

## **Modern Slavery Statement for Corteva Agriscience Australia**

We are committed to combatting modern slavery and ensuring that our operations and supply chains are free from forced labour, human trafficking, or exploitation. This modern slavery statement ("Statement") highlights our commitment to responsible business practices and outlines our approach to address and mitigate modern slavery risks, describing the actions we have taken to identify, prevent and mitigate such practices in line with the *Australian Modern Slavery Act 2018* (Cth) ("MSA").

### **1. Identifying the reporting entity**

This Statement has been prepared by Corteva Agriscience Australia Pty Ltd ("CAA") under section 13 of the MSA. This statement covers CAA as the reporting entity, and CAA's subsidiaries Production Agriscience Australia Pty Ltd ("PAA") and Pioneer Hi Bred Australia Pty Ltd ("PHA") as entities which it owns and controls, to meet the requirements of the MSA for the reporting period 1 July 2022 to 30 June 2023 (the "Reporting Period").

Collectively, these three entities shall be referred to in this Statement as "CTVA". All reference to "CAA", "CTVA", "our" and "we" in this Statement refer to CTVA unless otherwise specified.

In addition to describing our actions taken to combat risks of modern slavery in our operations and supply chains, this Statement also outlines progress made, challenges faced and future initiatives to combat modern slavery. CTVA's policies, processes and approach to modern slavery and human rights is directed by CAA's parent entity listed on the United States Stock Exchange Corteva INC ("Corteva").

CTVA's approach to combatting modern slavery risks is set out in the Corteva INC's Supplier Code of Conduct which states that Corteva is committed to the protection and advancement of human rights and will not tolerate the use of forced labour, slavery, human trafficking, the exploitation of children, or their engagement in hazardous work. Suppliers to CTVA are required to follow all general workplace standards and must comply with applicable laws and regulations, including those that relate to labour, wage, working hours, discriminatory hiring and employment practices and health and safety. This commitment establishes and ensures a safe working environment for employees and employees of our suppliers. Should CTVA become aware of practices that are inconsistent with these principles, the business relationship with that supplier will be terminated.

### **2. Our structure and operations**

CAA is an Australian subsidiary of Corteva INC, an entity listed on the United States Stock Exchange, headquartered in Indianapolis, United States.

CAA has two subsidiary entities in Australia being:

- (i) PAA; and
- (ii) PHA.

CTVA in Australia is a reseller/distributor of products for the Australian agriculture market including:

- Crop Protection and other agricultural chemicals;
- Seeds; and
- Crop Protection biological products.

CTVA sells and distributes these agriculturally based products through Australian distributors who typically stock and sell a wide range of products for the agriculture market.

Corteva has approximately 21,200 employees worldwide and has operations and offices in approximately 74 countries.

CTVA in Australia has a head office in Sydney, New South Wales and a second research and development site in Wagga Wagga, New South Wales. In Australia, the local subsidiaries including CTVA employ a total of approximately 85 employees, 95% of which are full time employees.

CTVA has established robust governance structures and processes to oversee our efforts in combatting modern slavery. Our senior management and board of directors are committed to driving ethical practices and human rights throughout the organisation.

### 3. Our supply chains

CTVA markets and distributes Corteva products and provides research and development support for product registrations in Australia. CTVA acquires products for resale, and active ingredients from its affiliates around the world and then sells products directly to Australian based distributors.

#### *Types of services supplied*

In relation to third party suppliers, CTVA has approximately 227 suppliers to its Australian business consisting of:

- Suppliers of Services;
- Suppliers of Raw materials;
- Suppliers of logistics;
- Research and Development Support; and
- External manufacturing providers.

The total spend on third party suppliers during the Reporting Period was approximately AUD\$38,000,000.

Of this, the expenditure can be broken up as follows:

Category of Supplier	Approximate Number of Suppliers in Category	Approximate Expenditure
Logistics	29	\$4.7 million
External Manufacturing	3	\$1.5 million
Raw Materials	38	\$28 million

Services (eg marketing/technology)	109	\$2.38 million
Operations Services (eg R&D)	40	\$800,000.00
Packaging Services	3	\$2000.00
Other unclassified	16	\$600,000.00

#### *Location of suppliers*

The location of the CTVA suppliers is as follows:

<b>Country</b>	<b>Number of Suppliers</b>
Australia	205
Netherlands	1
United Arab Emirates	1
China	4
United Kingdom	1
India	1
Japan	1
New Zealand	6
Singapore	2
United States	5

#### **4. Risks of modern slavery in our operations and supply chains**

##### *CTVA's operational risks*

In Australia, CTVA has approximately 85 employees. Employees in CTVA hold a variety of positions from agronomists, to research and development staff, to sales staff to administrative support staff. Additionally we employ functional staff to provide support to the functional aspects of our operations, such as human resources, finance support, legal and procurement based support. Given the location of our employees, and the types of roles they are involved in, we consider that there is a low risk of modern slavery issues within our immediate operations.

##### *CTVA's supply chain risks*

To prepare this Statement, CTVA has conducted a high level review of its direct supply chain outlined in section 3 above. Over 205 of CTVA's 227 suppliers are located in Australia. A very small percentage of suppliers are based in overseas locations. Of these overseas locations only two countries, both of which are based in Asia Pacific fall into Corteva's global risk assessed due diligence profile, these being China and India. Based on this, CTVA conducts due diligence searches for all suppliers based in these locations. CTVA's risk assessments and due diligence are described in further detail in section 5 below.

#### **5. Actions taken to assess modern slavery risks**

In our efforts to identify and mitigate potential human rights impacts across our operations and supply chain, including the risk of discrimination, unsafe working conditions, human trafficking, and child, or forced labour, Corteva and CTVA conducts regular reviews of our risk exposure both at a global and local level.

We have assessed both ours, and our first tier suppliers' locations and workforce makeup and we believe there is a low risk of modern slavery issues in our operations.

CTVA conducts global assessments of our risk exposure including annual high level assessments of our vendors.

Corteva has a global human resources system to manage its global employee base, including in Australia. Details about employee roles, competencies and rates of pay are maintained in this system and Corteva conducts regular benchmarking of the roles engaged in by each of its employees to ensure that rates of pay are equitable. Corteva and CTVA comply with workplace laws in all of the countries in which it operates.

#### *Risk assessment and due diligence*

Corteva's risk-based approach to supplier due diligence means that CTVA, in conjunction with its global affiliates, has assessed the different layers of our supply chain and identified potential risk areas which include:

- Geographic location of suppliers;
- The applicable corruption perception index (per the Transparency International annual global assessment) for that geographic location (the "CPI"); and
- The nature of the role the vendor plays in relation to CTVA and its broader supply chain.

Applying this process to CTVA's risk assessments, CTVA conducts due diligence searches for all suppliers which meet the company's risk criteria. This criteria is based on:

1. The supplier's country of operation being assessed as a CPI of 50 or lower;
2. The annual estimated expenditure with the supplier exceeding \$100,000; and
3. The category and the nature of the dealings engaged in by the supplier on behalf of Corteva.

For each supplier that meets the CTVA risk threshold, including all suppliers located in China and India, CTVA conducts a due diligence assessment of the supplier utilising a global search system through Navex Global. This search determines whether the supplier has any history of unlawful or corrupt activity, including any human rights violations. CTVA does not transact with suppliers who do not share our commitment to ethics and human rights.

In conjunction with its global affiliates, CTVA conducted a comprehensive risk assessment of its operations and supply chains. The risk assessment process aims to identify potential areas where modern slavery risks may arise. The due diligence process for this area includes:

- (i) Identifying, understanding, and mapping supply chains to identify high risk areas to include geographic regions, sectors and specific suppliers or subcontractors.
- (ii) Supplier Assessments and due diligence: CTVA, along with its global affiliates, has implemented a rigorous supplier assessment process that evaluates each supplier and contains an evaluation of potential modern slavery risks. This assessment includes factors such as country of operations, historical labour and recruitment factors and working conditions.
- (iii) Evaluation: CTVA assesses and prioritises suppliers based on their risk profile. Consideration factors include location, sector and known industry. CTVA monitors each supplier identified as a potential risk, or as being in a particular risk area, on an ongoing basis.
- (iv) Monitoring: CTVA, in conjunction with its global affiliates, engages a third-party supplier screening process to conduct initial assessments of all suppliers that we deal with who meet the identified risk criteria. We conduct ongoing monitoring of such suppliers to ensure we are alerted in the event that any issues occur with that supplier.

A critical element of CTVA and its global affiliates' procurement process is understanding third parties that we propose to deal with and conducting searches on such third parties through a third-party service provider, Navex Global. This due diligence process provides CTVA and its global affiliates with a history for suppliers and vendors through publicly available records and includes historical details of human rights violations, breaches of modern slavery regulations around the world and other corrupt activities.

#### **6. Actions taken to address modern slavery risks**

As a result of the risk assessments and identification of risk-based priorities in the engagement of suppliers, in conjunction with CTVA's global affiliates, we have implemented the following actions to address modern slavery risks:

- (i) **Corteva Supplier Code of Conduct:** We have developed and communicated to our suppliers the Corteva Supplier Code of Conduct that outlines our expectations regarding labour standards, human rights, and ethical business practices. This code is shared with all suppliers, and they are contractually required to adhere to its principles.
- (ii) **Audits:** In conjunction with our global affiliates, we conduct regular internal audits and assessments of our suppliers to evaluate compliance with the Corteva Supplier Code of Conduct.
- (iii) **Ongoing Monitoring:** In conjunction with our global affiliates, through our third-party provider, we regularly monitor the activities of our suppliers who meet our risk profile to ensure we are updated immediately regarding publicly available

information concerning the supplier's compliance with areas including modern slavery, ethical practices and other bribery and corruption-based activity.

- (iv) Remediation: In cases where we identify a noncompliance with our Corteva Supplier Code of Conduct we work closely with the supplier to address issues and implement remediation plans. We provide support and guidance to help suppliers improve their practices and mitigate risks. In serious cases of noncompliance, we look for other suppliers who can provide the services and cease activities with non-compliant suppliers.
- (v) Controls: CTVA has adopted the practices and policies of its parent company Corteva INC in relation to taking responsibility for our supply chain as outlined below:

SUPPLY CHAIN RESPONSIBILITY: Suppliers are required to agree or attest to the Corteva Supplier Code of Conduct within their contract terms, including acknowledging our zero-tolerance policy on human rights violations. While Corteva has an important role to play in these issues, risks may occur within the supply chain. Corteva, together with its worldwide subsidiaries and joint ventures, requires that all its global vendors, contractors and suppliers of any product or raw material, wherever it originates, apply its Human Trafficking, Child Labour and Forced Labour Principles. The Supplier Code of Conduct and Human Trafficking, Child Labour and Forced Labour Principles expressly outline zero-tolerance on these issues, and if a company is in violation of said principles, the contract would ultimately be terminated. It is the responsibility of local management to implement and ensure compliance with these Principles at Corteva facilities in each region around the world. In addition, the Supplier Code of Conduct outlines expectations for environmental partnership, including systems and reporting.

Our work with suppliers is supported by our membership in Together for Sustainability ("TfS") and the tools they offer to chemical companies and their suppliers, such as frameworks, TfS assessments and social and environmental TfS audits.

Today, there are certain additional documented processes beyond the Supplier Code of Conduct in place to consider factors such as environmental management, health and safety in screening new suppliers or partners. The Supplier Code of Conduct states that we will choose to work with partners who seek to implement sustainable production processes and who proactively minimise the environmental impact of their operations. Additional details regarding diversity and sustainability expectations for our suppliers can be found on the Supplier Sustainability and Diversity website and in the Supplier Code of Conduct.

- (vi) External Initiatives, Memberships and Partnerships: Corteva is involved in memberships, sponsorships and partnerships advancing sustainability efforts globally. Memberships, sponsorships, and partnerships are critical to driving collective action on the global challenges facing agriculture and are an important channel for stakeholder feedback. Corteva endeavours to take an active participatory role through its involvements. Examples include:
- United Nations Sustainable Development Goals ("UN SDGs"): Corteva supports advancing progress towards the UN SDGs by aligning our sustainable innovation pipeline with UN SDGs 2, 6, 12, 13, and 15. In addition, Corteva has aligned its focus areas and non-financial materiality assessment to at least one UN SDG.
  - United Nations Global Compact: Corteva supports the ten principles of the UN Global Compact. The UN Global Compact is the largest international sustainability initiative, supporting companies to: (1) do business responsibly by aligning their strategies and operations with ten principles on human rights, labour, environment, and anti-corruption; and (2) take strategic actions to advance broader societal goals, such as the UN SDGs, with an emphasis on collaboration and innovation.

#### **7. Assessing the effectiveness of our actions taken**

To assess the effectiveness of our actions described above to assess and address modern slavery risks in our operations and supply chains, CTVA undertakes the following:

- Our risk assessment policies and processes undertaken on our operations and supply chains, described under section 6 above, are reviewed and reassessed annually in October/November. In doing so, we have a particular focus on working with our procurement team on managing vendor-based risks, including modern slavery, and set objectives and adjust our risk factors based on the results of the review.
- All of our policies and processes are reviewed and updated every three years. This includes obtaining feedback and input from internal stakeholders annually. During the Reporting Period, we also benchmarked against other organisations and obtained input about other parties' approaches to allow us to update our Global Code of Conduct, including the modern slavery section.
- We conduct a review of our approach to modern slavery and risk assessment at our annual board review.

#### **8. Future initiatives and commitments**

CTVA is committed to continuously improving our efforts to combat modern slavery. In conjunction with our global affiliates, we will:

1. Strengthen our due diligence processes by developing further our understanding of modern slavery risks within our supply chain and identifying and incorporating best practices;
2. Collaborate with suppliers to raise awareness and build capacity and understanding of modern slavery issues; and
3. Enhance our reporting mechanisms to provide transparency on our modern slavery efforts including communicating progress and achievements.

#### **9. Conclusion**

This Statement provides an overview of CTVA's approach to combatting modern slavery, including risk assessment, due diligence and actions taken to address the issue. It demonstrates CTVA's commitment to transparency and accountability while striving for a future free from modern slavery.

#### **10. Consultation and approval**

CAA consulted with and reviewed data for CAA, PAA and PHA during the development of this Statement. This Statement has been approved by the Board of CAA and signed off by a director of this Board.



Katherine Laurie

Director of Corteva Agriscience Australia Pty Ltd

14 December, 2023



**APPENDIX:**

Relevant links to the policies and codes described in this Statement are set out below:

[Child and Forced Labor \(corteva.com\)](#)

[code of conduct.pdf \(corteva.com\)](#)

[Diversity \(corteva.com\)](#)

[Supplier Code of Conduct and Policies \(corteva.com\)](#)