



2023 Forced Labour and Child Labour Annual Report

This document constitutes the Annual Report (the “**Report**”) pursuant to section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (the “**Act**”) and is filed on behalf of the following entities each a member of The Andersons, Inc. corporate group (“**The Andersons**”):

- The Andersons, Inc.;
- The Andersons Canada Limited; and
- Bridge Agri Partners, Inc.

(each a “**Reportable Entity**” and collectively, the “**Reportable Entities**”, “we”, “us” or “our”) covering the financial year ended December 31, 2023 (the “**Reporting Period**”).

Respect for human rights is a fundamental value of The Andersons. We strive to respect and promote human rights in our relationships with our employees and suppliers.

We seek transparency in our own business in alignment with our Statement of Principles, and consistent with our disclosure obligations under the Act. We expect the same high standards from all of our contractors, suppliers, and other business partners. This includes following laws that apply to their business, and treating legal requirements as a minimum standard. As reflected in our Statement of Principles we are responsible members of our community, we seek to strive to take appropriate steps to safeguard the health and safety of our employees, customers, and neighbors and to protect the quality of the environment in which we work and live.

This Report includes details of our activities, our supply chains and the actions we are taking to support the Canadian government in its objectives of eradicating forced labour and child labour from supply chains.

1. **The Steps We Have Taken during the Reporting Period to Prevent and Reduce the Risk of Forced Labour and Child Labour**

During the Reporting Period, we published our 2023 annual Sustainability Review. The document offers an account of matters related to the environment, community, safety and governance at The Andersons which occurs during the 2022 calendar year. More details about our annual Sustainability Reviews are provided in section 3(d) of this Report.

The 2023 Sustainability Review reaffirms The Andersons’ commitment to respecting human rights as set up in The United Nations (“**UN**”) Universal Declaration of Human Rights, International Labour Organization (“**ILO**”) Conventions, UN Guiding Principles on Business and Human Rights, and UN General Assembly Resolutions.

Specifically, we commit to providing a safe work environment, and respect the rights of disadvantaged people by addressing human rights, antislavery, and human trafficking. The fight against forced labour and child labour in our supply chain is a top-of-mind concern for us.

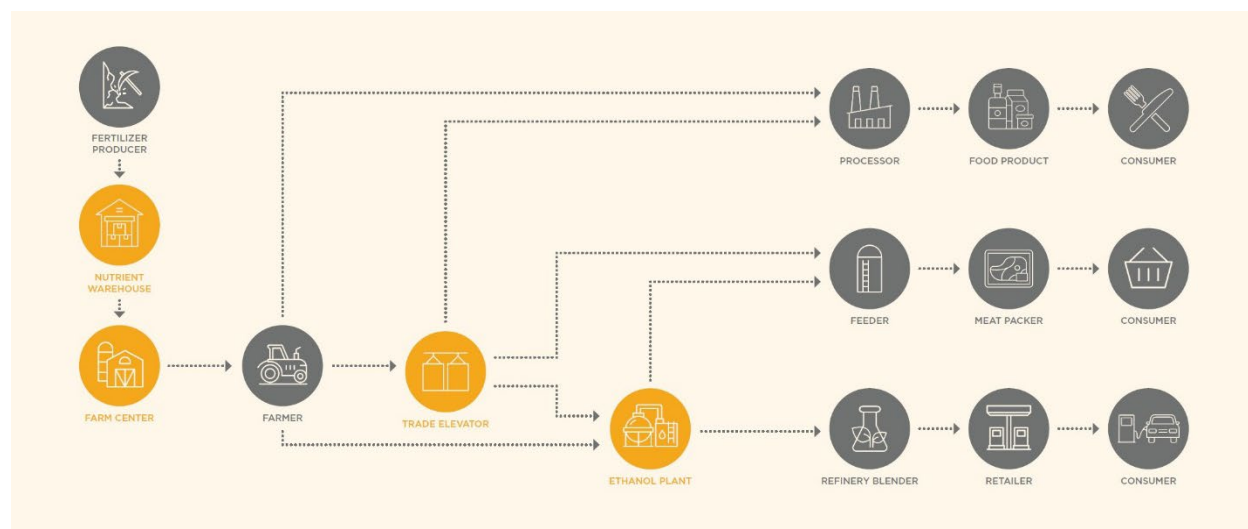
2. **Our Structure, Operations and Supply Chains**

The Andersons, Inc., a NASDAQ-listed United States corporation, is the parent company of The Andersons Canada Limited and Bridge Agri Partners, Inc. All three corporations involve in one way or another the selling of goods in Canada or abroad, the distribution of goods in Canada or abroad, or the importing into Canada of goods produced outside of Canada.

We are an agricultural supply chain company producing and distributing fertilizers, grains, vegetable oil, animal feed, ethanol, renewable fuels, abrasives, absorbents, pet products and turf. We also provide an array of services including trading and transportation of propane and fuel products and farming expertise through our Farm Centers.

The Andersons operates in Canada, the United States, Mexico, the United Kingdom, and Switzerland, employing approximately 2,300 people. In Canada, The Andersons operates twelve grain elevators, two trading offices and one grading lab across Ontario, Manitoba, Saskatchewan, and Alberta.

We serve as critical links in the agricultural supply chain across North America. We source agricultural commodities from producers located in numerous countries, but predominantly the United States and Canada. Our goal is to purchase agricultural products as close as possible to the producer and sell such products as close as possible to the end user. We ship direct as well as store and distribute these products throughout our network of elevators across the continent, making them easily accessible to our customers. We also transform these agricultural products into ethanol for refiners to purchase.



3. Policies, Due Diligence and Controls

The Andersons, Inc. maintains a policy addressing the topics of forced labour and child labour which bind our entire corporate group.

(a) Human Rights Policy

Our Human Rights Policy, which we last updated in May 2021, specifically addresses forced labour and child labour. We identify forced labour and other forms of slavery as crimes and violations of fundamental human rights towards which we have a zero-tolerance approach. We do not hire people younger than the minimum legal working age set by the jurisdiction in which they reside.

We expect all of our contractors, suppliers and other business partners to adopt a firm stance against forced labour and child labour. Employees working with contractors, suppliers or other third parties are responsible for making them aware of The Anderson's position with regard to human rights and fair employment.

The Human Rights Policy also establishes our remediation process for instances where forced labour and child labour are suspected or detected, as further detailed in section 7 of this Report.

Any employee who breaches the Human Rights Policy may face disciplinary action, up to and including termination of employment. We may terminate our relationship with other individuals and organizations working in our supply chain if we find that their behaviour and activities do not comply with our Human Rights Policy.

In crafting our Human Rights Policy, we were informed by ILO Conventions 29, 105, 138 and 182, the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the UN General Assembly Resolution A/RES/64/292.

(b) Reporting Mechanism

As further explained in section 7 of this Report, we have established a mechanism for employees of The Andersons to report instances of violations of our Human Rights Policy, which includes the occurrence of forced labour and child labour in our supply chains. Our Standards of Business Conduct provide the details for such reports to be lodged. Whether the employee has decided to address the situation with a manager or not, they can report it to The Andersons through any of the following means:

- Online at: www.lighthouse-services.com/andersonsinc
- By phone: 833-330-0020 (English) or 800-216-1288 (Spanish)
- By email: reports@lighthouse-services.com (must include company name with report)
- By fax: (215) 689-3885 (must include company name with report)
- By mail to the Audit Committee of the Board of Directors:
CONFIDENTIAL
Attn: Chairman, Audit Committee
The Andersons, Inc.
1947 Briarfield Blvd
Maumee, Ohio 43537

(c) Supplier Code of Conduct

Our Supplier Code of Conduct sets out principles by which The Andersons suppliers are expected to abide and is aligned with our commitment to the UN Guiding Principles on Business and Human Rights.

Suppliers should know and follow laws that apply to their business and treat legal requirements as a minimum standard. We expect them to adhere to laws related to working hours, wages, human trafficking, and the prevention of child labour and forced labour.

Moreover, they should use appropriate quality audit and compliance processes in matters relating to labour and employment. This underscores our suppliers' duty to properly investigate and uncover cases of forced labour and child labour in their activities.

Where suppliers refuse to follow the principles of our Supplier Code of Conduct or show signs that they are not committed to improving their practices to comply with its principles, The Andersons will review its relationship with the supplier. Where contractual commitments and

applicable laws permit, this review may include termination of our relationship with the non-compliant supplier.

(d) Annual Sustainability Reviews

Since 2020, we have published an annual Sustainability Review for The Andersons corporate group. This document summarizes our actions in the fields of environment, community, safety and governance.

Each of the sections and topics covered in our Sustainability Review is linked either with a Sustainability Accounting Standards Board metric or with a Global Reporting Initiative disclosure category. This allows readers to quickly identify how The Andersons fares in each of these benchmarks. We also provide a list of UN Sustainable Development Goals (“SDG”) with which our actions are aligned. Combatting forced labour and child labour in supply chains is aligned with SDG No. 8 which deals with “Decent Work and Economic Growth.” Under this SDG developed by the United Nations, target 8.7 was set whose objective is to take effective measures to eradicate forced labour, modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour immediately and end child labour in all its forms by 2025 at the latest.

Moreover, we recently completed our first formal Sustainability Materiality Assessment, the results of which will be published in the 2024 Sustainability Review. We worked with a leading ESG consultant to engage key stakeholders (employees, customers, suppliers, community, and government agencies) to prioritize topics relative to our business and resources. This assessment was developed in accordance with ESG framework standards. The ESG consultant also created a peer benchmarking analysis to ensure The Andersons is in alignment with significant topics relevant to the agriculture industry.

4. Risk Assessment Methodology and Results of Assessment

The Andersons does not currently conduct company specific risk assessment related to forced labour; however, customers and suppliers are reviewed and monitored to ensure compliance with contractual provisions as stated within the company’s Supplier Code of Conduct.

5. Risks of Forced Labour and Child Labour in our Operations and Supply Chains

While we recognize the agricultural sector may have risks of forced labour or child labour, to the best of our knowledge, during the Reporting Period, we have not identified risks of forced labour and child labour in our operations and supply chains.

6. Remedial Action Taken during the Reporting Period

Since we have not identified any forced labour or child labour in our activities and supply chains, we have not taken any remediation measures during the Reporting Period.

7. Our remediation processes

As referenced in section 3(a) of this Report, our Human Rights Policy sets out the remediation process to follow if instances of forced labour or child labour are detected or suspected in our operations or supply chains.

First, employees should notify their manager at the earliest possible stage if they believe or suspect that a conflict with our Human Rights Policy has occurred or may occur in the future. This includes the existence of forced labour and child labour within The Andersons or with its suppliers.

Then, if an employee is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes a breach of our policy or is inconsistent with our Statement of Principles, they should raise the issue with their manager.

Finally, reports can be made anonymously through any of the means of reporting previously outlined in section 3(b) of this Report.

As explained in section 3(a) of this Report, we may terminate our relationship with suppliers found to have breached our Human Rights Policy, such as by participating in forced labour or child labour.

In the event of a complaint our Procurement, Human Resources, Legal Department, and, where appropriate, our external legal advisors will work together to investigate and respond appropriately.

8. Remediation actions for the loss of income to the most vulnerable families that results from any measure taken to eliminate forced labour and child labour from our operations and supply chains

Not applicable, as we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

9. Our training

The Andersons New Hire Orientation is a way for new employees to become acquainted with The Andersons, the markets we serve, and our businesses across the company. Having a proper orientation helps to make new hires feel welcome, appreciated, and valued from the beginning of their journey which leads to a better employee experience overall. Our New Hire Orientation program provides basic organizational information for employees to help them feel prepared for their new role within the company.

We train our employees annually on the information contained in the Standards of Business Conduct. Our reporting mechanism detailed in section 3(b) of this Report is an integral part of the Standards of Business Conduct. Employees are therefore reminded that reporting on breaches of The Andersons' policies, including our Human Rights Policy, is encouraged.

10. Assessing our effectiveness

We are committed to continuously evaluating and refining our key performance indicators to gauge the success of implementing our Human Rights Policy and enhancing our human rights practices.

In evaluating the effectiveness of our corporate social responsibility risk management approach, we solicit input from relevant internal and external stakeholders, including investors, clients, civil society organizations, and community representatives.

11. Our consultation and governance process

In drafting this Report, each Reportable Entity collaborated with critical departments within our organization, such as Procurement, the Legal Department, the Sustainability function, and our external legal advisors. These critical departments operate throughout The Andersons, encompassing each Reportable Entity covered by this Report.



12. Approval

This Report was approved pursuant to subparagraph (4)(b)(i) of Section 11 of the Act.

13. Conclusion

We are committed to regularly evaluating our policies, procedures, and practices to identify opportunities for improvement in combating forced labour, child labour, and other human rights violations.

14. Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for 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 above.

For clarity, I have provided the attestation above in my capacity as a director and officer of the relevant entity and not in my personal capacity.

Dated this 21st day of May, 2024.

The Andersons, Inc.

Handwritten signature of Patrick E. Bowe in black ink.

Per: Patrick E. Bowe, Chairman of the Board and Chief Executive Officer
I have the authority to bind The Andersons, Inc.

The Andersons Canada Limited

Handwritten signature of David Wellington in black ink.

Per: David Wellington, Director and Chief Financial Officer
I have the authority to bind The Andersons Canada Limited.

Bridge Agri Partners, Inc.

Handwritten signature of Weston Heide in black ink.

Per: Weston Heide, Director and Vice President
I have the authority to bind Bridge Agri Partners, Inc.



Forward-looking Statements

This Report may contain forward-looking statements, which may generally be identified by the use of the words “anticipates,” “hopes,” “expects,” “intends,” “plans,” “should,” “could,” “would,” “may,” “believe,” “estimates,” “potential,” “target,” or “continue” and variations or similar expressions, including statements regarding steps which will be taken with respect to forced labour and child labour and modern slavery in general and the expected results thereof. These statements are based upon the current expectations and beliefs of management and are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in The Andersons’ filings with the United States Securities and Exchange Commission, which factors are incorporated herein by reference. Readers are cautioned not to place undue reliance on any of these forward-looking statements. These forward-looking statements speak only as of the date hereof. The Andersons undertakes no obligation to update any of these forward-looking statements to reflect events or circumstances after the date of this news release or to reflect actual outcomes, unless required by law.