

Syngenta Australia

2022 Modern Slavery Statement

Introduction

The following is Syngenta Australia Pty Ltd's modern slavery statement as required under the *Modern Slavery Act 2018* (Cth). This statement provides information on the steps taken by Syngenta AG group globally to identify and reduce the risk of modern slavery in our operations and supply chain. Globally, Syngenta has been reporting on modern slavery risks as required by the *Modern Slavery Act 2015* (UK).

This statement is submitted by Syngenta Australia Pty Ltd (ABN 33 002 933 717) to the Australian Border Force's online register, as required by the Modern Slavery Act on 30 June 2023. The reporting period for the statement is our financial year, being 1 January 2022 to 31 December 2022.

Syngenta AG group (also referred to as "Syngenta" in this document) refers to Syngenta Crop Protection, Syngenta Seeds and operations of Syngenta AG group that now form part of Syngenta Group China. These three business units, together with ADAMA, comprise the Syngenta Group which was launched in June 2020. Syngenta Australia Pty Ltd falls within the Syngenta Group umbrella.

About Syngenta

Syngenta is a world leading agribusiness operating in the crop protection, seeds, professional solutions and flowers markets.

Our technologies enable millions of farmers around the world to make better use of limited agricultural resources. Globally, Syngenta has over 30,000 people in more than 90 countries working to transform how crops are grown. Through partnerships, collaboration and our [Good Growth Plan](#) we are committed to improving farm productivity, rescuing land from degradation, enhancing biodiversity and revitalizing rural communities.

Within Australia, we have approximately 180 staff with head office in Sydney. Syngenta Australia supplies crop protection, professional solutions, and seeds products. For the relevant reporting period, we do not control any other entities and therefore the criteria for consultation is not applicable.

Our operations

Crop Protection

The largest business unit in Syngenta Group, Syngenta Crop Protection, provides farmers with advanced and sustainable ways to keep their plants healthy – from sowing to harvest. The business unit develops and produces herbicides, insecticides, fungicides, biological controls and seed treatments that promote strong and healthy plant growth.

Seeds

Syngenta Seeds offers a broad portfolio of crops, with particular strengths in corn, soybean, sunflower, cereals and vegetables. Its flowers business, one of the key global players, is a leader in bedding and pot plants. Syngenta's Seeds business offers one of the agriculture industry's broadest germplasm pools and a strong pipeline of next-generation traits, built by a collaborative, on-farm approach to product development, customer focus, and an innovative global research and development program.

Professional Solutions

The Professional Solutions business provides turf and landscape and professional pest management products, and the flowers business provides flower seeds, cuttings and young plants to professional growers and consumers.

Supply Chain

Syngenta operates in complex supply chain networks across the globe. Our key direct procurement activities are in the seed, chemical and flower supply chains:

Chemical supply chain: From producers of basic commoditized chemistries to advanced custom manufacturers of fine chemistries, we work with more than 600 suppliers in more than 30 countries around the world to procure the chemicals required for the production of our crop protection products. We also work with suppliers of packaging and other direct materials as well as with formulation, fill and pack tollers.

Syngenta's most significant manufacturing and research and development sites are located in Switzerland, the United Kingdom (UK), the United States of America (USA or US) and China. Syngenta has major research centers focused on identifying new active ingredients in Stein, Switzerland and Jealott's Hill, UK. Syngenta's primary center for agricultural genomics and biotechnology research is in the USA.

Seed supply chain: We work with some 65,000 small, medium and large farms in some 35 countries to multiply high-quality seeds we sell to our customers.

Flower supply chain: Our network of approximately 40 Syngenta owned and third-party commercial flower farms in over 15 countries produce flower seeds, cuttings and young plants. These supply chains have their own diverse challenges.

In our seed supply chain, agriculture work is heavy and often involves long working hours in conditions that carry many risks, including exposure to hazardous chemicals, machinery and the climate. In our chemical supply chain, despite advanced health and safety prevention practices in chemical production, improper handling of chemicals could still have adverse consequences for humans and the environment.

Action taken to control risks

Syngenta is committed to upholding labor rights in our own operations and we work with our suppliers to do the same. Syngenta takes positive action to verify, evaluate and address the risk of labor rights violations, such as slavery and human trafficking in our supply chain.

Syngenta's commitment to fair labor practices is publicly communicated through our Good Growth Plan and our participation as a United Nations Global Compact signatory adhering to Principle 4: "the elimination of all forms of forced and compulsory labor".

Syngenta's pledge to human rights is expressed in the [Syngenta Group Code of Conduct](#), in that we comply with all national and international laws, codes and conventions and are committed to upholding the principles set out in the Universal Declaration of Human Rights and the International Labor Organization's core conventions. This commitment is also expressed in our [Principles for Sustainable and Responsible Agriculture](#) and the [Syngenta Labor Standards](#). We seek to improve our human rights performance by referencing the United Nations Guiding Principles on Business and Human Rights.

Clear policies guide all of Syngenta's procurement activities around the world. We share our [Suppliers Code of Conduct](#) with our suppliers and expect them to live up to them when they are working with us. This document focuses on fair labor practices with special reference to Illegal, Forced, Bonded & Compulsory Labor and it forms an integral and binding part of our contractual relationships with our suppliers.

Addressing the risks

Syngenta audits supplier performance to ensure compliance with our standards and identify opportunities for improvement. These audits help us identify compliance gaps where immediate action is needed as well as areas requiring systemic solutions. We develop corrective action plans in collaboration with local stakeholders to address and remediate any non-conformities.

Under Syngenta's Fair Labor Program, we expect our almost 65,000 seed supply farms to live up to our standards in the following areas: Employment Relationship; Non-discrimination, Harassment and Abuse; No Forced and Child Labor; Freedom of Association and Collective Bargaining; Health, Safety and Environment; Fair Hours of Work; and Fair Compensation. This program was developed with support of the [Fair Labor Association](#) (FLA).

In 2016, Syngenta started implementing its Supplier Sustainability Program in line with the [Together for Sustainability](#) (TfS) framework. Through the TfS initiative, we work collectively with other chemical companies to assess and improve sustainable sourcing practices consistent with the principles of the United Nations Global Compact, Responsible Care® and the International Labor Organization. Our Supplier Sustainability Program consists of on-site audits conducted by our own auditors, and audits or assessments conducted through the TfS initiative. The program assesses suppliers' performance against our standards, identifies potential gaps and supports suppliers to make the required improvements. We also engage with chemical suppliers to increase transparency.

In Syngenta's flowers business, most of our Syngenta and third-party commercial flower farms hold [GLOBALG.A.P.](#) and [GRASP](#) (GLOBALG.A.P. Risk Assessment on Social Practice) certifications. GlobalG.A.P. is the worldwide standard for good agricultural practices and GRASP assesses social practices on the farm, addressing specific aspects of workers' health, safety and welfare.

Assessment and improvement

Our supplier relationship management approach enables us to manage suppliers effectively, while focusing on our most critical suppliers to reduce risks in our supply chain. We engage in regular, open dialogue with suppliers to develop strong positive relationships in the marketplace. Syngenta employees engaging with suppliers undergo training on ethical procurement practices, risks associated with purchasing in certain categories and requirements for conducting due diligence and driving improvement.

To assess and improve the standards of our suppliers, we monitor their performance through audits and assessments. These are either conducted by our own teams or in collaboration with partners. When gaps are identified, we support suppliers in making the required improvements. To ensure our seed suppliers meet our fair labor standards, the Syngenta Fair Labor Program monitors labor practices on our farm network, including health and safety, child labor, wages and benefits, working hours, freedom of association and collective bargaining, harassment and abuse, forced labor and non-discrimination.

KPIs

The Key Performance Indicators for our most significant modern slavery risks are as follows:

- **Seed supply chain:** percentage of Syngenta seed producing countries and seed supply farms included in the Syngenta Fair Labor Program.
- **Chemical supply chain:** percentage of chemical suppliers, formulation, fill and pack tollers and packaging manufacturers that are included in our Supplier Sustainability Program. For this KPI, only chemical suppliers, formulation, fill and pack tollers categorized as posing a high or medium sustainability risk are included. All packaging manufacturers, independent of the level of sustainability risk they pose, are included.
- **Flower supply chain:** percentage of Syngenta and third-party commercial flower farms that have a valid GlobalG.A.P. certificate, as well as percentage of Syngenta commercial flower farms that carried out a GRASP social practice assessment.

Assessing Effectiveness

In 2022, 99.5% of our suppliers were covered by our sustainability and fair labor programs, the same figure as last year. We know that we cannot reach 100% because of constant changes in our supply chains. In particular:

Seed supply

Same as last year, in 2022, 99.7% of our seed supply farms were part of the Syngenta Fair Labor Program (FLP). Driven by the shift to areas with smaller farms, the total number of seed supply farms increased by 16% to reach 77,222 farms in 2022. These new supplier farms are mainly located in Indonesia, Thailand and Canada. The seed supply chain represents 99% of all suppliers targeted by our sustainability and fair labor programs.

The Syngenta FLP is in place in 91% of our seed producing countries (32 out of a total of 35), with only Guatemala, Honduras, and Peru still not part of the program. We aim to cover all seed production countries with the FLP by end of 2023.

The percentage of farms undergoing internal monitoring slightly decreased to 20% due to the increase in the total number of seed farms (+16%) vs. the number of farms monitored, which has not increased at the same rate (+1%).

In 2022, Syngenta and BASF joined forces with the NGO Arisa in a multistakeholder collaboration called Wage Improvements in Seed Hybrids (WISH) to improve labor standards, in particular with regards to child labor issues and minimum wage compliance in the vegetable seeds sector in India. The four-year project consists of two phases. In the first phase, completed in 2022, WISH conducted research on the current Supply chain Own operations Downstream Syngenta ESG Report 2022 Back to Contents 70 occurrence of minimum wages and child labor issues. In the second phase, WISH will implement strategies that address the root causes of gaps in minimum wage and child labor regulations in the vegetable seeds sector.

In 2022, we continued working with Solidaridad to improve the sustainability of our seed supply chains with a focus on primary seed production in Guatemala, Honduras and China. In Guatemala and Honduras, following an assessment of the compliance of Syngenta's vendors with labor standards, we are developing strategies to close identified gaps. In China, Solidaridad is developing a business case for Syngenta vegetable seed farmers to improve their livelihood by supporting the adoption of sustainable, climate resilient and socially responsible practices in Gansu province.

Chemical suppliers, formulation, fill and pack tollers and packaging suppliers

Despite a slight increase in the number of chemical suppliers in 2022, the percentage of chemical suppliers included in the Supplier Sustainability Program slightly decreased and is now at 94% (at the same level for the last five years).

The percentage of high- and medium-risk formulation, fill and pack tollers included in the program decreased slightly from the previous year. There was no change to the overall number of tollers, despite some natural fluctuations in the companies we work with. Although COVID-19 restrictions significantly reduced the number of audits we could execute at these tollers, we conducted online follow-ups to address gaps in corrective action plans and TfS Sustainability assessments via the EcoVadis platform. We also made progress in the first half of 2022 in ramping up the execution of audits where restrictions were lifted.

The total number of packaging suppliers we are working with grew in 2022. Through our continued roll-out of the TfS assessment, we were able to include more packaging suppliers in the program, keeping our coverage at 71%.

In 2022, we increased the resources dedicated to supplier sustainability activities, which enabled us to continue improving both the coverage of our programs and the performance of our suppliers. We also developed and implemented new software solutions to track and monitor coverage and progress across our supplier base, and create a direct link between sustainability and procurement spend data.

Commercial flowers

In 2022, despite a decline in the percentage of farms with valid GlobalG.A.P. certification, which is now at 95% compared to 97% in 2021, one additional supplier was certified (36 in 2022 vs. 35 in 2021) and two additional third-party farms were added to the GlobalG.A.P. scope. 100% of Syngenta commercial flower farms had valid G.R.A.S.P. social practice assessment this year. The decrease in 2021 was due to two of our sites in Kenya not being considered as G.R.A.S.P.-certified because GlobalG.A.P. stopped recognizing the Kenya Flower Council Silver certificate as equivalent to G.R.A.S.P. This has been resolved in 2022.

We also identified 12 third-party farms, which are not in scope for our reporting, having a valid G.R.A.S.P. certification in place.

Concluding remarks

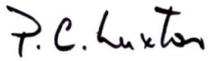
As outlined above, our commitment to human rights and fair labor is expressed in the [Syngenta Group Code of Conduct](#) (Principles 22-24), our [Principles for Sustainable and Responsible Agriculture](#), the [Syngenta Labor Standards](#). All employees are expected to live up to this commitment. Implementation is supported by functional teams, including Procurement; Human Resources; Compliance; Health, Safety and Environment; and Sustainable and Responsible Business. Syngenta expects third parties to conduct business in a legal and ethical manner. Our [Supplier Code of Conduct](#) clearly outline these expectations.

We have policies, procedures and programs in place to prevent potential violations or non-compliance. We monitor our practices through risk-based due diligence processes and/or targeted interventions. We take actions where issues arise in our operations and, where issues are linked to third-party operations, we use our influence to encourage them to prevent, mitigate and address them. Any suspected human rights violation or non-compliance incident is appropriately investigated and corrective actions are implemented.

We share data and performance information about these programs publicly on our [website](#), as well as in Syngenta's ESG Report 2022, which together with our previous ESG Reports can be found at www.esg-reporting.syngenta.com.

Consultation

This Modern Slavery Statement was approved by the Board of Syngenta Australia Pty Ltd on 30 June 2023.



Paul Luxton
Director
Syngenta Australia Pty Ltd
30 June 2023