

## **ABOUT US**

### **Our organization, structure, and activities**

*Ingredion Canada Corporation and Ingredion Plant Based Protein Specialties (Canada), Inc.*

Ingredion is a leading global ingredients solutions company. We make sweeteners, starches, nutrition ingredients and biomaterials that are used by customers in everyday products from foods and beverages to paper and pharmaceuticals.

We turn grains, fruits, vegetables and other plant materials into ingredients that make crackers crunchy, candy sweet, yogurt creamy, lotions and creams silky, plastics biodegradable and tissues softer and stronger. Our innovative ingredient solutions help customers stay on trend with simple ingredients and gluten-free or high-fiber foods that appeal to today's consumers.

Grounded in our values of Care First, Be Preferred, Everyone Belongs, Innovate Boldly and Owner's Mindset, we employ approximately 11,200 employees around the world. Our customers operate in more than 120 countries and represent 60 diverse sectors including food, beverage, paper and corrugating, brewing and other industries.

As of December 31, 2024, Ingredion employed approximately 11,200 people, of whom approximately 3,200 were located in the U.S. and Canada. Within our Canadian operations, approximately 400 employees are located between our office and three manufacturing sites.

### **The Ingredion supply chain**

We utilize our global network of 46 manufacturing facilities and joint venture partnerships to support key global product lines. Most of our manufacturing process is based on a capital-intensive, two-step process that involves the wet-milling and processing of starch-based materials, primarily corn.

As of January 1, 2024, we re-aligned our operating segments, resulting in three new reportable segments: Texture & Healthful Solutions ("T&HS"), which focuses on providing its solutions to the global market; and Food & Industrial Ingredients - Latin America ("F&I - LATAM") and Food & Industrial Ingredients - U.S./Canada ("F&I - U.S./Canada"), each of which focuses on providing its products to local markets. In addition, we group operating segments that are not individually or collectively classified as a reportable segment as "All Other."

Our sustainable sourcing program is prioritized by tiers. Tier 1 crops include corn, tapioca, potato, pulses, and stevia and will be 100% sustainably sourced by the end of 2025. Tier 1 crops make up nearly 99% of Ingredion agriculture commodities purchased.

Tier 2 crops will be 100% sustainably sourced by the end of 2030 and account for all other crops within the Ingredion network including rice, hydrocolloids, and fruits and vegetables.

Corn (primarily yellow dent) is the primary basic raw material we use to produce starches and sweeteners. We use chips and slices from potato processors as the primary raw material to manufacture potato-based starches. We also use tapioca, particularly in certain of our production processes in the Asia-Pacific region. In addition to corn, potatoes, and tapioca, we use pulses, gums, rice, stevia, yellow peas and sugar as raw materials, among others.

We also utilize specialty grains such as waxy and high amylose corn, as well as proprietary seed varieties in our operations. To secure these specialty grains at the time of our anticipated needs, we contract with certain farmers to grow the specialty corn approximately two years in advance of delivery.

Our Food & Industrial Ingredients US/ Canada business segment consists of 6 manufacturing sites with 2 sites residing in Canada. Our Texture and Healthful solutions business segment consists of 23 manufacturing sites, with 1 site residing in Canada.

Our Asia-Pacific region includes 98 percent ownership of PureCircle Limited (“PureCircle”), one of the leading producers and innovators of stevia sweeteners and flavors for the food and beverage industry.

We utilize a network of tolling manufacturers in various regions in the production cycle of certain specialty starches. We believe our approach to production and service, which focuses on local management and production improvements of our worldwide operations, provides us with a unique understanding of the cultures and product requirements in each of the geographic markets in which we operate.

### **Ingredion suppliers**

Ingredion works with approximately 15,000 global suppliers and approximately 1,300 suppliers located in Canada.

Ingredion Incorporated is an innovative, customer-focused company that has built a reputation for providing the highest quality ingredients to our customers. We expect our Suppliers to share the core values that reflect our principles and business practices. Our core values are Care First, Be Preferred, Everyone Belongs, Innovate Boldly, and Owner’s Mindset.

We can achieve our goals only by working with our suppliers through a partnership approach brought to life through our All Life Partners responsible sourcing program, Global Supplier Code of Conduct, and Supplier Performance Management System:

## **Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour**

### **a) All Life Partners Responsible Sourcing Program**

Ingredion's All Life Partners program reflects our commitment to link sustainability and growth with our suppliers. The main goal of our program is to engage non-agriculture suppliers in transparent and ethical business practices focused on improving the lives of people and the health of the planet. The program includes supplier responsibilities to complete SEDEX self-assessment questionnaires and SMETA 4P audits.

The All Life Partners program launched at the end of 2024 with a subset of suppliers. The program will expand further with additional suppliers in 2025.

### **b) Global Supplier Code of Conduct**

We created our [Global Supplier Code of Conduct \("GSCC"\)](#) to clarify the principles and expectations for Suppliers doing business with us. Our global supply contract templates and purchase order terms and conditions were updated in 2022 to include our Global Supplier Code of Conduct (GSCC). The GSCC is a supporting code to the Ingredion Code of Conduct. This Global Supplier Code of Conduct is based on the Universal Declaration of Human Rights, the principles of the United Nations Global Compact and the conventions of the International Labour Organization (ILO), the principles laid down by the Ethical Trading Initiative (ETI), as well as Ingredion's Code of Conduct.

Ingredion expects all its employees to comply with the law and act ethically in all matters. We have the same expectations of our Suppliers. We expect our Suppliers to commit to the principles expressed in this GSCC, which are an important part of our Supplier selection and evaluation process. The GSCC is based on five principals:

1. Conduct Business Ethically and with Integrity
2. Provide a Healthy and Safe Work Environment
3. Meet Product Quality and Safety Requirements
4. Treat People with Dignity and Respect
5. Support Sustainability and Environmental Stewardship

### **c) Supplier Performance Management System**

At Ingredion Incorporated, the Supplier Performance Management (SPM) system is comprised of principles and processes with a view to drive innovation, business growth and continuous improvement. As we continue to grow as a leading global ingredient solutions company, we use SPM to collaborate with our supply base to strengthen operations, foster quality, safety and

sustainability, and optimize our total cost of ownership. We expect our suppliers to share the core values that reflect our principles and business practices.

A vital component of SPM is continuous supplier performance monitoring. We identify key suppliers through supply base segmentation and monitor performance using metrics developed to drive performance improvements.

#### **d) OneSource**

Ingredion has leveraged the Thompson Reuters - One Source tool since its launch in the Ingredion North America region in 2021. The OneSource tool is integrated with Ingredion's North America SAP and vendor approval system to screen all new North America vendors against a set of over 250+ global Denied Party lists.

#### **d) Diligent Third Party Management System**

Ingredion utilizes Diligent's Third Party Management System (TPMS) to conduct risk-based corruption due diligence of third parties and continuous monitoring. The tool is used at the onboarding of new third parties. In addition to screening these new parties for sanctions, corruption and bribery risk, the TPMS reviews public records to assess whether the third party has any criminal, ethics/human rights violations, litigation, adverse financial, state connections and adverse media reports. This helps weed out companies with issues relating to forced or child labour.

### **APPROACH TO HUMAN RIGHTS**

Our approach to respecting and progressing human rights can be found within our [Human Rights policy](#), Ingredion [code of conduct](#), Global supplier [code of conduct](#) (GSCC), and our [2030 All Life](#) sustainability program. The All Life program has three pillars: Planet Life, Connected Life, and Everyday Life. Our Everyday Life pillar, in particular, focuses on human rights.

We recognize the rights of our employees and those with whom we do business to be treated with dignity and respect, and in accordance with applicable laws. We expect our business partners to do the same. We will not tolerate the exploitation of children or the use of forced labour or human trafficking. Our respect for human rights means:

- Upholding the United Nations Guiding Principles on Business and Human Rights
- Performing appropriate due diligence on potential business partners
- Following our procurement policies when selecting new suppliers

- Paying fairly in the market and meeting or exceeding all legal requirements related to employee pay and benefits
- Respecting employees' rights to organize and bargain collectively

Advancing human rights at Ingredion is brought to life through our four fundamentals:

- Global Due Diligence & Policies
- Trainings, Awareness, and Internal Stakeholder Engagement
- Prevention & Remediation
- Customer & Supplier Engagement

The overall well-being and safety of our employees and customers is one of our top priorities. We continue our strong focus on maintaining an injury-free workplace and invest in training, workplace resources and continuous improvement methodologies to improve safety results and ensure responsible management of all our facilities, particularly in our manufacturing plants, which continue to represent the greatest safety and health risks. A workplace safety goal represents a part of each employee's personal performance objectives each year as we strive to achieve an injury-free work environment.

## **GOVERNANCE AND POLICIES**

At Ingredion, we call Ethics and Compliance “Business Integrity” because we understand that ethical business practices are essential to an inclusive, sustainable, and purpose-driven culture. The Business Integrity Program strives to deliver the ethics and compliance education, training, and tools that empower all our people to confidently live our values and deliver on Ingredion's purpose to bring the potential of people, nature, and technology together to make life better.

The leadership and governance of our Business Integrity Program provides oversight of our program. At the Board level, the Governance and Nominating Committee provides oversight of our corporate governance practices and Business Integrity Program. Senior-level regional and corporate management provide oversight for significant strategies and policies.

The Board has adopted Corporate Governance Principles, designed to promote the effective functioning of the Board's activities, to ensure that we conduct our business in accordance with the highest ethical and legal standards.

The Board's three standing committees—the Audit Committee, the People, Culture and Compensation Committee, and the Corporate Governance and Nominating Committee—each operates pursuant to a written charter adopted by the Board.

In 2023, further efforts continued in aligning oversight of our sustainability activities with the appropriate board committees. This oversight is enhanced through our ESG Executive Advisory

Committee, comprised of six of our executive officers and serves as an oversight group between our Global Sustainability Council and the Board of Directors.

Ingredion's Chief Sustainability Officer (CSO) reports directly to the Chief Executive Officer and shepherds the execution of Ingredion's global sustainability program, including human rights. Numerous business teams are deeply involved in Ingredion's Sustainability and Human Rights program, including our Vice President of Corporate Sustainability reporting directly to the CSO, our Senior Director of Sustainable Sourcing reporting directly to our Vice President of Procurement, and our Vice President of Compliance, reporting directly to our Senior Vice President and Chief Legal Officer. Ingredion focuses its efforts through a dedicated Human Rights manager responsible for implementing our Human Rights program. Ingredion's Global Sustainability program is overseen by the Global Sustainability Council, including our Chief Sustainability Officer, Vice President of Compliance, Vice President Corporate Controller and ESG, and Vice President of Government Affairs.

- Ingredion human rights policy
  - [https://www.ingredion.com/content/dam/ingredion/2025/usca/pdfs/External\\_Human%20Rights%20Policy.pdf](https://www.ingredion.com/content/dam/ingredion/2025/usca/pdfs/External_Human%20Rights%20Policy.pdf)
- Ingredion code of conduct
  - <https://www.ingredion.com/na/en-us/company/meet-ingredion/business-integrity-ethics-compliance/code-of-conduct.html>
- Global supplier code of conduct
  - <https://www.ingredion.com/content/dam/ingredion/pdf-downloads/corporate/supplier-code-of-conduct/COM-SCC-EN-20220915EXT.pdf>

## **DUE DILIGENCE, RISK REDUCTION, AND IDENTIFICATION**

Through the combination of policies, management systems, and risk analysis, Ingredion has established a due diligence process that continues to evolve and strengthen. Ingredion's Ethics and Due Diligence starts from the top, with leadership from our CEO and championed by our Vice President of Global Compliance.

When conducting human rights due diligence and risk assessments, including assessments relating to forced labour or child labour, Ingredion takes into consideration several factors and leverages multiple tools:

- External risk analysis tools including SEDEX RADAR, utilized to identify elevated child and forced labour risks at Ingredion sites at a country and sector level

- Self-assessment questionnaires via both the Sustainable Agriculture Initiative (SAI) platform's Farm Sustainability Assessment (FSA) for our Tier 1 agriculture suppliers and the SEDEX Self-Assessment Questionnaire (SAQ) for our manufacturing sites. Both the FSA and SAQ ask specific questions on child and forced labour
- SEDEX SMETA audits, including on site evaluation of HR practices that would uncover evidence of forced or child labour
- Third party Denied Party Screenings (DPS) by the OneSource platform including denied party lists focused on forced labour
- Enterprise Risk Management questionnaire sent to over 150 senior leaders globally including question on forced and child labour
- Internal Listen survey results and other worker engagement surveys
- Grievances raised and remediated
- The views and work of our government affairs team and relationships with industry experts and peers
- Collaboration with our greater supply chain, including both our customers and our suppliers

The FSA includes about 130 qualitative questions that can be used to assess the sustainability of any cultivated crop in any location around the world. The FSA includes questions on forced and child labour. It is not possible for Ingredion to achieve a bronze level verification without confirming the exclusion of forced and child labour within the growing practices of our partners. In 2024 68% of corn and 60% of pulses have been verified at Bronze or better via the SAI Platform Farm Sustainability Assessment for Canada's supply chain. The goal is to have 100% sustainably sourced via SAI platform verification by the end of 2025.

### **Ingredion Business Ethics Line**

Located on a third-party secure service, with a link on the Ingredion Incorporated web page, Ingredion operates a secure ethics hotline by a web-based call reporting tool hosted by Global Compliance, an independent organization specializing in Hotline services. The ethics hotline is open to all, both internal and external, to report concerns related to Ingredion's business conduct, including any potential concerns with forced labour and child labour.

It is the policy of Ingredion to ensure that there is neither retaliation nor retribution for contacting online reporting. It is also the policy of Ingredion to preserve the anonymity of employees submitting reports, subject to limits imposed by the law. Ingredion is legally required to report certain types of potential crimes and infractions to external agencies. It is Ingredion's intention to respond to all reasonable inquiries received by this online reporting system.

<https://secure.ethicspoint.com/domain/media/en/gui/46277/index.html>

## **Risk Identification and Reduction**

Our agriculture supply chain inherently carries the largest risk due to considerations such as country of origin and harvesting of seasonal products. Our Sustainable sourcing program has committed to sustainably sourcing nearly 99% of Ingredion's agriculture commodities by the end of 2025 via partnership and assurance from the Sustainable Agriculture Initiative (SAI).

As of December 2024, PureCircle remained the only Stevia supplier with robust controls to ensure 100% non-Xinjiang stevia supply. PureCircle sets the industry standard with the following requirements:

- Non-Xinjiang policy and guarantee + Code of Conduct, requiring no forced or child labour within the supply chain
- 100% contracted farmers, including seedling producers, enabling our traceability program to cover 100% of the stevia leaf supply
- Robust audit program through the use of the on-farm SAI platform Farm Sustainability Assessment (FSA). Only Stevia supplier to achieve 100% Silver rating

Gum Acacia has been identified as a product area of focus due to challenges with political unrest within Sudan. Ingredion has a direct relationship with the harvesting communities we source from, including regular site visits by procurement management and an in-the-field local team maintaining a constant presence with the community. These activities help prevent the use of forced labour or child labour in the supply chains.

No forced or child labour have been identified within Ingredion's supply chain. As such, no remediation efforts were needed within Ingredion's supply chain to deal with the loss of income resulting from Ingredion's remediation efforts. Ingredion continually evaluates our supply chain and enhances processes to improve our due diligence and reduce risk. Ingredion recently developed a child labor remediation procedure in the case that one is necessary.

## **PREVENTION AND TRAINING**

Doing business with integrity matters to Ingredion. All employees must complete an annual Code of Conduct training to ensure they know and work by the code.

In 2024 approximately 5,200 Ingredion employees, with approximately 300 employees located in Canada, completed a Human Rights training. This training focused on the importance of human rights at Ingredion, the ETI base code including no forced or child labor, Ingredion's human rights management system, and SMETA audits value in evaluating our program. This training will roll out to additional employees globally in 2025.

## **ASSESSING EFFECTIVENESS**



We review the effectiveness of the measures we take in ensuring there is no modern slavery or human trafficking in our supply chains, and we use this to inform the development of our procedures and best practices.

Ingredion registers our sites with the Supplier Ethical Data Exchange (SEDEX), completes Self-Assessment Questionnaires (SAQs) and conducts SMETA social responsibility audits utilizing leading third-party audit methodology at all manufacturing locations, following the appropriate onboarding period. SMETA audits investigate and confirm if management practices exist that prevent forced and child labour and confirm if forced or child labour is present at the manufacturing site. SMETA audits are visible to our customers and the results are analyzed internally to develop and implement corrective action plans.

Ingredion partners with the Sustainable Agriculture Initiative (SAI) to complete Farm Sustainability Assessments (FSAs) and verify the results through on-farm third party audits. The FSA and on-farm audits include questions focused on forced and child labour. To achieve a bronze level assurance, farms must respond to the FSA essential labour questions by providing evidence that forced and child labour is not utilized in their growing practice. In 2024 68% of corn and 60% of pulses have been verified at Bronze or better via the SAI Platform Farm Sustainability Assessment for Canada's supply chain. The goal is to have 100% sustainably sourced via SAI platform verification by the end of 2025.

In 2024, we were evaluated as part of the Global Child Forum's preliminary scorecard for our industry. In this third assessment, we scored a 7.5/10, improving our score of 6.9/10 from 2023. While we were pleased to have been rated above the industry average of 4.5, we also acknowledge that the scorecard provides us with a roadmap to continually improve upon our efforts.

In March 2024, Ingredion was recognized as one of the 2024 World's Most Ethical Companies by Ethisphere, a global leader in defining and advancing the standards of ethical business practices. It was the tenth time Ingredion has been honored with this recognition.

*Ingredion Canada Corporation and Ingredion Plant Based Protein Specialties (Canada), Inc.*

*In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in the report on behalf of the governing body of the entity [or entities] listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report. For clarity, I am providing this attestation in my capacity as a director and officer of Ingredion, and not in my personal capacity.*



*Robert Ritchie*

*CEO and Chairman, Ingredion Canada Corporation*

*Director Ingredion Plant Based Protein Specialties (Canada), Inc.*

*13 May 25*

*Date*

*Signature, accompanied by the statement “I have the authority to bind Ingredion Canada Corporation and Ingredion Plant Based Protein Specialties (Canada), Inc.*