



CORPORATE RESPONSIBILITY STATEMENT - Richardson International Limited

To our valued customers, suppliers and partners,

Richardson was founded in 1857 with a steadfast commitment to quality and integrity. In the words of our founder, James A. Richardson, "Our goal is to be the kind of business organization in which people can place their trust." As a family-owned company, we continue to stand by those same values.

Today, Richardson International Limited is Canada's largest agribusiness and is recognized as a global leader in agriculture and food processing. Based in Winnipeg, Richardson is a worldwide handler and merchandiser of all major Canadian-grown grains and oilseed and a vertically-integrated processor and manufacturer of oats and canola-based products. As one of Canada's Best Managed Companies, we have over 2,500 employees across Canada and the U.S.

Our commitment to our industry and the people within it is how we set ourselves apart. It is why we are always working to enhance our facilities and services, improve our processes and strengthen our relationships. At Richardson, being truly invested is at the heart of everything we do. We partner with suppliers, manufacturers and distributors that support and share our values.

Sincerely,

A handwritten signature in black ink that reads "Curt Vossen". The signature is written in a cursive, flowing style.

Curt Vossen
President and CEO
Richardson International Limited

OUR BUSINESS

- Richardson International Limited and its subsidiaries and affiliates, including Richardson Oilseed Limited, Richardson Oilseed Products Limited, Richardson Milling Limited, Richardson Milling Inc. and Richardson Pioneer Limited, abides by all applicable laws and regulations in North America, including without limitation those laws relating to labour and employment, workplace health and safety and food safety.
- Richardson has in place and enforces a strict anti-corruption policy which prohibits the company, its directors, officers, agents and employees from engaging in any behaviour which directly or indirectly contravenes applicable anti-bribery or anti-corruption legislation, including the Canadian Corruption of Foreign Public Officials Act, the U.S. Foreign Corrupt Practices Act and the UK Bribery Act 2010.
- Richardson complies with anti-trust and competition laws, prohibiting any agreements or actions that unreasonably restrain trade, are misleading or unreasonably reduce competition.
- Richardson employees nor members of their immediate families may not accept any gifts, payments, loans, fees, services, discounts or other valuable consideration, either directly or indirectly, from any person or organization with whom the company does business or is considering doing business with, if such acceptance would, or could reasonably appear to, influence the objective performance of the employee's duties and responsibilities.
- Richardson understands the importance of protecting the personal information entrusted to us by our customers, suppliers and employees. To maintain confidence, keep sensitive data secure and ensure this information is used only in a responsible and respectful manner, Richardson follows a privacy protection policy. All electronic information is stored in secure data centres using the latest in protective encryption technology, which is continuously monitored and our security systems are audited on an annual basis.

OUR PRODUCTS

- Richardson provides high quality products and ingredients that meet applicable quality and food safety standards. We are committed to supplying customers and consumers with quality safe food products, adhering to the highest ethical, social and environmental standards.
- Richardson regularly monitors, measures, verifies and validates our achievements in quality and food safety with a focus on continuous improvement and operational excellence.
- Richardson's HACCP food safety quality assurance model has been adopted throughout its entire operating business. Richardson facilities undergo rigorous food safety audits conducted by independent third party auditors. Our processing facilities are all Global Foods Safety Initiative (GFSI) standards.
- Richardson takes great care to ensure that all of its food product labeling meets or exceeds applicable guidelines and regulations, and that all marketing and advertising initiatives that are undertaken are truthful and where applicable, supported by scientifically-proven data.
- Richardson's commodity handling and food processing facilities are regularly subject to independent audit as verification of compliance with globally-recognized quality and food safety standards.

OUR PEOPLE

- Richardson's corporate culture embodies the principles of fair treatment, respect, accountability and the recognition that every employee has a valuable contribution to make to our organization's success.
- Richardson ensures its employees, within the context of its business operations, a right to life, personal liberty and personal security as outlined in the United Nations Declaration of Human Rights.
- Richardson adheres to all applicable employment legislation in all of its operations, including those governing minimum wage and overtime and does not use forced or involuntary labour or child labour.

- Recognizing the importance and value of a diverse workforce, Richardson has an Employment Equity Policy in effect and participates in the annual Employment Equity Reporting Program through the federal government, which evaluates the company's efforts to attract, promote and retain individuals from all backgrounds, including recognized target groups.
- Richardson has policies in place to ensure a workplace free of harassment, bullying, violence and intimidation for all employees, contractors and suppliers.
- Richardson complies with all laws protecting the rights of workers to freely associate, organize and bargain collectively without fear of retaliation, intimidation, penalty or interference.

OUR ENVIRONMENT

- Richardson is very aware of the fundamental need to be a responsible steward of land, air and water – our business and the safety and wellbeing of our employees and customers depend on it.
- Richardson conducts business in compliance with all applicable environmental regulations and industry best practices and, where appropriate, adopts environmentally conscientious products and practices with the objective to not only meet but exceed any regulations that are in place.
- Richardson is committed to sustainable practices such as reducing environmental impact, pollution prevention, resource conservation, the protection of human health and the integration of environmental considerations at all levels of our business.
- Richardson facilities operate in compliance with all applicable environmental laws and regulations.
- Richardson's policy on Environmental Stewardship and commitment to continuous improvement ensures practices are in place focusing on the reduction of our environmental footprint and the incorporation of sustainable, environmentally-conscious practices throughout our operations.
- Richardson's focus on environmental stewardship considers potential site-specific impacts related to management practices, waste management systems, pollution prevention, resource conservation, the handling of agriculture products and materials and new construction and expansion projects.

OUR COMMITMENT - HEALTH AND SAFETY

- Richardson is committed to ensuring a safe and healthy workplace for its employees, customers and suppliers by maintaining a work environment that minimizes the risk of occupational injury and eliminates potential hazards.
- Richardson conducts business in compliance with all applicable workplace health and safety regulations and industry best practices by evaluating and controlling workplace hazards through active risk assessment, the evaluation and implementation of controls, employee orientations, ongoing training and development and regular communication
- Richardson's Corporate Health and Safety Program is implemented across all divisions with programs and tools developed to empower all employees to contribute to a safe and efficient work environment and assist with the identification, management and mitigation of operational risk throughout our business.
- Richardson's Health and Safety committees meet regularly to share best practices and ensure safety goals and objectives are met, engaging applicable employees in addressing matters of health and safety, providing a pragmatic approach to the development of corporate policies and programs, research and directives.
- Richardson actively ensures all employees receive appropriate personal protective equipment and training on workplace hazards and risks in order to protect their health and safety and allow them to work in a safe and efficient manner.

OUR COMMUNITY

- As a socially-responsible corporate citizen, Richardson offers its financial support to good causes and charities while being actively involved in our community through volunteering, sponsorship and other programs.
- Richardson is committed to supporting the communities in which our employees and customers live and work. Each year, the company supports dozens of projects and initiatives in communities across Canada. Richardson's charitable giving is done primarily through the Richardson Foundation.
- In addition to the community donations it makes each year, Richardson also works closely with non-profit organizations, which share our values of promoting safe, sustainable and environmentally-conscious agricultural and environmental practices.