

Syngenta Australia

2020 Modern Slavery Statement

Introduction

The following is Syngenta Australia Pty Ltd's modern slavery statement as required under the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act). This statement provides information on the steps taken by Syngenta 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 2021. The reporting period for the statement is our financial year, being 1 January 2020 to 31 December 2020.

Syngenta Group refers to Syngenta Crop Protection, Syngenta Seeds and the Syngenta AG operations that now form part of Syngenta Group China. 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 28,000 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 160 staff with head office in Sydney. Syngenta Australia supplies crop protection, professional solutions, and seeds products.

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 45,000 small, medium and large farms in 37 countries to multiply high-quality seeds we sell to our customers.

Flower supply chain: Our network of approximately 30 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 [standards and principles](#) with our suppliers and expect them to live up to them when they are working with us.

In addition, our [Minimum Requirements for Suppliers to Syngenta](#) focus on fair labor practices with special reference to Illegal, Forced, Bonded & Compulsory Labor. This document 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 45,000 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.

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.

We engage with our chemical suppliers through our Supplier Sustainability Program, which includes on-site audits conducted by our own teams, and audits or assessments conducted through the chemical industry's TfS initiative, which follow the principles of the United Nations Global Compact, Responsible Care® and the International Labor Organization. We have also started broadening our engagement with chemical suppliers to measure and improve their carbon, water and waste impacts. Our flower business is working to obtain GlobalG.A.P. and GRASP certifications for our commercial flower farms.

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 in 2020.

Assessing the effectiveness of our programs in 2020

In 2020, 99.4% of our suppliers were covered by our sustainability and fair labor programs, a slight increase compared to last year. We know that we cannot reach 100% because of constant changes in our supply chains. In particular:

Seed supply

In 2020, 99.6% of our seed supply farms were part of the Syngenta Fair Labor Program. Driven by market demand, the total number of seed supply farms increased to reach 44,906 farms in 2020. The seed supply chain represents 98.5% of all the suppliers targeted by our sustainability and fair labor programs.

The Syngenta Fair Labor Program is in place in 92% of our seed producing countries (34 out of a total of 37): Argentina, Bangladesh, Belgium, Brazil, Canada, Chile, China, Denmark, France, Germany, Hungary, India, Indonesia, Israel, Italy, Kenya, Korea, Mexico, Morocco, Netherlands, Philippines, Poland, Romania, Russia, South Africa, Serbia, Spain, Thailand, Turkey, UK, Ukraine, US, Vietnam and Zambia. This leaves only three countries to be added: Honduras, Guatemala and Peru, which will be included in the program as implementation resources become available.

The percentage of farms undergoing internal monitoring slightly increased to 22%, which is in line with our internal program guidelines.

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

Despite significant challenges with conducting on-site audits during the COVID-19 pandemic, the coverage of suppliers in our Supplier Sustainability Program has increased in all categories due to the expansion of TFS sustainability assessments which can be conducted remotely.

In 2020, 95% of our chemical suppliers were included in the program, representing a slight increase from the previous year. The percentage of formulation, fill and pack tollers increased to 86% (+3 percentage points) and the percentage of packaging manufacturers increased to 67% (+4 percentage points), driven by the continued rollout of the program.

Commercial flowers

In 2020, 91% of all farms had the GlobalG.A.P. certification, a 3 percentage point increase compared to 2019, which was due to an additional new supplier certified (30 in 2020 vs. 29 in 2019). All Syngenta commercial flower farms carried out GRASP social practice assessments. This year, GRASP also became available on our farms in Guatemala and we maintained a 100% coverage in 2020.

2020 proved to be a challenging year due to COVID-19 restrictions delaying and altering how external certification bodies could audit sites. Yet, we successfully completed Fairtrade accreditation for our cutting farms in Kenya and Ethiopia, and we are now able to offer the complete range of cutting material and quickstep products for our entire East African operations.

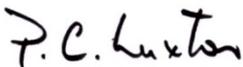
Concluding remarks

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](#) and 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.

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 2020](#) ([previous reports can be found here](#)).

This statement was approved by the board of Syngenta Australia Pty Ltd on 30 June 2021.



Paul Luxton
Director
Syngenta Australia Pty Ltd
30 June 2021