

Human and Labor Rights Policy

Green Plains Inc. (“Green Plains”, “Company” or “We”) is committed to respecting all human rights where we operate consistent with the International Bill of Human Rights¹ and conducting its operations in compliance with all applicable laws and regulations. This includes protecting and promoting labor rights of our employees, providing a safe work environment, respecting the rights of disadvantaged people, protecting women’s rights, including the right to protection from sexual harassment and the right to work with dignity, monitoring suppliers and customers for human rights violations, and finally, creating a positive impact in our communities.

While many governments have laws and regulations to protect human rights, Green Plains believes that our Company can advance human rights in the areas we serve and vendors that we work with. We recognize that even though we often operate in politically challenging and complex environments, we must strive to make positive contributions in the areas of governance, transparency and respect for the rule of law.

Labor Practices

Green Plains does not permit the employment of underage children in our workforce or the use of forced or compulsory labor in any of our operations.

We recognize and respect our employees’ right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and customs.

We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, gender identity or expression, creed, national origin, religion or disability. We do not tolerate any form of workplace harassment, including sexual harassment of an employee or employment candidate.

Green Plains is committed to providing a fair, living wage for all employees. The Company shall comply with applicable state and national wage regulations, including minimum wage and overtime payments.

Security

Green Plains strives to create a safe and secure work environment. The Company has established health and safety protocols for employees, security procedures to limit workplace access to non-employees, and a screening process for on-site vendors. Security personnel hired by Green Plains will be required to undergo formal training relating to our Human and Labor Rights Policy and its application to security practices.

¹ Universal Declaration of Human Rights, International Covenant on Economic Social and Cultural Rights, International Covenant on Civil and Political Rights

In addition to providing employees physical security, the Company adheres to its Privacy Policy for any personal information gathered in the course of business and has a various cyber security policies and procedures developed to address cybersecurity threats.

Supply Chain

Green Plains is committed to a strong and diverse supplier network which supports our goal of making a positive contribution in the communities where we do business. We expect vendors and suppliers to respect our voluntary commitments, Code of Vendor Conduct, Code of Ethics, Terms and Conditions, and any other related policies.

The Company will screen vendors, suppliers and customers and refuse to do business with any entity charged with human rights abuses. The Company will also, no less than annually, audit third party vendors for recent violations of human trafficking, slavery or other human rights abuses have occurred.

Community Engagement and Social Development

The Company recognizes that our operations can create a significant economic and social impact. Where we operate, we actively engage with civil society, local communities and host governments to secure a social license to operate. Where appropriate, we support programs that make a lasting and positive impact on education, health and community development.

We respect the rights, culture, and traditions of the communities where we operate, including indigenous and land-connected peoples, and their interests in land, waters, and the environment, and conduct appropriate due diligence. We believe that early, proactive stakeholder consultation is beneficial to both the Company and the community.

Policy Stakeholder Involvement and Evaluation

Green Plains is committed to the involvement of company stakeholders in the development and implementation of this policy. The Company routinely monitors, assesses and reports on our conformity with this policy. Any violations of this policy will be documented, presented to Company management and remedied. All employees are required to comply with this Policy, as well as related directives and policies.

Reporting and Violations

Employees, vendors, customers, stakeholders or community members shall promptly inform Green Plains of any violations or suspected violations of this. Reports can be made to the Company Chief Legal and Administration Officer, who will promptly investigate. Any violations of this Policy shall be disclosed to the Green Plains Board of Directors Audit Committee.



Green Plains Inc.
1811 Aksarben Drive
Omaha, NE 68106
Phone: 402.884.8700
Fax: 402.884.8776
gpreinc.com

Reporting may be done anonymously to raise a concern regarding potential violations of this Policy or other ethics and compliance issues related to business with Green Plains via the Company's EthicsPoint website or toll-free hotline, which is administered by an independent provider and can be reached in any of the following ways:

Online: <https://gpreinc.ethicspoint.com>

Telephone: 844.957.2596

Green Plains will investigate all reports of misconduct promptly and thoroughly. Any substantiated allegations may result in corrective actions up to and including termination. There will be no retaliation against anyone who makes a good faith report of alleged wrongdoing, even if it is ultimately determined that no violation occurred.

Disclaimer: The Green Plains Human and Labor Rights Policy can be modified, changed or withdrawn by Green Plains at any time.