



Report on Forced Labour in Canadian Supply Chains

FMC Corporation and FMC of Canada Limited

This is the joint report submitted for FMC Corporation (Business Number: 241301) and FMC of Canada Limited (Business Number: 345078-3) for the purposes of complying with Canada Senate Public Bill S-211, which came into force on January 1, 2024. All references in the report to FMC refer to FMC Corporation and all references to FMC Canada refer to FMC of Canada, Limited, which is a wholly owned subsidiary of FMC Corporation. This report refers to activities undertaken by FMC to reduce the risk of forced and child labour in the FY23 reporting year from January 1, 2023 to December 31, 2023.

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.

FMC Corporation

Full Name: Julie DiNatale

Title: VP, Chief Sustainability Officer and
External Affairs

Date: May 23, 2024

Signature: 

I have the authority to bind FMC Corporation

FMC of Canada Limited

Full Name: Devron McLeod

Title: Country Manager, Canada

Date: May 22, 2024

Signature: 

I have the authority to bind FMC of Canada
Limited

Subsection 11(1)

In 2023, FMC's Procurement Center of Excellence (COE) refreshed FMC's due diligence process for vetting FMC's supply base. The COE worked with key stakeholders throughout FMC to review supplier risks related to each functional area, and developed an improved supplier questionnaire that was launched along with training to requesters, risk area stakeholders and supplier master data specialists. Categories included Anti-bribery and Anti-corruption, Sanctions/Embargoes, Human Rights, Company Ownership, Global Trade Compliance, Conflict Minerals, EHS, Responsible Care, REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and Risk & Insurance. In addition to FMC internal supplier selection processes, FMC partnered with EcoVadis in 2023 to expand supply chain visibility and engagement. EcoVadis monitors global supply chains through assessments that enable FMC to evaluate suppliers based on criteria such as environmental impact, labor and human rights, ethics, and sustainable procurement, including location and industry specific factors. A total of 366 FMC Suppliers have been assessed by EcoVadis. FMC of Canada Limited (FMC Canada) is a wholly owned subsidiary of FMC Corporation (FMC) and all mentioned activities are conducted for both entities.

Subsection 11(3)

Structure, Activities and Supply Chain

FMC is a global agricultural sciences company dedicated to helping growers produce food, feed, fiber and fuel. FMC operates in a single distinct business segment and develop, market and sell all three major classes of crop protection chemicals: insecticides, herbicides and fungicides, as well as biologicals, crop nutrition, and seed treatment products, which the company groups as plant health, and digital and precision agriculture. These products are used in agriculture to enhance crop yield and quality by controlling a broad spectrum of insects, weeds and diseases, and in non-agricultural markets for pest control.

FMC's conventional and biological technologies are produced at five active ingredient plants, 16 formulation and packaging sites and sold in approximately 110 countries. FMC leases executive offices in Philadelphia, Pennsylvania and operates 21 manufacturing facilities in 16 countries, in addition to major research and development facilities. Certain raw materials are critical to FMC's production processes and purchasing strategy and supply chain design are complex. The company sources critical intermediates and finished products from a number of suppliers, largely outside of the U.S. and principally in China and India. FMC Canada is a wholly owned subsidiary of FMC, and goods are shipped into Canada via air, ocean and truck shipments primarily from the U.S. and Europe. FMC Canada owns and operates a formulations and packaging plant in Calgary, Canada.

Policies and Due Diligence

FMC's Code of Ethics and Business Conduct (The Code) is the cornerstone of the company's belief in conducting business with honesty and integrity. The Code outlines the requirements for all employees and stakeholders and provides clear information on how to report any violations through the FMC's Ethics hotline. FMC's [Policy on Human Rights](#) expands upon FMC's commitment to the protection of human rights globally and outlines adherence to international best practices and standards, guiding pillars, due diligence and reporting and employee training.

As outlined in FMC's [Sustainable Sourcing Statement](#) and [Supplier Code of Conduct](#), FMC expects suppliers to conduct business with high integrity and in accordance with all local laws and regulations, including human rights. FMC's supplier selection and approval process serves as a mechanism to perform due diligence, screening and assessments of suppliers in the onboarding of new vendors. The Sustainability Sourcing Statement additionally outlines adherence to modern slavery regulations and mechanisms to conduct ESG and risk assessments as appropriate, including screening criteria and corrective action plans. FMC standard terms and conditions provide that FMC may terminate its commercial relationship with suppliers, contractors and other business partners if they breach the FMC Supplier Code of Conduct. All policies are publicly available on the FMC website and apply to both FMC and FMC Canada.

For more information on policies mentioned and related to the sustainable sourcing statement above, please see visit FMC Corporate webpage at:
www.fmc.com/sustainability/policies-and-positions

- FMC Supplier Code of Conduct
- FMC Sustainable Sourcing Statement
- FMC Code of Ethics and Business Conduct
- FMC Policy on Human Rights
- FMC Policy on Environment, Health, and Safety
- FMC Conflict Minerals Policy
- Our Care for the Planet

Risk

FMC plans to kick off a formal assessment on the risks of forced labour and child labour in 2024, which will encompass both FMC and FMC Canada.

Remediation Measures

FMC and FMC Canada, a wholly owned subsidiary, have not completed a comprehensive risk assessment to identify any forced or child labour as a part of production of goods into Canada or elsewhere. Therefore, FMC and FMC Canada have not taken any measures to remediate any forced or child labour or loss of incomes to the most vulnerable families that results from any remediation measures.

Training

In 2023, FMC launched a required global training focused on human rights in the supply chain for all new and current FMC employees. Additionally, all employees globally are required to complete training during onboarding and annual training on FMC's Code of Ethics and Business Conduct, which serves as the foundation for the company's Human Rights Policy. FMC provides training to procurement teams on the Supplier Code of Conduct and Supplier relevant topics as identified under continuous review. FMC Canada is a wholly owned subsidiary of FMC and all trainings are conducted through both entities.

Effectiveness

FMC and FMC Canada do not currently assess the effectiveness of ensuring that forced labour and child labour are not being used in its business and supply chain.