

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 FY24 reporting year from January 1, 2024 to December 31, 2024.

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: Thaisa Hugenneyer

Title: EVP, Integrated Supply Chain and Chief Sustainability Officer

Date: 5/28/2025 | 12:26:57 PM EDT

Signature: 


I have the authority to bind FMC Corporation

FMC of Canada Limited

Full Name: Devron McLeod

Title: Country Manager, Canada

Date: 5/28/2025 | 2:28:21 PM EDT

Signature: 

I have the authority to bind FMC of Canada Limited

Subsection 11(1)

FMC's Supplier Code of Conduct and Sustainable Sourcing Statement define the company's expectations of suppliers on environmental, social, and governance topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening and third-party risk assessments. In addition to the company's internal supplier selection processes, FMC has continued its partnership with EcoVadis, a leading sustainability evaluation platform that monitors suppliers through assessments based on criteria such as environmental impact, labor and human rights, ethics, and sustainable procurement. This partnership enables FMC to better understand supply chain sustainability risk and to measure supplier performance. In 2024, FMC engaged with select suppliers onboarded to EcoVadis in Wave 1 - those onboarded in the initial phase of the EcoVadis partnership in 2023. This was done to review assessment results and understand their main priorities to jointly determine supplier action plans for improvement in alignment with the company's goals. FMC then engaged with suppliers to share its environmental areas of focus and understand the suppliers' main priorities, to jointly determine supplier action plans for improvement. In addition to the work done with the Wave 1 suppliers, assessments were conducted with 29 additional suppliers from Direct Chemicals, Packaging and Logistics to determine future action plans. To date, over 420 FMC suppliers have been assessed through 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.

As stated in FMC's [Supplier Code of Conduct](#), FMC endorses, supports and promotes the values and the principles as provided for within the Universal Declaration of Human Rights and the conventions and core labour standards of the International Labour Organization. Suppliers are expected to do the same by protecting the human rights of their employees and by treating them with dignity and respect. Suppliers are also expected to promote human rights within the communities in which they operate through the improvement of economic, environmental and social conditions

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 develops, markets and sells 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 15 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.

FMC maintains an Ethics Response Line, for reporting suspected violations of FMC's Code of Ethics and Business Conduct and/or any other FMC policy, including as it relates to forced and child labour. The Ethics Response Line, including online submission, mail, email, or phone can be utilized globally to report concerns. FMC is committed to a prompt and thorough investigation of all allegations of misconduct. Employees have an obligation to cooperate in all such investigations. The Company has a zero-tolerance policy for retaliation due to making a report in good faith, raising a complaint or cooperating with any investigation. The Company will take appropriate remediation action, if necessary, if a determination of misconduct is found at the conclusion of the investigation. In 2024, FMC did not receive any reports of forced or child labour through the company's Ethics Response Line.

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 has not yet completed a formal assessment focused on the risks of forced and child labour. In 2025, FMC plans to join Together for Sustainability, a chemical industry initiative dedicated to building sustainable chemical supply chains. With an established supplier audit program, FMC will evaluate if this program can support assessing potential risks and completing further due diligence.

Remediation Measures

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

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 also provides employees with voluntary training on topics including human rights through the company's internal SharePoint Sites. 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.