

Nufarm seeks to conduct its business in a manner which recognises and adheres to all relevant laws and regulations and meets high standards with respect to honesty and integrity.

In order to meet this commitment, we require all Nufarm directors, employees, contractors and consultants to be familiar with and uphold the company's code of conduct in all business dealings.

While a number of specific and detailed policies have been implemented, the Nufarm Code of Conduct broadly encompasses the following values.

Respect for the law and company policies	<ul style="list-style-type: none"> • We are committed to the principles of compliance and will adhere to all laws including observance of insider trading laws and maintenance of legally required business records • We comply with all company policies and procedures • We report to our line managers (or if they are considered inappropriate for any reason their line manager) any matters we believe constitute misconduct, fraud, corruption, or unethical practices and that person is responsible for investigating the matter. • We co-operate fully with law enforcement agencies if called upon to do so
Respect for others	<ul style="list-style-type: none"> • We deal professionally, honestly and courteously with everyone we meet in the course of our employment • We refrain from making any disparaging or untruthful remarks about fellow employees, competitors or suppliers • We are committed to providing all employees with equal opportunity and will abstain from any discriminatory, harassing or bullying activities • We act in ways that maintain and protect the environment
Integrity	<ul style="list-style-type: none"> • We will avoid any conflicts of interest and will ensure possible conflicts of interest are made known to our managers whether they arise from outside business activities, relationships with suppliers, personal investments, or family activities • We refuse commissions, fees or gifts that fall outside normal commercial business practice, or the bounds of socially acceptable behaviour • We avoid engaging in any practice that could be seen as bribery, fraud or otherwise unethical
Diligence	<ul style="list-style-type: none"> • We avoid any practices or activities that will detrimentally affect our work for the company • We carry out our duties in a professional and conscientious manner and will deliver exceptional value and service to our customers
Personal use of property	<ul style="list-style-type: none"> • We keep company information confidential except when disclosure is authorised • We ensure that company assets, including computer systems, are not used for personal gain and will be relinquished if we leave the company
Health and safety	<ul style="list-style-type: none"> • We support and contribute to the company ensuring a safe and healthy working environment for all

These Standards capture the spirit of specific company policies dealing in greater detail with these matters. Staff should be aware that breaches of company policies may lead to disciplinary action up to and including dismissal. Where any further clarification is required regarding these Standards, advice should be obtained from your manager.