environmental policies and introduced trainings for our suppliers to be able to incorporate sustainability into the supply chain.
- Environmental assessments are now being carried out for all projects. The results of the evaluations will determine the goals and targets for the projects.



Governance

Robust, effective corporate governance and business integrity can enhance a company's reputation, improve internal controls, and ultimately help it seek commercial backing.

It can also help mitigate compliance, reputational, and operational risks, and protect companies from the large fines and jail time that can result from unethical behaviour.

Anti-corruption:

- A clear statement of the policy.
- Procedures for screening agents and procuring material goods and services.
- Systematic communication of the policy and procedures.
- A register of all gifts and hospitality given and received, subject to a minimum threshold.
- A clear statement in the annual accounts and reports that the Board is satisfied that the anti-corruption policy has been effectively implemented.



— Governance

Anti-Money Laundering:

- AML policy
- Annual reporting
- Staff training
- Record keeping

Corporate Governance

- Corporate Governance Progression
- Corporate Governance self-assessment questionnaire
- Staff training

Whistleblowing

- A clear statement of the policy
- Systematic communication of the policy and procedures
- A clear statement in annual accounts and reports that the Board is satisfied that the whistleblowing policy has been effectively implemented.
- Staff training on whistleblowing



— Governance

Measurement of Outcomes:

- All employees were trained.
- Lemarc did not detect any indication that LMA or any of the associates would be complicit in activities that would be in breach of any UNGC principles.





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