

# Global reporting initiative index and databook 2021



## Key



GRI = [Global Reporting Initiative](#)

SDGs = [United Nations Sustainable Development Goals](#), as [mapped to the Global Reporting Initiative](#)

Viterra FYR = [Viterra full-year report 2021](#)

Viterra SR = [Viterra sustainability report 2021](#)

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Standard disclosures</b>							
<b>Organisational profile</b>							
GRI 102	102-1	Name of the organisation	Viterra Limited				
GRI 102	102-2	Activities, brands, products and services	Viterra SR: <a href="#">Who we are (page 5)</a> Viterra website: <a href="#">What we do</a>				
GRI 102	102-3	Location of headquarters	Blaak 31 3011 GA Rotterdam Netherlands				
GRI 102	102-4	Location of operations	Viterra SR: <a href="#">Network map (page 6)</a>				
GRI 102	102-5	Ownership and legal form	Viterra SR: <a href="#">Who we are (page 5)</a> <a href="#">Disclaimer (page 47)</a>				
GRI 102	102-6	Markets served	Viterra SR: <a href="#">Who we are (page 5)</a> Viterra website: <a href="#">What we do</a>				
GRI 102	102-7	Scale of the organisation	Viterra SR: <a href="#">Network map (page 6)</a> Viterra FYR: <a href="#">FY 2021 in numbers (page 14)</a>				
GRI 102	102-8	Information on employees and other workers	Viterra SR: <a href="#">Our people (page 16)</a>				All 2021 numbers represent data as at 31/12/2021.
		Total workforce	Total workforce	17,331	17,275	8, 10	2020 values have been restated for deconsolidation of Renova San Lorenzo, as this recently acquired entity did not meet the test of operational control.
		Total employees	Total employees	78%	76%	8, 10	
		Total contractors	Total contractors	22%	24%	8, 10	

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GRI 102	102-9	Supply chain	Viterra SR: <a href="#">Who we are (page 5)</a> Viterra website: <a href="#">What we do</a>				
GRI 102	102-10	Significant changes to the organisation and its supply chain	Viterra SR: <a href="#">A message from our Chief Executive Officer (page 3)</a>				
GRI 102	102-11	Precautionary principle or approach	Viterra SR: <a href="#">Our sustainability approach (page 8)</a> Viterra website: <a href="#">Sustainability &gt; Our approach</a>				
GRI 102	102-12	External initiatives	Viterra SR: <a href="#">Our partners (page 14)</a> <a href="#">Sustainable supply chains (pages 26-27)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; External partners</a>				
GRI 102	102-13	Membership of associations	Viterra SR: <a href="#">Our partners (page 14)</a> <a href="#">Sustainable supply chains (pages 26-27)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; External partners</a>				
<b>Strategy</b>							
GRI 102	102-14	Statement from senior decision-maker	Viterra SR: <a href="#">A message from our Chief Executive Officer (page 3)</a>				
GRI 102	102-15	Key impacts, risks and opportunities	Viterra SR: <a href="#">Our sustainability approach - Materiality and risk identification (page 12)</a> <a href="#">A message from our Chief Executive Officer (page 3)</a>				
<b>Ethics and integrity</b>							
GRI 102	102-16	Values, principles, standards and norms of behaviour	Viterra SR: <a href="#">Our sustainability approach (pages 8-10)</a> Viterra website: Who we are > Governance > Our policies > <a href="#">Code of conduct</a>				

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
GRI 102	102-17	Mechanisms for advice and concerns about ethics	Viterra SR: <a href="#">Our sustainability approach - Code of conduct (page 9)</a> Viterra website: <a href="#">Who we are &gt; Governance &gt; Reporting misconduct</a>				
<b>Governance</b>							
GRI 102	102-18	Governance structure	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11)</a> Viterra website: <a href="#">Who we are &gt; Our leadership</a>				
GRI 102	102-19	Delegating authority	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11), 2021 sustainability summit (page 12)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; Monitoring our performance</a>				
GRI 102	102-20	Executive-level responsibility for economic, environmental and social topics	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11)</a>				
GRI 102	102-22	Composition of the highest governance body and its committees	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11)</a> Viterra website: <a href="#">Who we are &gt; Our leadership</a>			5	The Board has one committee: the Audit and Risk Committee, consisting of all board members.
GRI 102	102-23	Chair of the highest governance body	Viterra website: <a href="#">Who we are &gt; Our leadership</a>				
GRI 102	102-25	Conflicts of interest	Viterra website: <a href="#">Who we are &gt; Governance &gt; Our policies &gt; Code of conduct</a>				Viterra Limited has a Code of conduct and Conflict of interest policy.
GRI 102	102-26	Role of highest governance body in setting purpose, values and strategy	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11)</a>				The Board reviews and approves the proposals by the Global sustainability committee.
GRI 102	102-32	Highest governance body's role in sustainability reporting	Viterra SR: <a href="#">Our sustainability approach - Global sustainability committee (page 11)</a>				
GRI 102	102-33	Communicating critical concerns	Viterra website: <a href="#">Who we are &gt; Governance &gt; Reporting misconduct</a>				Critical concerns are discussed with the Board on a regular basis.

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<b>Stakeholder engagement</b>							
GRI 102	102-40	List of stakeholder groups	Viterra SR: <a href="#">Our sustainability approach - Stakeholder engagement (page 9)</a>				
GRI 102	102-41	Collective bargaining agreements	Percentage of employees covered by collective bargaining agreement	61%	76%	8	The 2020 percentage includes the total number of employees represented by an independent trade union or covered by collective bargaining agreements, compared to our total number of employees. Due to privacy concerns, the 2021 percentage is based upon a different reporting approach, reflecting the portion of our reporting entities having at least some employees who are covered by collective bargaining agreements, weighted by number of employees.
GRI 102	102-42	Identifying and selecting stakeholders					Gathered internally but not reported externally.
GRI 102	102-43	Approach to stakeholder engagement	Viterra SR: <a href="#">Our sustainability approach - Stakeholder engagement (page 9)</a>				We engage with relevant stakeholder groups, at the corporate, regional and local levels, to build meaningful relationships and understand their expectations and aspirations. Our understanding of the topics of interest taken from this engagement have been included into our risk materiality processes, to establish the areas of focus for our sustainability strategic review and the information we disclose in our sustainability reporting.
GRI 102	102-44	Key topics and concerns raised	Viterra SR: <a href="#">Our sustainability approach - Materiality and risk identification (page 12)</a>				

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<b>Reporting practice</b>							
GRI 102	102-45	Entities included in the consolidated financial statements	Viterra FYR: <a href="#">Note 31. Principal operating, finance and industrial subsidiaries and investments (pages 86-87)</a>				
GRI 102	102-46	Defining report content and topic boundaries	Viterra SR: <a href="#">About this report (page 4)</a> <a href="#">Our sustainability approach - four pillars (page 8)</a> <a href="#">Materiality and risk identification (page 12)</a>				The content of our sustainability report has been based upon the four pillars of our sustainability strategy, further informed by our risk materiality assessment.
GRI 102	102-47	List of material topics	Viterra SR: <a href="#">Our sustainability approach - four pillars (page 8)</a> <a href="#">Materiality and risk identification (page 12)</a>				The content of our sustainability report has been based upon the four pillars of our sustainability strategy, further informed by our risk materiality assessment.
GRI 102	102-48	Restatements of information	Viterra SR: <a href="#">About this report (page 4)</a> <a href="#">Key performance indicators (KPIs) (pages 42-43)</a>				2020 health, safety and environmental KPIs have been restated following deconsolidation of Renova San Lorenzo operations, as this recently acquired entity did not meet the test of operational control. Additionally, a few health and safety incidents were reclassified to ensure accuracy of data. Water input indicators were restated to include water from imported steam at two facilities. Energy indicators were restated following inclusion of emergency usage of Diesel at a facility during down time of a gas generator and accounting for energy value of returned steam at another facility. Finally, data from SAMSA business have been deconsolidated from our environmental intensities and totals. The SAMSA business is a storage and handling business, with associated storage and handling sites not consolidated into production intensity-based environmental metrics of our processing sites.
GRI 102	102-49	Changes in reporting	Viterra SR: <a href="#">About this report (page 4)</a>				

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<b>Report profile</b>							
GRI 102	102-50	Reporting period	1 January 2021 to 31 December 2021				
GRI 102	102-51	Date of most recent previous report	June 2020				
GRI 102	102-52	Reporting cycle	Annual				
GRI 102	102-53	Contact point for questions regarding the report	info@viterra.com				
GRI 102	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option				
GRI 102	102-55	GRI Content Index	Viterra GRI index and databook 2021 (this document)				
GRI 102	102-56	External assurance	Viterra SR: <a href="#">About this report (page 4)</a> <a href="#">Assurance statement (page 44)</a>				

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<b>Management approach</b>							
<b>Management approach</b>							
GRI 103	103-1	Explanation of the material topic and its Boundary	Viterra SR: <a href="#">Our sustainability approach (pages 8-12)</a> <a href="#">About this report (page 4)</a> Viterra website: <a href="#">Sustainability &gt; Our approach</a>				
GRI 103	103-2	The management approach and its components	Viterra SR: <a href="#">Why it matters and Our approach sections within each material topic chapter</a>				
GRI 103	103-3	Evaluation of the management approach	Viterra SR: <a href="#">'Our performance' section within each material topic chapter</a>				



GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Specific standard disclosures</b>							
<b>Economic</b>							
<b>Economic performance</b>							
GRI 201	201-DMA	Disclosure on management approach	Viterra FYR: <a href="#">A message from our Chief Financial Officer (pages 15-18)</a> Viterra SR: <a href="#">Who we are (page 5)</a> Viterra website: <a href="#">What we do</a> Who we are > Governance > Our policies > <a href="#">Group tax policy</a>				
GRI 201	201-1	Direct economic value generated and distributed	Viterra FYR: <a href="#">Consolidated statement of income (page 25)</a> <a href="#">Note 20, Personnel costs and employee benefits (page 65)</a> Viterra SR: <a href="#">Community - Our performance in 2021 (page 35)</a>			8	
GRI 201	201-3	Defined benefit plan obligations and other retirement plans	Viterra FYR: <a href="#">Note 20, Personnel costs and employee benefits (page 65)</a>				
<b>Tax</b>							
GRI 207	207-1	Approach to tax	Viterra website: Who we are > Governance > Our policies > <a href="#">Group tax policy</a>			1, 17	
GRI 207	207-2	Tax governance, control and risk management				1, 17	
GRI 207	207-3	Stakeholder engagement on tax				1, 17	

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Environmental</b>							
<b>Materials</b>							
GRI 301	301-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Sustainable supply chains (pages 26-27)</a> Viterra website: <a href="#">Sustainability &gt; Environment</a>				
GRI 301	301-1	Materials used by weight or volume	Viterra FYR: <a href="#">Global map (pages 6-7)</a> <a href="#">A message from our Chief Financial Officer - Marketing volumes sold (page 16)</a>			12	
<b>Energy</b>							
GRI 302	302-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach (pages 24-25)</a> <a href="#">Energy consumption and greenhouse gas (GHG) emissions (page 28)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Reducing emissions and energy consumption</a>				
GRI 302	302-1	Energy consumption within the organisation	Direct energy (TJ)	23,985	25,527	8, 12, 13	
			- Coal (%)	2.5%	2.0%	8, 12, 13	
			- Natural gas (%)	19.0%	21.9%	8, 12, 13	
			- Mineral oil (diesel, petrol etc) (%)	4.4%	4.2%	8, 12, 13	
			- Renewable (biomass, biofuel, wood etc) (%)	74.1%	71.9%	8, 12, 13	
			- Other sources (%)	0.0%	0.0%	8, 12, 13	
			Indirect energy (TJ)	7,675	7,530	8, 12, 13	Also known as purchased energy, this includes electricity, steam, heat and cooling purchased from third parties.
			- Non-renewable (%)	97.3%	95.7%	8, 12, 13	
- Renewable energy (%)	2.7%	4.3%	8, 12, 13	This includes electricity purchased in low carbon grids (with a grid emission factor of 25 gr CO <sub>2</sub> per kWh or less).			

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
			Renewable energy share of total energy usage (%)	56.8%	56.5%	8, 12, 13	The share of renewable energy includes consumption of biomass, biofuels, wood, as well as the electricity, steam or heat purchased from renewable sources like hydropower. This number is a percentage of our total energy consumption.
	302-3	Total energy intensity	MJ energy/mt processed	1,544	1,575	8, 12, 13	Total energy intensity is the sum of all direct and indirect energy from all sources, both renewable and non-renewable, related to total tonnes processed.
	302-3	Total non-renewable energy intensity	MJ energy/mt processed	667	685	8, 12, 13	Total non-renewable energy intensity is the sum of all direct and indirect energy from all sources, both renewable and non-renewable, related to total tonnes processed.
<b>Water</b>							
GRI 303	303-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach (pages 24-25)</a> <a href="#">Water extraction (page 29)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Reducing emissions and energy consumption</a>			6	
GRI 303	303-1	Water withdrawal by source	Total water withdrawal (million m <sup>3</sup> )	117	122	6, 12	
			Of which from rice farming assets (million m <sup>3</sup> )	106	109	6, 12	Viterra's rice farming assets in South America contribute to 90% of total water withdrawal, primarily from dams fed by rainwater. As per May 2022 these rice farming assets are divested.
			Surface Water (million m <sup>3</sup> )	17	7	6, 12	
			Sea Water (million m <sup>3</sup> )	-	-	6, 12	
			Groundwater (million m <sup>3</sup> )	2	3	6, 12	
			Rainwater (million m <sup>3</sup> )	95	109	6, 12	This includes primarily rainwater withdrawn at our rice farming operations.
			Potable Water (million m <sup>3</sup> )	1	1	6, 12	
Other water from third parties (million m <sup>3</sup> )	2	2	6, 12				

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
			Water withdrawal intensity (m <sup>3</sup> per metric tonnes processed)	5.71	5.79	6, 12	Total water withdrawal is the sum of all water drawn from surface water, groundwater, seawater, drinking water or a third party for any use, related to total tonnes processed.
<b>Biodiversity</b>							
GRI 304	304-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach, Sustainable supply chains (pages 24-27)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Eliminate deforestation and look after valuable and protected areas</a> , Contribute to sustainable supply chains > <a href="#">Soy sustainability policy for South America</a>			6	
GRI 304	304-1	Sites near areas of high biodiversity value	Viterra SR: <a href="#">Environment - Our performance in 2021 (pages 25)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; External partners &gt; Soft Commodities Forum &gt; reports</a>			6, 15	
GRI 304	304-2	Impacts on biodiversity	Viterra SR: <a href="#">Environment - Our performance in 2021 (pages 25)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; External partners &gt; Soft Commodities Forum &gt; reports</a>			6, 15	

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Emissions</b>							
GRI 305	305-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach (pages 24-25), Energy consumption and greenhouse gas (GHG) emissions (page 28)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Reducing emissions and energy consumption</a>				
GRI 305	305-1	Direct (Scope 1) GHG emissions	Direct emissions (thousand tonnes CO <sub>2</sub> e)	393	445	3, 12, 13, 15	Total Scope 1 GHG emissions of our processing assets. All sources of fossil energy consumed at our sites are included. GHG monitored are CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O. Fuel consumed by company cars are not included in Scope 1. Emissions are calculated as per the GHG Protocol, on the basis of the operational control approach. Global Warming Potential rates as per IPCC AR5 have been applied.
			- Coal (%)	13.2%	11.6%		
			- Natural gas (%)	57.6%	70.7%		
		- Mineral oil (diesel, petrol etc) (%)	17.6%	17.8%			
		Biogenic GHG emissions	Biogenic GHG emissions (thousand tonnes CO <sub>2</sub> e)	2,158	2,213	3, 12, 13, 15	Total biogenic GHG emissions of our processing assets. This includes all renewable fuels applied at these sites, primarily consumption of by-products and organic waste streams from our processing sites like bagasse at our sugarcane operations and husks at other processing sites.
GRI 305	305-2	Energy indirect (Scope 2 location based) GHG emissions	Indirect emissions (thousand tonnes CO <sub>2</sub> )	690	606	3, 12, 13, 15	Total Scope 2 (location based) GHG emissions of our processing assets. Local grid emissions are applied as defined by IEA, NGA Australia, eGrid USA and Environment Canada. Emissions are calculated as per the GHG Protocol, on the basis of the operational control approach. Global Warming Potential rates as per IPCC AR5 have been applied.
	305-1, 305-2	Total greenhouse gas emissions (Scope 1 + Scope 2 location based)	Total emissions (thousand tonnes CO <sub>2</sub> e (Scope 1); thousand tonnes CO <sub>2</sub> (Scope 2))	1,084	1,052	3, 12, 13, 15	Total Scope 1 + 2 (location based) GHG emissions of our processing assets. All sources of energy consumed at our sites are included. GHG monitored are CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O. Fuel consumed by company cars are not included in scope 1. For scope 2 (location based) emissions the local grid emissions are applied as defined by IEA, NGA Australia, eGrid USA and Environment Canada. Emission are calculated as per the GHG Protocol, on the basis of the operational control approach. Global Warming Potential rates as per IPCC AR5 have been applied.

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
	305-4	Greenhouse gas emissions intensity - processing assets	kg CO <sub>2</sub> e/mt processed	52.85	50.12	13, 15	Total Scope 1 + 2 (location based) GHG emissions of our processing assets expressed in kg CO <sub>2</sub> e per mt processed. All sources of energy consumed at our sites are included. GHG monitored are CO <sub>2</sub> , CH <sub>4</sub> and N <sub>2</sub> O. Fuel consumed by company cars are not included in scope 1. For scope 2 (location based) emissions the local grid emissions are applied as defined by IEA, NGA Australia, eGrid USA and Environment Canada. Emission are calculated as per the GHG Protocol, on the basis of the operational control approach. Global Warming Potential rates as per IPCC AR5 have been applied.
	305-4	Greenhouse gas emissions intensity - time chartered shipping: energy efficiency operational indicator (EEOI)	gr CO <sub>2</sub> /nautical mile tonne	7.69	8.70	13, 15	EEOI as defined by IMO to indicate the operational efficiency of a fleet of transport vessels. Time charter only. EEOI = gr CO <sub>2</sub> emission/(Nautical miles sailed * tons cargoed). We apply emission factors in accordance with the IMO: Diesel & Gas oil: 3.206 t CO <sub>2</sub> /t fuel; Heavy Fuel Oil: 3.114 t CO <sub>2</sub> /t fuel.
		Decarbonisation credits generated	credits equivalent to one tonne of greenhouse gas emissions		80,000		Decarbonisation credits issued under Brazil's RenovaBio national biofuels policy. Our Bioenergia sugarcane mills produce ethanol, which is a biofuel. For each tonne of greenhouse gas emission avoided through production of ethanol, one decarbonisation credit is issued.

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<b>Effluents and waste</b>							
GRI 306	306-DMA	Disclosure on Management Approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach, Water extraction (page 29)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Minimise impact on water</a>				
GRI 306	306-1	Water discharge by destination	Total discharged water (million m <sup>3</sup> )	110	114	3, 6, 12	
			Water discharges to surface water (million m <sup>3</sup> )	108	3	3, 6, 12	This concerns primarily irrigation water as applied at our South American rice farming facilities.
			Water discharges to sea/ocean water (million m <sup>3</sup> )	0	0	3, 6, 12	
			Water discharges to offsite treatment (million m <sup>3</sup> )	0	0	3, 6, 12	
			Water exported to a third party (million m <sup>3</sup> )	2	2	3, 6, 12	
GRI 306	306-3	Significant spills	Number of significant spills and environmental incidents	1	6	3, 6, 12	Significant spills and environmental incidents are those reported under categories 3 (moderate), 4 (major) and 5 (catastrophic) according to Viterra's classification scheme. We had six environmental incident classified as a category 3, related to field fires at partners' sugarcane farms in South America, following severe levels of drought. This incurred the support of our operations' fire brigade.
			Volume of significant spills (m <sup>3</sup> )	-	-	3, 6, 12	

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Supplier environmental assessment</b>							
GRI 308	308-DMA	Disclosure on management approach	Viterra SR: <a href="#">Environment - Why it matters, Our approach, Sustainable supply chains (pages 24-27)</a> Viterra website: <a href="#">Sustainability &gt; Environment &gt; Eliminate deforestation and look after valuable and protected areas</a> Contribute to sustainable supply chains > <a href="#">Soy sustainability policy for South America</a>				
GRI 308	308-1	Percentage of new suppliers that were screened using environmental criteria	Viterra SR: <a href="#">Environment - Why it matters, Our approach, Sustainable supply chains (pages 24-27)</a> Viterra website: <a href="#">Sustainability &gt; Our approach &gt; External partners &gt; Soft Commodities Forum &gt; reports</a>				



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<b>Social</b>							
<b>Occupational health and safety</b>							
GRI 401	401-1	Rate of new employee hires	Rate of new employee hires - total (%)		12%		
			Rate of new employee hires - female (%)		14%		
			Rate of new employee hires - male (%)		11%		
GRI 401	401-1	Turnover rate	Employee turnover rate - total (%)		13%		The employee turnover rate includes both voluntary and involuntary terminations.
			Employee turnover rate - female (%)		13%		
			Employee turnover rate - male (%)		13%		
GRI 403	403-DMA	Disclosure on Management Approach	Viterra SR: <a href="#">Health and safety (pages 18-20)</a> Viterra website: <a href="#">Sustainability &gt; Health and safety</a>			8	
GRI 403	403-9	Total number of fatalities	Number of workforce fatalities (employees + contractors)	0	0	3, 8	
		Number of fatalities of employees	Number of employee fatalities	0	0	3, 8	
		Number of fatalities of contractors	Number of contractors fatalities	0	0	3, 8	
		Fatality frequency rate (FIFR): employees + contractors (total workforce)	FIFR (employees + contractors)	0	0	3, 8	
		Fatality frequency rate (FIFR): employees	FIFR (employees)	0	0	3, 8	
		Fatality frequency rate (FIFR): contractors	FIFR (contractors)	0	0	3, 8	
		Total recordable injury frequency rate (TRIFR): employees + contractors	TRIFR (employees + contractors)	6.12	5.44	3, 8	The Total Recordable Injury Frequency Rate (TRIFR) is the sum of: MTIs (Medical Treatment Injuries), RWIs (Restricted Work Injuries), 2LTIs (Lost Time Injuries) and Fatalities, multiplied by 1,000,000, in relation to the Total Hours worked.
		Total recordable injury frequency rate (TRIFR): employees	TRIFR (employees)	6.15	5.48	3, 8	
Total recordable injury frequency rate (TRIFR): contractors	TRIFR (contractors)	6.02	5.25	3, 8			

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
		Disabling Injury Severity Rate (DISR): Employees + contractors	DISR (employees + contractors)	135.8	78.4	3, 8	The Disabling Injury Severity Rate (DISR) is the number of days lost for LTIs (Lost Time Injuries) and restricted for RWIs (Restricted Work Injuries), multiplied by 1,000,000, in relation to the Total Hours worked.
		Disabling Injury Severity Rate (DISR): Employees	DISR (employees)	129.4	78.6	3, 8	
		Disabling Injury Severity Rate (DISR): contractors	DISR (contractors)	163.4	77.5	3, 8	
<b>Diversity and equal opportunity</b>							
GRI 405	405-DMA	Disclosure on management approach	Viterra SR: <a href="#">Our people (page 16)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a>				
GRI 405	405-1	Diversity of governance bodies and employees	Minority group membership			5, 8	Viterra has operations in areas where minority group membership data cannot be collected for privacy reasons. We therefore cannot provide an accurate number.
			Number of female employees	2,941	2,950	5, 8	
			Percentage of female employees (%)	22%	22%	5, 8	
			Percentage of female managers (%)	18%	22%	5, 8	
			Percentage of female senior managers (%)		15%	5, 8	
			Number of female Board directors	0	0	5, 8	

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Non-discrimination</b>							
GRI 406	406-DMA	Disclosure on management approach	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a> , <a href="#">Code of conduct</a>				
GRI 406	406-1	Incidents of discrimination and corrective actions taken	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: Who we are > Governance > Our policies > <a href="#">Modern slavery statement</a>			8	Each reported case of discrimination is carefully analysed and where confirmed, appropriate disciplinary action is taken.
<b>Freedom of association and collective bargaining</b>							
GRI 407	407-DMA	Disclosure on management approach	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a> , <a href="#">Code of conduct</a>				
GRI 407	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: Who we are > Governance > Our policies > <a href="#">Modern slavery statement</a>			8	
<b>Child labour</b>							
GRI 408	408-DMA	Disclosure on management approach	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a> , <a href="#">Code of conduct</a>			8	

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labour	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: Who we are > Governance > Our policies > <a href="#">Modern slavery statement</a>			8	
<b>Forced or compulsory labour</b>							
GRI 409	409-DMA	Disclosure on management approach	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a> , <a href="#">Code of conduct</a>			8	
GRI 409	409-1	Operations and suppliers with risks for forced labour	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: Who we are > Governance > Our policies > <a href="#">Modern slavery statement</a>			8	
<b>Human rights assessment</b>							
GRI 412	412-DMA	Disclosure on management approach	Viterra SR: <a href="#">Human rights (pages 38-39)</a> Viterra website: <a href="#">Careers &gt; Our culture</a> Who we are > Governance > Our policies > <a href="#">Human rights policy</a> , <a href="#">Modern slavery statement</a> , <a href="#">Code of conduct</a>				
GRI 412	412-1	Operations that have been subject to human rights reviews or impact assessments	Viterra SR: <a href="#">Human rights - Our performance in 2021 (page 39)</a>				

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Society</b>							
<b>Local communities</b>							
GRI 413	413-DMA	Disclosure on management approach	Viterra SR: <a href="#">Community (page 34-35)</a> Viterra website: <a href="#">Sustainability &gt; Community and human rights</a> <a href="#">Who we are &gt; Governance &gt; Our policies &gt; Human rights policy</a>			2	
GRI 413	413-1	Local community engagement	Viterra SR: <a href="#">Community - Our performance in 2021 (page 35)</a>				We do not report the total percentage. Our operations are required to identify and assess issues, opportunities and risks of their activities, and to have community engagement and social investment strategies in place, as applicable.
GRI 413	413-2	Operations with significant actual or potential negative impacts on local communities	Viterra SR: <a href="#">Community - Our performance in 2021 (page 35)</a>			2	
<b>Public policy</b>							
GRI 415	415-1	Disclosure on management approach	Viterra website: <a href="#">Who we are &gt; Governance &gt; Our policies &gt; Code of conduct - communications (page 17)</a>				

GRI standard number	Disclosure number	Description	Response/cross reference/unit of measurement	2020	2021	SDGs	Comments
<b>Product responsibility</b>							
<b>Customer health and safety</b>							
GRI 416	416-DMA	Disclosure on management approach	Viterra SR: <a href="#">Food and feed safety (pages 40-41)</a> Viterra website: <a href="#">Sustainability &gt; Food and feed safety</a>				
GRI 416	416-1	Assessment of the health and safety impacts of product and service categories	Viterra SR: <a href="#">Food and feed safety (pages 40-41)</a> Viterra website: <a href="#">Sustainability &gt; Food and feed safety</a>				All our products are tested for quality and food safety by accredited authorities.
GRI 416	416-2	Incidents of non-compliance concerning health and safety impacts of products	Viterra SR: <a href="#">Food and feed safety (page 41)</a> Viterra website: <a href="#">Sustainability &gt; Food and feed safety</a>				