

SUSTAINABILITY **MATERIAL TOPICS**

MONSANTO



Monsanto worked with Business for Social Responsibility (BSR) to identify the sustainability topics that matter most to the success of our company and to our many stakeholders. This process, known as a materiality assessment, was conducted in 2015, and is designed to inform our sustainability strategy, business actions and the content of our sustainability reports. See our [2017 Sustainability Report](#) for details on how our material topics and our many sustainability commitments align.

The following table provides definitions for the identified topics and summarizes why they are important to Monsanto and our stakeholders.

| MATERIAL TOPIC/DEFINITION | <i>The topics listed have been identified as material to Monsanto or our stakeholders, respectively, because they relate to the areas listed below.</i> | |
|--|--|--|
| | MONSANTO | STAKEHOLDERS |
| Product Safety and Stewardship – Developing and stewarding modern, innovative agricultural products and technologies that meet or exceed regulatory requirements relative to safety, human health and the environment and help farmers more effectively and sustainably feed the world. | <ul style="list-style-type: none"> ▶ Business conduct and ethics ▶ Business continuity ▶ Risk mitigation ▶ Reputation ▶ License to operate ▶ Product durability | <ul style="list-style-type: none"> ▶ Human health ▶ Environmental impacts ▶ Community safety |
| Modern, Innovative Agricultural Technologies and Products – Responsibly applying innovation to technologies, products and services that help farmers have better harvests and use resources efficiently. | <ul style="list-style-type: none"> ▶ Business success ▶ License to operate ▶ Integrated business solutions | <ul style="list-style-type: none"> ▶ Harvests ▶ Farmer livelihoods ▶ Environmental impacts |
| Climate Change Mitigation and Adaptation – Developing technologies, systems and products that help farmers mitigate and adapt to climate change, help manage the impacts of climate change and reduce our operational greenhouse gas footprint. | <ul style="list-style-type: none"> ▶ Risk mitigation ▶ Operational footprint ▶ License to operate ▶ Innovation ▶ Business continuity | <ul style="list-style-type: none"> ▶ Environmental impacts ▶ Human health ▶ Food and nutrition security ▶ Harvests ▶ Larger societal impacts |
| Sustainable Chemistry – Developing socially and environmentally responsible weed, insect and disease management solutions and agronomic practice improvements for use in crop production. | <ul style="list-style-type: none"> ▶ Business success ▶ License to operate ▶ Risk mitigation ▶ Integrated business solutions | <ul style="list-style-type: none"> ▶ Harvests ▶ Farmer livelihoods ▶ Environmental impacts ▶ Biodiversity |
| Water Consumption and Management – Applying innovation and best practices to protect, conserve and manage water resources related to our operations, contract seed production and crop production. | <ul style="list-style-type: none"> ▶ Essential product input ▶ Operational footprint ▶ Sufficient water access ▶ Energy/cost to move water ▶ Climate change adaptation ▶ Risk mitigation ▶ Human rights | <ul style="list-style-type: none"> ▶ Water sufficiency and access ▶ Human right to water ▶ Sanitation and health ▶ Impacts and risks of drought ▶ Essential product input ▶ Environmental impacts ▶ Climate change adaptation |

MATERIAL TOPIC/DEFINITION



The topics listed have been identified as material to Monsanto or our stakeholders, respectively, because they relate to the areas listed below.

MONSANTO

STAKEHOLDERS

Business Practices and Competition – Following methods or processes to deliver products and services that meet the standards of customers based on value, quality, service and fair competitive market practices.

- ▶ Reputation
- ▶ Regulatory approvals
- ▶ Business success
- ▶ Customer development and retention

- ▶ Customer choice
- ▶ Fair competition
- ▶ Innovation
- ▶ Farmer livelihoods
- ▶ Food and nutrition security
- ▶ Community vitality
- ▶ Responsible consumption and production

Global Hunger and Nutrition Security – Helping farmers generate better harvests through a broad range of sustainable solutions and collaborations to help nourish a growing world population and increase farm efficiency.

- ▶ Business success
- ▶ License to operate
- ▶ Innovation
- ▶ Climate change adaptation

- ▶ Harvests
- ▶ Human health
- ▶ Farmer livelihoods
- ▶ Rural development
- ▶ Climate change adaptation

Business Ethics and Transparency – Operating in a transparent, compliant, ethical and socially responsible way.

- ▶ Reputation
- ▶ Human rights
- ▶ License to operate
- ▶ Risk mitigation
- ▶ Employee retention and engagement
- ▶ Corporate governance and citizenship

- ▶ Fair competition
- ▶ Knowledge of company practices
- ▶ Corporate governance
- ▶ Transparency

Positive Relationships with Local Communities and Society – Enhancing the communities in which Monsanto operates and engaging in philanthropy, STEM education and employee volunteerism for the betterment of society.

- ▶ License to operate
- ▶ Facility management
- ▶ Business continuity
- ▶ Employee engagement
- ▶ Future workforce
- ▶ Corporate citizenship
- ▶ Community engagement and support

- ▶ Community safety, vitality and development
- ▶ Human rights
- ▶ Educated public
- ▶ Humanitarian and disaster relief

Regulatory Approval Systems – Executing robust product assessments to secure product approvals, ensuring compliance with regulations and managing conditions of registrations.

- ▶ Product development
- ▶ Business success
- ▶ Business growth
- ▶ Business continuity
- ▶ License to operate

- ▶ Consumer protection
- ▶ Environmental protection
- ▶ Economic development
- ▶ Food and nutrition security

MATERIAL TOPIC/DEFINITION



The topics listed have been identified as material to Monsanto or our stakeholders, respectively, because they relate to the areas listed below.

MONSANTO

STAKEHOLDERS

Smallholder Farmers – Engaging with smallholder farmers to help them overcome challenges, leading to better harvests, improved livelihoods and resource access.

- ▶ Business success
- ▶ Reputation
- ▶ Market opportunity

- ▶ Farmer livelihoods
- ▶ Product access
- ▶ Food and nutrition security
- ▶ Poverty eradication
- ▶ Community development

Land Use and Deforestation – Ensuring soils and forests thrive by utilizing, encouraging and enabling the use of best management practices, products and services by farmers and engaging in partnerships to protect and restore forests.

- ▶ Reputation
- ▶ Ecosystem services
- ▶ Climate change mitigation
- ▶ Biodiversity
- ▶ Sustainable intensification

- ▶ Climate change mitigation
- ▶ Environmental impacts
- ▶ Biodiversity
- ▶ Water quality and access
- ▶ Land use change

Soil Health – Promoting land stewardship through the application of effective and innovative farm practices to enhance crop production today and ensure its viability for future generations.

- ▶ Harvests
- ▶ Climate change mitigation and adaptation
- ▶ Environmental impacts
- ▶ Sustainable intensification

- ▶ Harvests
- ▶ Climate change mitigation and adaptation
- ▶ Environmental impacts
- ▶ Farmer livelihoods

Human Rights – Supporting the full realization of human rights of our employees and business partner employees throughout our value chain.

- ▶ Business conduct and ethics
- ▶ License to operate
- ▶ Reputation
- ▶ Risk mitigation

- ▶ Fair conditions and pay
- ▶ Eliminating child labor
- ▶ Eliminating forced labor
- ▶ Gender equality

Patents and Plant Variety Rights – Preserving and improving plant varieties with intellectual property protection to increase genetic diversity, and share benefits to advance sustainable agriculture and farmer livelihoods.

- ▶ Business success
- ▶ Innovation
- ▶ Risk mitigation
- ▶ Collaboration
- ▶ License to operate
- ▶ Market development

- ▶ Access to products
- ▶ Economic growth
- ▶ Morality of patenting life
- ▶ Farmer choice

Talent Management, Diversity and Benefits – Attracting, retaining, developing, incenting and empowering Monsanto employees, promoting professional growth, leveraging the power of inclusion and diversity, and creating a great work environment.

- ▶ Business success and continuity
- ▶ Innovation
- ▶ Diverse perspectives
- ▶ Employee engagement, development and well-being
- ▶ Human rights

- ▶ Economic growth
- ▶ Increased skilled workforce
- ▶ Inclusion and diversity

MATERIAL TOPIC/DEFINITION



The topics listed have been identified as material to Monsanto or our stakeholders, respectively, because they relate to the areas listed below.

MONSANTO

STAKEHOLDERS

Food Labeling – Commitment to a consistent U.S. federal labeling law for food products that contain ingredients derived from crops grown with GMO seeds.

- ▶ License to operate
- ▶ Reputation
- ▶ Business continuity

- ▶ Heightened societal interest
- ▶ Health and safety perceptions

Biodiversity and Ecosystems – Safeguarding ecosystems where Monsanto and its farmer customers operate by protecting species, promoting sustainable landscapes, and preserving and improving plant varieties and sharing benefits.

- ▶ Business success
- ▶ License to operate
- ▶ Reputation
- ▶ Soil and water quality
- ▶ Pollinators

- ▶ Environmental impacts
- ▶ Community vitality
- ▶ Health and conservation of species
- ▶ Soil and water quality

Occupational Health, Safety and Wellness – Ensuring a healthy, safe and secure workplace that promotes well-being.

- ▶ Business success
- ▶ License to operate
- ▶ Recruiting and retention
- ▶ Employee engagement, development and well-being
- ▶ Risk mitigation
- ▶ Cost savings

- ▶ Individual and community health and wellness
- ▶ Health system burdens
- ▶ Education
- ▶ Livelihoods

Data Security, Management and Access – Ensuring responsible management, privacy and security of farmer, business partner, employee and company data while expanding farmer access to digital agriculture solutions.

- ▶ Innovation
- ▶ Business success
- ▶ Risk mitigation
- ▶ Customer relationships

- ▶ Data ownership and privacy
- ▶ Access to digital services
- ▶ Farmer livelihoods

Political Spending – Managing political actions and contributions responsibly, transparently and in alignment with Monsanto’s policies.

- ▶ Business conduct and ethics
- ▶ Business success
- ▶ Reputation

- ▶ Transparency
- ▶ Fair competition
- ▶ Anti-corruption