



by Kerry Hawkins

In gearing up for another year, it is always a good idea to reflect back and see exactly how far we have come. That way we can build on our success, learn from experience, and set out new goals that will help us achieve our vision.

Cargill is committed to becoming the *global leader in nourishing people*. This has and will continue to be the purpose for our journey — on a road that is paved by Strategic Intent.

To achieve results, we must be profitable, balanced, and sustainable in our growth across all business units. While last year certainly presented its share of challenges, we managed to make strides in the right direction because of the commitment on the part of our employees towards customer focus, innovation and high performance.

Cargill was able to successfully manage the effects of one of the most severe droughts in recent memory and develop sound and responsive business strategies to deal effectively with Canada's first ever case of BSE. At the same, we took action to make the company even stronger by adding another layer of diversity to our business interests by bringing on board *Cargill Power and Gas Markets* based out of Calgary, Alberta.

***“Our achievements have been noticed at the highest levels within the organization and there is recognition that Cargill’s continued success is a direct result of our employees’ hard work and commitment.”***

When we look ahead to 2004, our goal to be the *global leader in nourishing people* remains. This will be achieved through sustainable, profitable, and balanced growth in cooperation with *engaged employees* who are recognized and fully appreciated for their hard work, customer focus, and new ideas that will undoubtedly help make Cargill as successful tomorrow, as it has become today.

## Vision Statement

*Our purpose*

*is to be the global leader in nourishing people.*

*Our mission*

*is to create distinctive value.*

*Our approach*

*is to be trustworthy, creative and enterprising.*

*Our performance measures*

*are engaged employees, satisfied customers, enriched communities, and profitable growth.*



## CargillNews INTERNATIONAL — Coming to a Community Near You:

The mission of *Cargill News International* is to be a voice of Cargill's Strategic Intent in action, as Cargill people around the world work to create distinctive value for their customers through innovation, high performance, and customer focus.

Closer to home, the magazine highlights many of our success stories involving employees and the many communities where we live and work. To promote and celebrate our 'Canadian' achievements and interests, employees are encouraged to share their stories. Whether it be a community event for a good cause involving Cargill, or 'team work' that resulted in customer benefit, feel free to contact Robert Meijer in our Public Affairs department at 204-947-6370 or e-mail [robert\\_meijer@cargill.com](mailto:robert_meijer@cargill.com).

## A Partnership of Strength and Expertise

Calgary, Alberta is the new headquarters for *Cargill Power and Gas Markets'* (CPGM) North American natural gas trading operations, employing 81 people - including contractors and consultants. In addition to natural gas, CPGM also markets and trades electricity, weather derivatives, coal and other commodities. With its strong ties to Canadian natural gas producers, CPGM is able to provide a broad range of energy and risk management solutions to both producers and consumers of natural gas in Canada and the United States.

If you would like more information about CPGM, please e-mail Public Affairs, robert\_meijer@cargill.com



## Cargill Cares<sup>™</sup>

### Employees are **'TRUE'** Champions

Cargill Incorporated's North American United Way recognition committee has selected Cargill Limited as a Champion Fund recipient – placing us among an elite group of 16 top campaigns that managed a perfect score under the program. For our efforts, we will receive \$6,000 usd to be used towards our 2004 United Way campaign—promising to make it another huge success!

*So how did we do it?* For the first time, Cargill Limited teamed up with our parent company to provided a four-dollar corporate match donation for every dollar contributed by employees towards the United Way.



The results speak for themselves. Together with employees, we raised just over \$220,000 — a 129 % increase over last year! This is the largest single donation in Cargill's past 20 years of giving.

As a direct result of ongoing employee commitment and overwhelming support for the United Way, Cargill was also honoured to receive the *2004 United Way Employee Campaign Chair Award* and to have received community recognition within five other categories including the Corporate Community Builders of Distinction.

*Cargill's Canvassing Team join together to sing its version of the United Way Jingle!*



*"Our long-standing involvement with United Way is just one way Cargill looks to enrich local communities and make a positive and lasting impact where we live and work."*

*Adelle Fenn and  
Jonathan Hyman  
Co-chairs of the United Way  
Volunteer Committee.*

*A pancake breakfast always a good way to support a great cause !*



To help build awareness and excitement for the United Way campaign, our dedicated *Canvassing Team* held a number of successful events including a pancake breakfast, rainbow auction, and scavenger hunt. Cargill Limited would like to thank the members of the United Way team: Ted Ash, Melanie Daeninck, Andrew Eisbrenner, Reg Eyemoto, Adelle Fenn (Co-Chair), Louise Gagne, Ian Gillies, Jonathan Hyman (Co-Chair), Suzy Johnson, Bernice Shaver, Kelly Sveinson, Stephen Tapajna, Lisa Thai, Daphne Wiebe, and Kevin Woelk for another successful Campaign !



# Protecting Your Privacy — Cargill Limited's Commitment



Cargill Limited has a long-standing commitment to protecting the privacy of its employees and customers. To uphold our commitment, we have developed a formal privacy code setting out employee rights and corporate responsibilities as well as Cargill Limited's obligations regarding the handling of employee and customer personal information.

*Our promise to you and our customers is that we will conform to the federal governments'*

**Personal Information Protection and Electronic Documents Act (PIPEDA)** *in the way we operate and conduct our business.*

## So, what is PIPEDA ?

Several provinces and the federal government, have implemented legislation concerning the safeguarding and proper use of employee and customer personal information. Privacy laws have been established to regulate the collection, use and disclosure of personal employee and customer information in a manner that recognizes both the right of an employee and customer to have their personal information protected and the need of the employer to collect, use and disclose personal information for purposes that are reasonable.

## What type of information is considered personal under PIPEDA?

Generally speaking, it is any personal information about an **identifiable individual**. This would include information about your compensation and benefits for example. According to the Privacy Commissioner of Canada however, publicly available information such as a directory listing of your business name, address, telephone number, and electronic address is not considered to be personal information under the act.

## Why does Cargill Limited collect information about me?

For a very simple reason - collecting information helps us to serve you and our customers better. Personal information about our employees and customers will not be collected, used, shared or released, except with consent, or where we are required to do so by law. Cargill Limited will only use your personal information as follows:

- To develop, enhance, market or provide products and services such as benefits and pension;
- To manage and develop our business and operations; and
- To meet legal and/or regulatory requirements.

## But, what if I have questions or concerns?

Not a problem. Cargill Limited has an official Privacy Officer to address any concerns or questions you may have and will do so in a confidential manner.

We will be providing further information soon, and further updates as the law matures and more information is available. In the meantime if you have questions or concerns do not hesitate to contact Robert Meijer at 1-866-574-7450 or e-mail [robert\\_meijer@cargill.com](mailto:robert_meijer@cargill.com)