

# Adama Australia

## Responsible Sourcing and Modern Slavery Policy

### Introduction

Adama Australia Pty Ltd ('Adama') has created this 'Responsible Sourcing and Modern Slavery Policy', as required under the *Modern Slavery Act 2018* (Cth) (Modern Slavery Act). Adama take a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure modern slavery does not exist anywhere in our own business or in any of our supply chains. This statement provides information on the steps taken to identify and reduce those risks.

This policy is submitted by Adama Australia Pty Ltd (ABN 55 050 328 973) to the Australian Border Force's online register, as required by the Modern Slavery Act. This will be carried out on an annual basis.

### About Adama

Adama is a world leading agribusiness operating in the crop protection market. Globally, our technologies enable millions of farmers around the world to make better use of limited agricultural resources. Through partnerships and collaboration, we are committed to improving farm productivity, rescuing land from degradation, enhancing biodiversity and revitalizing rural communities. Within Australia, we have approximately 70 staff with head office in Sydney.

### Our Operations

#### Crop Protection

Adama provides farmers with advanced and sustainable ways to keep their plants healthy – from sowing to harvest. We develop and produce herbicides, insecticides, fungicides, growth promoters, biological controls and seed treatments that promote strong and healthy plant growth.

#### Professional Solutions

The Professional Solutions business provides turf and landscape and professional pest and weed management products for non-crop applications

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### Supply Chain

Adama operates in complex supply chain networks, dealing with suppliers across the globe. Our key direct procurement activities are in the finished products, raw materials, chemicals and intermediates supply chains. This includes producers of basic commoditized chemicals to suppliers of packaging and other direct materials as well as with Toll Formulators who carry out formulation, filling and packing operations on Adama's behalf.

### **Action taken to control risks**

Adama is committed to upholding labour rights in our own operations, and we work with our suppliers to do the same. We expect the same high standards from all of our contractors, suppliers, and other business partners, and we prohibit the use of forced, compulsory, or trafficked labour, as well as anyone held in slavery or servitude, whether adults or children, in our contracting processes. Adama takes positive action to verify, evaluate and address the risk of any such labour rights violations.

Adama's pledge to human rights is expressed in the Adama 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 Labour Organization's core conventions. We share our standards and principles with our suppliers and expect them to live up to them when they are working with us.

### **Addressing the risks**

Adama 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-conformances.

### **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.

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### Concluding remarks

As outlined above, our commitment to human rights is of the highest order. This policy also applies to all individuals who work for Adama, or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, third-party representatives. They are expected to live up to this commitment. Implementation is supported by all teams, including Procurement; Human Resources; Compliance and Quality, Health, Safety and Environment.

This statement was approved by Chief Executive Officer Darrin Hines in his capacity as principal governing body of Adama Australia Pty Limited on 24 of May 2022



Darrin Hines

Chief Executive Officer

Adama Australia Pty Limited

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