



Archer Daniels Midland Company

Our Commitment to Respect Human Rights

As a global agricultural processor whose purpose is to serve vital needs, Archer Daniels Midland Company connects the harvest to the home worldwide. We source crops from farmers in the world's major growing regions, transport them to more than 270 processing facilities, and convert them into a wide variety of food ingredients, animal feeds and renewable industrial chemicals and energy products.

ADM operates in more than 75 countries around the world, and our 31,000 colleagues are united by six values that demonstrate our insistence on achieving the right results, the right way: Integrity, Respect, Excellence, Resourcefulness, Teamwork and Responsibility. ADM's commitment to human rights embodies and reflects these values, particularly Respect, which we define as follows:

"We feel a deep and genuine regard for the safety and well-being of all people, communities and resources, and we treat them with care and consideration. We demonstrate trust and openness. And, we are good stewards of the environment."

Our role

We believe that although governments have the primary duty to protect and ensure fulfillment of human rights, we have a responsibility to respect human rights and can play a positive role in the communities where we operate. While we generally are not growers, ADM's scale, reach and vast supplier network give us the opportunity to help improve the conditions under which crops are grown, transported and marketed around the world, as well as the lives of those who grow them and of other workers and communities along the supply chain.

We work collaboratively with stakeholders—including other industry participants, governments and NGOs—to address opportunities for improvement in the agricultural supply chain, including worker rights and conditions, on-farm health and safety, and the land rights of indigenous peoples.

ADM also maintains its own standards, policies and practices to ensure that our colleagues, our suppliers and their contractors respect workers' rights and comply with all applicable local, national and international laws governing working conditions.

Scope

This commitment to respect human rights is informed by international law and by the principles of liberty and dignity enshrined in the United Nations Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

This statement applies to all employees, officers, directors, contract workers and agents of ADM, our divisions and our affiliates in all countries. ADM expects that, when working on our behalf, our suppliers, business partners, agents and consultants will uphold the principles of this commitment.

Our standards and expectations

Our standards for ADM colleagues are included in our ADM Code of Conduct, updated in January 2013, which states:

"ADM is committed to honoring the rights of our employees, as well as complying with all applicable wage and hour laws in all areas of the world where we have operations. In addition, ADM expects our business partners to treat their employees with dignity and respect, and follow local employment laws. We will never knowingly use any suppliers who employ or exploit legally underage workers or forced labor. We do not condone such practices."

We will develop and strengthen relationships with contractors and suppliers who are committed to the principles set forth below. We expect that suppliers:

- Never use child labor, or forced and/or bonded labor;
- Do not charge fees to job-seekers in exchange for employment, do not use labor brokers who charge such fees, and do not withhold collateral in the form of money, identification or other personal belongings—without workers' consent—as a condition of employment;
- Have appropriate measures in place to ensure eligibility for employment;
- Maintain systems and procedures designed to keep workers safe and protect them from occupational hazards, harassment and abuse;
- Do not discriminate in employment-related decisions;
- Compensate workers in accordance with all applicable local laws and regulations—including those pertaining to age, minimum wage and hours worked—and provide working conditions that comply with applicable laws and industry norms;
- Respect workers' rights, including the right to freedom of association and collective bargaining;
- Respect land-tenure rights, and the rights of indigenous and local communities to give or withhold their free, prior and informed consent to operations on lands to which they hold legal rights; and
- Work collaboratively with stakeholders to improve working, environmental and safety conditions in agricultural supply chains.

Our commitment

If we learn that any supplier does not satisfy the principles above or misrepresents the conditions under which crops, goods or services have been produced, ADM will take appropriate action. If that supplier does not demonstrate a good-faith effort to address issues in a timely manner, those actions may include exclusion from new direct contracts or the termination of our relationship.

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Process for implementation

A copy of this statement will be provided to ADM's direct suppliers. In addition, it will be posted in areas where we interact with suppliers.

This commitment's provisions also will be communicated directly to employees through internal channels such as the company's annual compliance training, prominent workplace postings, ADM's intranet and other strategic communications vehicles.

In addition, ADM will develop, in a timely manner, a due-diligence process to help identify and effectively address incidents of concern that arise in the agriculture supply chain. This process, when finalized, will be broadly communicated. Following the development of our due-diligence process, we will incorporate these commitments into direct supplier contracts.

We will report publicly on the implementation and results of our commitment to respect human rights.

Issue resolution

Individuals with concerns about supplier-related issues are encouraged to contact the ADM Helpline at www.theadmwayhelpline.com, or call any of the numbers listed in the column at right.

ADM Helpline contact numbers

Argentina	0800.666.2529
Australia	1.800.35.7434
Austria	www.theadmwayhelpline.com
Barbados	1.800.225.5288, then 800.728.7907
Belarus	www.theadmwayhelpline.com
Belgium	0.800.100.10, then 888.288.1446
Belize	811, then 800.728.7907
Bolivia	800.10.0499
Brazil	0800.891.4301
Cameroon	704.540.2821
Canada	1.888.423.6929
Chile	800.360.311, then 800.443.6192
China	10.800.711.0716 or 10.800.110.0657
Colombia	01.800.911.0010, then 888.443.6192
Cote d'Ivoire (Ivory Coast)	704.540.2821
Czech Republic	800.143.472
Dominican Republic	1.800.225.5288, then 800.728.7907
Ecuador	1.800.225.5288, then 800.728.7907
Egypt	www.theadmwayhelpline.com
France	0800.90.0692
Germany	0800.180.7755
Ghana	704.540.2821
Greece	www.theadmwayhelpline.com
Grenada	1.800.225.5288, then 800.728.7907

Guatemala	999-9190 or 138.126, then 800.728.7907
Hong Kong	800.96.1111, then 800.443.1978
Hungary	06.800.011.11, then 844.214.1750
India	000.800.100.1477, or 000.117, then 800.449.1978
Indonesia	001.801.10, then 800.443.1978
Ireland	1.800.558.767
Italy	www.theadmwayhelpline.com
Jamaica	1.800.872.2881, then 800.728.7907
Japan	0034.811.001, then 800.443.1978 or 0101.1.704.540.2821
Malaysia	www.theadmwayhelpline.com
Mexico	001.877.563.6597
Netherlands	0800.023.2274
New Zealand	www.theadmwayhelpline.com
Panama	800.2288, then 800.443.6192
Paraguay	008.11.800, then 800.443.6192
Peru	Peru (Americatel): 0-800-70-088; Peru (Telephonica): 0-800-50- 288; Peru (Telephonica - Spanish): 0-800-50-000, then 800-443-6192
Philippines	www.theadmwayhelpline.com
Poland	0.0.800.111.1678
Portugal	www.theadmwayhelpline.com
Puerto Rico	1.888.423.6929
Romania	www.theadmwayhelpline.com
Russia	www.theadmwayhelpline.com
Singapore	800.110.1569
Slovak Republic	0.800.000.101, then 800.921.7903
South Africa	www.theadmwayhelpline.com
South Korea	www.theadmwayhelpline.com
Spain	900.98.1030
Sri Lanka	www.theadmwayhelpline.com
Switzerland	0800-894669
Taiwan	00.801.10.288.0, then 800.433.6191
Thailand	www.theadmwayhelpline.com
Trinidad and Tobago	704.540.2821
Turkey	0811.288.0001, then 844.214.1750
UAE	8000.021, then 844.214.1750 or 8000.555.66, then 844.214.1750
Ukraine	001.888.613.5345
United Kingdom	0808.234.1568 or 0800.051.9070
United States	1.888.423.6929
Uruguay	000.410, then 800.443.6192
Vietnam	704.540.0551