

NUFARM AGRICULTURE INC.  
2023  
Modern  
Slavery  
Statement

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## The following statement is made on behalf of Nufarm Agriculture Inc. as required under the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

Forced and child labour are forms of modern slavery. Under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act)*, forced and compulsory labour describes exploitative situations where a person cannot refuse or cease working because of a perceived risk to their safety from threats, violence, coercion, deception or abuse of power.<sup>1</sup>

Child labour applies to people under the age of 18 who undertake labour in contravention of Canadian law, in circumstances that are dangerous to them, or that interferes with their education.<sup>1</sup> It also covers the worst forms of child labour where children are trafficked, subjected to forced labour or compulsory labour, illicit activities or engaged in hazardous work.<sup>2</sup> The Walk Free Foundation's 2023 Global Slavery Index identified that in 2021 there were 50 million people living in modern slavery on any given day, an increase of 10 million since 2018.<sup>3</sup>

Nufarm Agriculture Inc. (Business Number: 88197 6773) is an agricultural crop protection supplier and is a indirect, wholly owned, subsidiary company of Nufarm Limited, which is publicly owned and listed on the Australian securities Exchange (ASX), with symbol NUF. Nufarm Agriculture Inc. is located at 5101 333, 96th Avenue NE, Calgary, Alberta, Canada.

This statement is prepared by Nufarm Agriculture Inc. which had a revenue greater than CAD40 million and conducted business in Canada during the reporting period making it subject to The Act. References to 'Nufarm', 'Nufarm Agriculture', 'we', 'our', 'us' are to Nufarm Agriculture Inc. References to 'the organisation' or 'the group' are to Nufarm Limited and its subsidiary companies.

### This statement applies to our financial year 1 October 2022 to 30 September 2023, referred to as 'FY23' and 'this year'.

Nufarm Limited publishes an annual modern slavery statement on behalf of all entities in the Nufarm group. Based on the available guidance at the time this is prepared next financial year, we may respond to the requirements of The Act in Nufarm Limited's statement instead of preparing our own statement. This will be evaluated at the time.

The spend analytics included in this report were prepared in good faith to provide scope and context to our supply chain disclosures. In preparing this information:

- We have used payments made to suppliers.
- We cannot exclude amounts paid to customers as rebates because these are treated as supplier transactions in our business systems.
- All transactions are converted to CAD using our quarterly corporate exchange rates.
- The country of origin is used as the source country for our direct purchases. We do not have source country information for our indirect purchases.

This statement was approved by Nufarm's board of directors on 29 May 2024 and signed by Brendan Deck, who is a Director of Nufarm Agriculture Inc. as well as being Nufarm Limited's North American Regional Manager. It was submitted to Public Safety Canada and also published on the home page of our Canadian company website at <https://nufarm.com/ca/>.

<sup>1</sup> Government of Canada. (2023). Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9).


<sup>2</sup> International Labour Organization. (1999). C182 - Worst Forms of Child Labour Convention 1999, Article 3.

<sup>3</sup> Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation.

# Addressing the mandatory reporting criteria

The following is an index of disclosures that meet the mandatory reporting criteria of *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

**Table 1. Modern slavery reporting index for Nufarm Agriculture**

Mandatory reporting criteria <sup>1</sup>	References in this statement
<b>11 (1)</b> The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity	Page 11
<b>11 (3) (a)</b> Its structure, activities and supply chains	Pages 5-6
<b>11 (3) (b)</b> Its policies and due diligence processes in relation to forced labour and child labour	Pages 8-9
<b>11 (3) (c)</b> The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Pages 9-10 and 11
<b>11 (3) (d)</b> Any measures taken to remediate any forced labour or child labour	Page 10
<b>11 (3) (e)</b> Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Page 10
<b>11 (3) (f)</b> The training provided to employees on forced labour and child labour	Pages 10-10
<b>11 (3) (g)</b> How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Page 11
<b>11 (4) (a)</b> The report must be approved, in the case of a report in respect of a single entity, by its governing body	Page 3
Published in a prominent place on our website	Available at <a href="https://nufarm.com/ca/">https://nufarm.com/ca/</a> and accessible using this QR code. 

<sup>1</sup> Government of Canada. (2023). *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9).

## Approval and 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.



Brendan Deck  
 Director, Nufarm Agriculture Inc. and North American Regional Manager, Nufarm Limited  
 29 May 2024  
 "I have the authority to bind 'Nufarm Agricultural Inc.'"

# About us

## Our business

For more than 25 years, Nufarm has been helping customers locally to meet changing agronomic needs.

With a mission to "Grow a better Tomorrow" Nufarm leverages our unique capabilities across chemistry and alliances to deliver the products our customers depend on, and help our end users overcome agronomic challenges. We invest in crop protection technologies that deliver innovative solutions to combat weeds, pests and disease.

Nufarm has staff located across Canada supporting customers in cereals, row crop, horticulture, pasture turf and ornamental and Integrated Vegetation Management (IVM). Some of our significant crop protection brands are Credit® Xtreme, Fierce®, Valtera™, Blackhawk®, and Conquer® II. Our customers are agricultural distributors and our consumers are farmers.

## Recognising sustainability progress

Our parent company, Nufarm Limited partners with Ecovadis<sup>2</sup> to help manage sustainability performance and risk across the group's key current and new crop protection product suppliers. This program includes Nufarm's suppliers. This year Ecovadis assessed the Nufarm group and awarded the organisation a silver sustainability rating, up from bronze in FY22. The organisation demonstrated improvement across all four key areas of evaluation: environment, ethics, human rights, and sustainable procurement. The most significant improvement was in sustainable procurement, lifting our score from 40 to 70 out of 100.

Figure 1. Our supply chain sustainability rating<sup>1</sup>



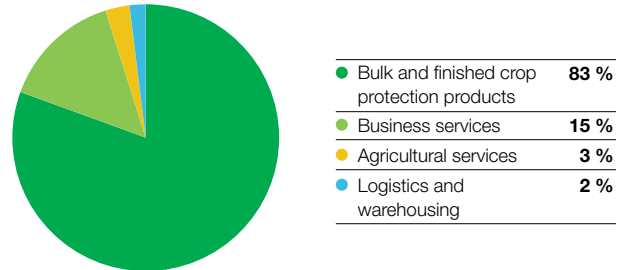
<sup>1</sup> Our Ecovadis rating applies to the Nufarm group, including Nufarm Agriculture.

## Our operations and supply chain

We operate a single crop protection sales office in Calgary and our business is supported by third-party operated warehousing and logistics. Over 80 per cent of our purchasing spend is on finished crop protection chemicals ready for sale or bulk crop protection products, which we repack using local service providers. We use indirect suppliers to provide the services

that support our business, such as professional services, research and development, and warehousing and logistics. These comprise less than 20 per cent of our purchasing spend (Figure 2).

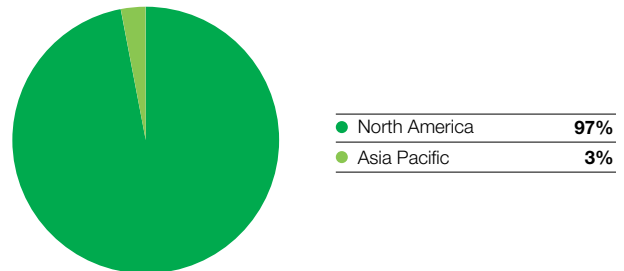
Figure 2. Percentage of purchasing and operational spend per spend category in FY23<sup>1</sup>



<sup>1</sup> Bulk and finished crop protection products includes the inbound logistics costs and import duties and taxes (where applicable).

As a part of a global organisation, over 60 per cent of our crop protection chemicals are manufactured within the Nufarm group. We have over 300 Tier 1 suppliers<sup>3</sup> from six countries, but nearly all of our goods and services are sourced within North America (Figure 3).

Figure 3. Percentage procurement spend by source region



Our Tier 2 suppliers<sup>3</sup> are predominately manufacturers of chemical inputs and packaging who supply the Nufarm group's global supply chain, these are located throughout Asia, Europe and North America. Other Nufarm group manufacturing facilities located Australia and Europe are also our Tier 2 suppliers.

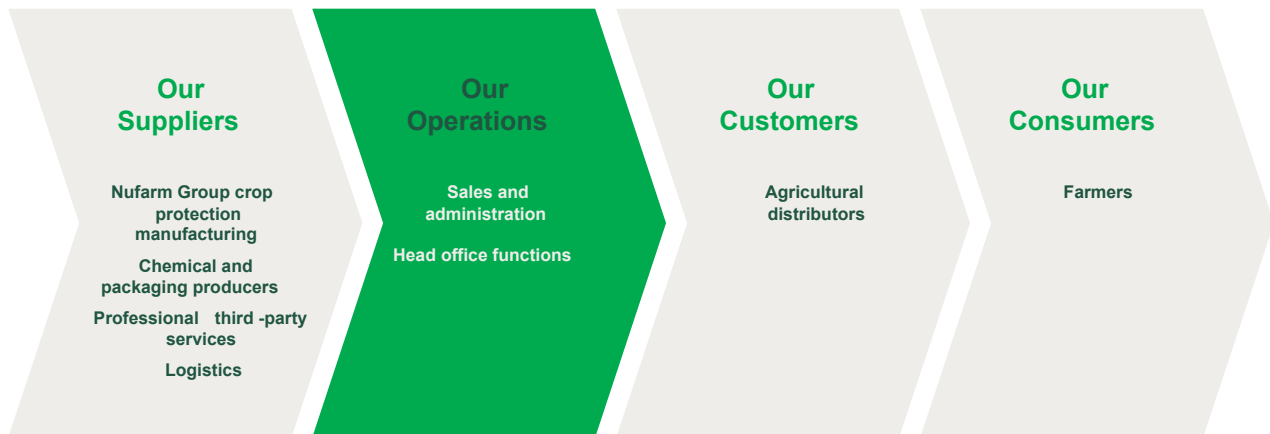
Figure four provides a simple overview of our key suppliers, the functions carried out at our operations, as well as our customers and consumers.

<sup>1</sup> Fierce and Valtera are trademarks of Valent U.S.A. LLC.

<sup>2</sup> Ecovadis is a leading supply chain sustainability assessment organisation who has evaluated the ESG performance of over 130,000 companies globally.

<sup>3</sup> Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers and so on.

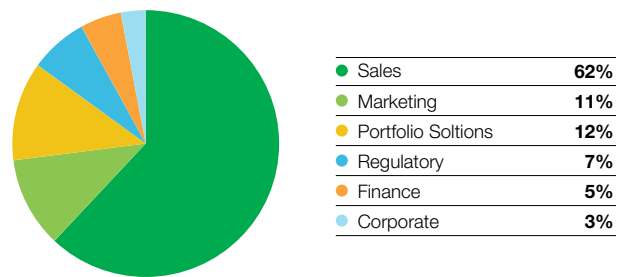
Figure 4. Overview of our crop protection supply chain



### Our people

We are a small team of just 41 full-time equivalent (FTE) employees, which is made up of forty permanent employees and one non-permanent employee.<sup>1</sup> The majority of our people work in our portfolio solutions and marketing teams, bringing our crop protection products to market, or in our sales field team (Figure 5).

Figure 5. Our employee's functional departments<sup>1</sup>



<sup>1</sup> Measured as full-time equivalent (FTE) employees

<sup>1</sup> Permanent employees are those on employment contracts with no fixed end date, while non-permanent employees are those on fixed term contracts.

# Modern slavery due diligence

The oversight of modern slavery is embedded in our group governance framework and the policies and procedures that all Nufarm entities use in our daily operations. These procedure seek to identify and mitigate modern slavery risk.<sup>1</sup>

## Modern slavery governance

Nufarm leverages the efforts and expertise of the group in the oversight and management of modern slavery risk. Nufarm Limited has established the group's governance framework and adherence to that framework is fundamental to demonstrating accountability to shareholders and appropriate oversight of the management of risk and promoting a culture of ethical, lawful and responsible behaviour within Nufarm. Nufarm Limited's modern slavery governance structure and the relevant modern slavery responsibilities are set out in Figure 6.

**Figure 6. Our modern slavery governance structure**



<sup>1</sup> Organisation for Economic Co-operation and Development. (2018). OECD due diligence guidance for responsible business conduct. OECD

# Modern slavery due diligence continued

## Responsible business conduct

Nufarm Limited's code of conduct applies to all of the group's directors, employees, contractors, agents and representatives, including Nufarm's.

The key values underpinning the code of conduct are:

- Actions must be governed by the highest standards of integrity and fairness.
- All decisions must be made in accordance with the spirit and letter of applicable law.
- business must be conducted honestly and ethically, with skill and the best judgement, and for the benefit of customers, employees, investors and Nufarm alike.

The code of conduct outlines the expectations that guide our employees' daily actions. It requires Nufarm to promote high standards of integrity by conducting our affairs honestly, ethically and responsibly. We emphasise care and respect for colleagues, partners, suppliers, the environment and the communities where we operate. Bribery and corruption are prohibited in all parts of our business. Material breaches of the code of conduct are reported to the board audit and risk committee.

In October and November 2023, we delivered a training program for our code of conduct and speak up (whistleblower) policy. All Nufarm's active employees completed this program by the end of 2023.

## Our policies

We have policies and procedures that embody Nufarm's values and set out our expectations of employee and supplier behaviour and standards. These help to embed modern slavery risk management into our business practices. The organisation has reviewed the majority of these policies within the last two to three years and aims to undertake periodic reviews of them going forward (Table 2).

**Table 2. Summary of relevant corporate codes and policies**

Policy <sup>1</sup>	Approved by	Approval date
<b>Code of conduct</b>	Nufarm Limited's Chief Executive Officer	November 2020
<b>Human rights policy</b>	Nufarm Limited's Board of directors	July 2021
<b>Health safety and environment policy</b>	Nufarm Limited's Chief Executive Officer	October 2023
<b>Inclusion and diversity policy</b>	Nufarm Limited's Group Executive People and Performance	November 2022
<b>Supplier code of conduct</b>	Nufarm Limited's Global Strategic Procurement Manager	July 2022
<b>Speak up (whistleblower) policy</b>	Nufarm Limited's Board of directors	June 2022

<sup>1</sup> Go to [nufarm.com](https://nufarm.com) or click on the policy titles in this table to access these policies.

## Respecting human rights

Nufarm is committed to providing a work environment where human rights are respected and upheld. We expect the same from all parties with whom we do business. We believe that respecting human rights in all we do is integral to the sustainability and success of our business because employees and communities who act with integrity contribute to a more stable and profitable business.

Our human rights policy sets out our expectations of employees, officers, contractors, distributors and suppliers in upholding our human rights obligations and responsibilities in our business, supply chain and the communities in which we operate, consistent with the United Nations' Universal Declaration of Human Rights.

We respect the rights and freedom of our employees to join or not join organisations of their choosing, to associate freely and bargain collectively and to do so free from any discrimination or harassment. Where we operate in countries that restrict these rights by law, we facilitate open communication and engagement between workers and management.

Nufarm considers slavery and trafficking in persons and child labour to be very serious issues. Our human rights policy establishes our commitment to workplaces free from harassment, violence or threats of violence, in keeping with our goal of zero harm to our employees.

## Worker and community health and safety

Our updated health, safety and environment policy (HSE) reflects our belief that HSE extends beyond our employees to our customers and communities. It is expressed to apply to all

Nufarm directors, employees (permanent and non-permanent), and visitors to our facilities.

The policy emphasises our commitment to creating a safe working environment, promoting HSE leadership and awareness, and continuously improving our HSE management systems. We encourage open communication on HSE matters and make sure that everyone is aware of their HSE responsibilities, from the CEO to the newest employee.

Protecting our employees from harm is one of a number of factors that contribute to providing decent work. While exposing employees to a hazardous workplace is not a form of modern slavery, it is illegal and can be an indicator of poor labour or slavery-like practices.<sup>1</sup>

## Our inclusion and diversity commitment

Nufarm promotes a culture of inclusion, diversity and equity, fostering workplaces free from discriminatory activities and practices. We work towards providing an inclusive work environment where individuals are valued for their diversity, can bring their whole self to work and be empowered to reach their full potential. Nufarm's policy is to take all reasonable measures to ensure equal opportunity for all employees, making merit-based decisions on employment matters at all of our locations around the world.

Women and girls are disproportionately affected by modern slavery, and we recognise we have a role to play in helping to break down the systemic gender inequalities that exist in society and contribute to making women more vulnerable to exploitation. We actively work to progress gender diversity throughout the organisation.

<sup>1</sup> Attorney-General's Department. (2023) Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023. Commonwealth of Australia.





### Supplier conduct

The Nufarm group has a global supplier code of conduct prohibits our suppliers from engaging in any form of modern slavery. The code also extends our broader position on human rights to our suppliers. We require all our suppliers to comply with regulatory requirements in relation to employees and workplaces and in particular to:

- provide workplaces free of harassment and discrimination
- treat their employees fairly and abide by all local labour laws regarding minimum pays, working hours, benefits etc.
- provide a safe and healthy workplace, with processes to identify and manage risks, investigate injuries, and implement effective preventative actions
- provide employees basic necessities, such as potable drinking water, adequate restrooms, first aid and fire suppression equipment
- provide employees with the appropriate safety equipment required for each job function
- comply with national laws and the International Labour Organization's standards on workers' age.

### Raising concerns

Nufarm has a speak up (whistleblower) policy that outlines how employees, contractors and other external stakeholders can report unethical, unlawful or irresponsible behaviour without fear of intimidation or recrimination. Our speak up policy is designed to be accessible and inclusive, with multilingual support. We provide the means for individuals to come forward and, if they wish, to anonymously express their concerns about suspected misconduct or any actions that seem unethical, illegal or simply out of place with our values.

Our speak up policy is supported by our independently operated integrity helpline and is a mechanism for reporting and investigating grievances, including those that are human rights related.

Reported cases are referred to the Global General Counsel and Company Secretary and the Group Executive People and Performance as appropriate to the nature of the issue. Investigations are conducted fairly, independently and in strict confidence. The audit and risk committee oversees the application of the speak up policy, including review of reporting trends.

### Concerned? Speak up

Nufarm is committed to fair, ethical and professional business practices and an inclusive, safe workplace for all. If you have a concern about unethical, illegal or unsafe activity, please do not keep it to yourself. Contact our [Integrity helpline](#).



Our policies are implemented through our due diligence procedures which seek to identify and mitigate modern slavery risk within our operations and supply chain.

### Our approach to modern slavery risk identification and management

We consider the following modern slavery risk factor's when identifying risk in our operations and supply chain:

- **Country vulnerability:** whether the countries in which we work and source materials from are more vulnerable to modern slavery practices
- **Industry vulnerability:** whether the supplier industries we are purchasing materials from are known to have modern slavery risks within them or their supply chain
- **At risk commodities:** whether the commodities used by our suppliers in our supply chain are known to have modern slavery risks in their supply chain, and
- **Employment arrangements:** the ways in which we engage people to work within our organisation.

In identifying risk factors and evaluating our risks, we have consulted sources such as the International Labour Organization (ILO), US Customs and Border Protections,<sup>2</sup> US Department of Labour,<sup>3</sup> UK Government's Gangmasters and Labour Abuse Authority,<sup>4</sup> the Walk Free Foundation,<sup>5</sup> Global Compact Network Australia & Maritime Union of Australia,<sup>6</sup> Verité,<sup>7</sup> Anti-slavery International,<sup>8</sup> Responsible Sourcing Tool<sup>9</sup> and various other non-government organisations and public media sources.

<sup>2</sup> International Labour Organization, Walk Free Foundation and International Organization for Migration. (2022). Global estimates of modern slavery forced labour and forced marriage. ILO.

<sup>3</sup> Bureau of International Labor Affairs. (2022). List of goods produced by child labour or forced labour. United States Department of Labor

<sup>4</sup> Gangmasters and Labour Abuse Authority. (2023). Modern slavery. GLAA.

<sup>5</sup> Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation.

<sup>6</sup> Caskey, C., O'Sullivan, N. and Pickette, R. (2022). Modern slavery within maritime shipping supply chains: guidance for Australian businesses in identifying, managing, and mitigating modern slavery risks within maritime shipping. Global Compact Network Australia & Maritime Union of Australia.

<sup>7</sup> <https://verite.org/>

<sup>8</sup> <https://www.antislavery.org/slavery-today/modern-slavery/>

<sup>9</sup> Responsible Sourcing Tool. (2022). Visualize risk. <https://www.responsiblesourcingtool.org/>

## Modern slavery due diligence continued

Taking these risk factors into consideration we have assessed modern slavery risk in our supply chain and operations, giving consideration to where:

- Nufarm's activities may cause the modern slavery risk, or
- Nufarm's activities directly link or contribute to the modern slavery risk and Nufarm has a high influence over the risk.

### Modern slavery risk management in our operations

We have due diligence processes and controls in place that endeavour to prevent modern slavery from entering our business.

- We provide **standard employment contracts** in the local language to ensure we fully inform our employees of their legal labour rights and working conditions when first engaged so they can make an informed decision to work for us.
- We **comply with local jurisdictional employment obligations**. We pay our employees at least a minimum wage, pay all legal entitlements on a regular basis, and compensate employees monetarily.
- Nufarm's **global supplier code of conduct** includes our modern slavery expectations of our suppliers. This code is communicated to all suppliers of temporary labour and service providers in at-risk industries, such as cleaning.<sup>1</sup> Raising suppliers' awareness of our human rights standards is a first step towards minimising risk to their workers.
- We endeavour to provide stable, **permanent employment** where we can, limiting our use of contract and casual labour as insecure employment can make people more vulnerable to exploitation.
- We provide **modern slavery awareness training** to our procurement and human resources leads, this aims to increase the awareness of modern slavery risks and the control measures in place to mitigate these risk.

### Modern slavery risk management in our supply chain

Nufarm Group has a global supply team that manages key procurement activities and a global procurement management system which includes the policies and procedures by which our global supply teams operate. This supply organisation is responsible for the supply of crop protection materials to Nufarm Agriculture. Through this organisation the following controls help to manage modern slavery risk:

- **New suppliers** of crop protection products are subject to a supplier risk assessment that evaluates our modern slavery risk factors in addition to other sustainability considerations, such as environmental risk. If a supplier is identified as high risk, our global procurement team examines the underlying risk factors and prepares strategies to mitigate the risk.
- Nufarm's **global supplier code of conduct** is also communicated to direct suppliers when commencing a relationship with them. The suppliers are requested to comply with its requirements.
- Our crop protection **supplier contracts** include a definition of modern slavery and a clause requiring the supplier to comply with applicable modern slavery laws.
- We have a **supplier corporate social responsibility (CSR) assessment program** which focuses on higher risk suppliers of both crop protection products and the chemicals used within the Nufarm group to manufacture these products. We partner with Ecovadis, a global leader in this field, to support us in this activity. The

supplier CSR assessments cover a comprehensive range of environmental, corporate governance and human rights topics, including modern slavery. Ecovadis undertakes an independent assessment of the nominated suppliers' policies, actions and outcomes, providing us with insight into our suppliers' potential risks and impacts.

- Our global supply team conducts **on-site audits** for those suppliers who fall short of our CSR assessment hurdle, helping the supplier to improve their CSR performance. This activity is focused on China, where many of our Tier 2 suppliers are located.
- Our global procurement team **monitor our supply chains** using supply chain risk management applications, Sphera and Ecovadis. Both systems provide notifications of potential incidents of modern slavery that may be linked to our suppliers. Such alerts are promptly investigated.

### Remediation

Modern slavery has the potential to cause its victim physical, physiological and/or financial harm and, if we were to identify an instance of modern slavery in our supply chain, we recognise the need to remedy the situation.

The Nufarm group has several mechanisms that should alert it to an incident or suspected incident of modern slavery in our operations or supply chain:

- direct escalation through our management personnel
- our integrity (speak up) helpline
- our CSR assessment program
- our in-person supplier audits
- our risk alert systems, Sphera and Ecovadis.

Such a matter would be escalated within the organisation and brought to the attention of the responsible executive and appropriate advice obtained on how to proceed. The nature of modern slavery and our relationship to it (i.e. cause, contributor or directly linked) means any incident of modern slavery would be unique and require a tailored remediation approach.

We have not identified any instances of modern slavery in our supply chain this year or needed to remediate the income of families (or individuals) due to forced or child labour impacts.

<sup>1</sup> Cleaning Accountability Framework Ltd. (2023). Modern slavery in cleaning supply chains. CAF.

# Modern slavery risks and the effectiveness of actions taken

We have identified two areas in our supply chain which are subject to modern slavery risk, these are summarised in Table 3. We have not identified any material modern slavery risks in our operations in Canada.

**Table 3. Modern slavery risks in our supply chain**

Occurs in	Risk #	Description of our modern slavery risks <sup>1,2</sup>	Impacted operations or source countries	Modern slavery risk factors <sup>2,3</sup>	Relevant types of modern slavery	Our relationship to the risk	Nufarm's ability to influence the risk <sup>4</sup>
Our supply chain	1	Purchasing bulk and finished crop protection products from suppliers who may have sourced their raw materials from suppliers operating in countries more vulnerable to modern slavery practices. Bulk and finished crop protection products make up 83 per cent of our total procurement spend.  This modern slavery risk occurs in our tier 2 and above suppliers as our tier 1 suppliers of these materials are located in low risk countries. <sup>5</sup>	Mexico, India, Indonesia, Malaysia, Brazil, and China	Country vulnerability: governance issues, inequality, lack of basic needs, effects of conflict or disenfranchised groups	Forced labour, debt bondage and child labour	Directly linked to	Low
	2	The use of third party shipping by our suppliers to bring raw materials to their sites for manufacturing. Modern slavery and human rights abuses have been found in these industries. <sup>6</sup>  Modern slavery risk occurs in our tier 2 and above suppliers. <sup>5</sup>	International shipping routes that supply the Nufarm Group supply chain.	Employment arrangements: uncertain employment	Forced labour and debt bondage	Directly linked to	Low

1 Office to Monitor and Combat Trafficking in Persons. (2022). 2022 trafficking in persons report. United States Department of State, Washington, DC.  
 2 Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation.  
 3 These risk factors occur in the countries listed, but not every risk factor is applicable to each country.  
 4 Nufarm Agriculture can only influence this risk indirectly through the Nufarm Group's global procurement organisation.  
 5 Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers, and our tier 3 suppliers are those that supply our tier 2 suppliers, and so on.  
 6 Caskey, C., O'Sullivan, N. & Pickette, R. (2022). Modern slavery within maritime shipping supply chains: guidance for Australian businesses in identifying, managing, and mitigating modern slavery risks within maritime shipping. Global Compact Network Australia & Maritime Union of Australia.

## Key<sup>1</sup>

- Caused by Where there is a risk that Nufarm's activities (or inaction) at its operations could directly result in modern slavery practices
- Contributed to Where there is a risk that Nufarm's activities (or inaction) at its operations or in its supply chain could lead to other parties engaging in modern slavery practices
- Directly linked to Where there is a risk that Nufarm could be linked to third parties who are engaged in modern slavery practices through its business relationships

1 United Nations Human Rights Office of the High Commissioner. (2011). Guiding Principles on business and human rights. United Nations.

## Actions taken this year

This year the Nufarm Group's global procurement organisation undertook modern slavery risk mitigation activities that covered the organisation's global supply chain, including suppliers to Nufarm Agriculture.

- **Expanding our crop protection corporate social responsibility (CSR) program** with Ecovadis by implementing Ecovadis' IQ Plus to enable sustainability risk assessments across 5,500 (>70 per cent) of the Group's suppliers, and increasing the number of suppliers who have undertaken a more detailed CSR assessment with Ecovadis.
- Continuing our **supplier audit program** in China and expanding it to key suppliers in India.
- **Examining our logistics supply chain**, identifying our key suppliers and executing our supplier code of conduct and contracts.

## Assessing our effectiveness

Nufarm Limited's modern slavery steering committee reviews the organisation's progress at delivering on planned actions for mitigating modern slavery risk and also the effectiveness of our due diligence procedures at identifying and managing modern slavery risk.

To help determine if these actions are effective, one of the indicators we use is the percentage of spend covered by our CSR program.<sup>1</sup> For Nufarm Agriculture, **96 per cent** of our direct spend (bulk and finished crop protection products) is with tier 1 suppliers who participate in our CSR program and they have demonstrated they are taking steps to manage modern slavery risk.<sup>2</sup>

<sup>1</sup> Suppliers in our CSR assessment program are those that have participated in an Ecovadis CSR assessment in the last three years through the Ecovadis platform.

<sup>2</sup> Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers, and our tier 3 suppliers are those that supply our tier 2 suppliers, and so on.

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