

Modern Slavery and human trafficking statement

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31/07/2017 (YEAR).

Introduction

Nufarm is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

Our organisational structure and operations

Nufarm Limited is a publicly owned, global crop protection and seed technologies business with a head office in Laverton North, Victoria, Australia. Nufarm has manufacturing and seed production facilities in 28 locations across the world as shown in figure 1.

Nufarm companies manufacture, distribute and market crop protection chemicals. Our wholly owned subsidiary, Nuseed, grows and distributes seeds and seed treatment products.

We have manufacturing and distribution platforms in Australia and New Zealand, North America, Latin America, Europe and Asia and market products in over 100 countries, selling into the agricultural distribution channel and direct to large farms. Our total global revenue this year was AUD 3.1 billion.

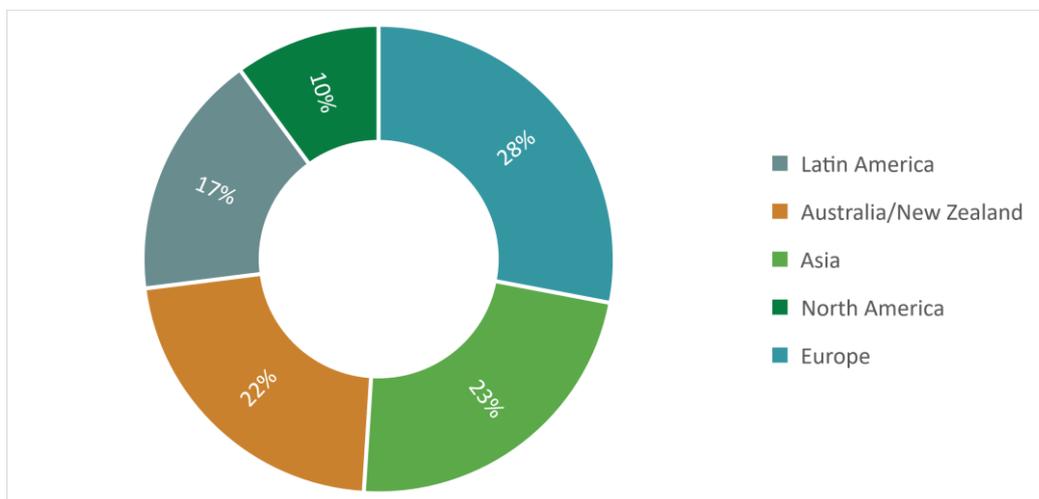
Figure 1. Geographical locations of Nufarm's operations and sales regions



This year Nufarm employed 3,189 people across our five regions as shown in chart 1. Most our workforce is full time, permanent employees and throughout a normal year we also employ casual

contract staff to respond to the peak manufacturing months. At the end of 2017 we had an additional 14 per cent seasonal workers contracted to work at our manufacturing sites. Nufarm engages a small percentage of specialist, professional service providers, such as business and engineering consultants, to support projects as required.

Chart 1. Employees by region



Our supply chain

Nufarm has 13 crop protection manufacturing facilities located in Europe, North America, Latin America, Asia and Australia enabling us to tailor our products to suit local conditions and respond rapidly to customer needs. We also have 15 seed production facilities in Australia, North America, Latin America and Europe.

Supplier location is just one of many considerations evaluated when sourcing the raw materials and packaging needed by our manufacturing plants. We have significant suppliers located throughout Europe, Asia, North America, Brazil and Australia and more than 3,000 suppliers across the world to support our global supply chain network. Nufarm’s procurement organisation is led out of our head office in Australia and through procurement hubs in China, Malaysia and Switzerland. Nufarm has a dedicated compliance manager based in the US and a dedicated head of procurement accountable for policy implementation and compliance within the regions.

We primarily sell our crop protection and seed products direct to channel partners, who are distributors that sell directly to growers and offer other agricultural inputs and advice.

Policies relating to modern slavery

Nufarm upholds human rights consistent with the United Nations Declaration of Human Rights and national human rights in each jurisdiction we operate.

Nufarm has developed a human rights policy, adopting a zero-tolerance stance on all forms of modern slavery in either our organisation or our supply chain. We employ people who have freely



given their consent to working with us and are of a legal age and status to work. We are also committed to undertaking business with suppliers and contractors who share this goal.

We also developed a global supplier code of conduct this year which further articulates our expectations of our suppliers; to conduct business ethically, protect the environment from harm, uphold human rights and labour practices, provide their employees with a safe and healthy work environment and prohibit all forms of slavery, child or forced labour and human trafficking.

We have a whistle-blower policy for the protection of those who potentially identify and need to raise a concern with a modern slavery issue. Our employee code of conduct includes a confidential escalation process in the case of code breaches and this is available to both Nufarm and non-Nufarm employees.

These codes and policies are available in the governance section of our corporate website.

Risk assessment

We have responded to modern slavery in proportion to our risk of exposure.

Our operations

Nufarm has developed a modern slavery risk assessment process and completed risk assessments for the majority of our business.

This process assesses the adequacy of our measures to identify and prevent modern slavery within our own business and in the use of contract labour. We found the risk of modern slavery within our own operations to be low to very low with some minor improvement to internal controls required, such as retaining copies of identification verification for audit purposes.

These risk assessments will be ongoing.

Our suppliers

Nufarm have partnered with EcoVadis, a global leader in supplier corporate social responsibility (CSR) assessments, to begin assessing our first-tier raw material suppliers. This process increases our supply chain transparency; an important step towards reducing our environmental and social footprint through working with responsible suppliers. These CSR assessments will be perennial.

A risk-based approach was adopted to determine supplier priority for CSR assessment with the higher risk suppliers being evaluated first. This process considers the risk associated with the supplier's country of operation, their importance to Nufarm and their industry. Nufarm has a number of important chemical suppliers in China and India, and these suppliers were given a high priority for CSR assessment based on country risk. The global slavery index was used to help identify countries at higher risk of slavery and human trafficking.

In 2017, Nufarm assessed 23 per cent of its existing suppliers (measured as a percentage of total spend). Of the suppliers assessed so far there was no clear evidence of child or forced labour, although several suppliers failed to provide documentation to support their claims that they were

compliant with globally acceptable practices. Nufarm has not needed to terminate any business relationships due to poor human rights performance.

Supplier CSR assessment will continue as an area of focus in the future and is an important tool in identifying and responding to potential incidents of modern slavery in our supply chain.

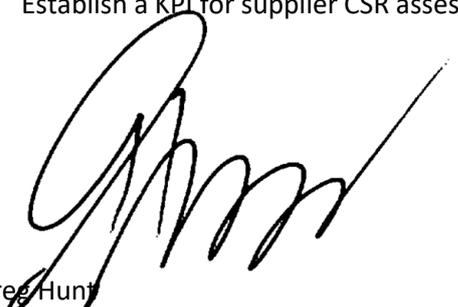
Staff training

We provided some training in modern slavery issues to our regional HR departments. Training needs to be rolled out to a broader employee group in the future to ensure that they understand the risks of modern slavery and human trafficking potentially entering our business or supply chains, and effectively operate the policies and procedures aimed at mitigating this risk.

Looking forward

We recognise that modern slavery is a serious crime and a violation of human rights and we are committed to ensuring we have rigorous controls in place to identify and prevent it in our operations and supply chain. In the next financial year, we intend to:

- Complete the modern slavery risk assessments of our operations and implement some minor improvements in our internal controls, commensurate to the level of risk;
- Begin contractually binding our suppliers to our supplier code of conduct through our new procurement management system;
- Integrate supplier CSR assessment into the process for evaluating new suppliers;
- Continue to progress CSR assessments of existing suppliers and develop mutually agreed upon improvement plans with lower rating suppliers;
- Formalise our supplier risk management approach to procurement with the implementation of RiskMethod. RiskMethod monitors risks to the supply chain, such as financial, geopolitical, health and safety, natural disasters, labour and product quality; and
- Establish a KPI for supplier CSR assessment.



Greg Hunt
Managing director and chief executive officer

26th of October 2017