



Modern Slavery

STATEMENT
2023

This Modern Slavery Statement (Statement) is made in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**) and submitted as a joint statement on behalf of the reporting entities outlined in Appendix One (collectively the Nutrien Reporting Entities). The Statement applies to, and outlines the steps taken, by the Nutrien Reporting Entities and their owned or controlled entities (collectively, Nutrien Ag Solutions) for the period of 1 January 2023 to 31 December 2023 (Reporting Period), to assess and address modern slavery risks in their operations and supply chains. References to "we", "us" or "our" in this Statement refers to Nutrien Ag Solutions, unless stated otherwise.

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1. INTRODUCTION

At Nutrien Ag Solutions, we are committed to working with a responsible supply chain of business partners that share our commitment to doing business with integrity. We also understand that respect in the workplace is the foundation for doing business. In accordance with this commitment, we have worked on launching and expanding our Supplier Responsible Sourcing Questionnaire (**Supplier Questionnaire**) and associated processes. The questionnaire and processes require our suppliers to identify their own compliance with and report on progress towards the objectives of the Act¹.

We recognise that Modern Slavery can occur in many forms, including indentured servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services (**Modern Slavery**). We understand that the private sector, along with other stakeholders, plays a key role in the fight against modern slavery and that the Act requires businesses to assess and address Modern Slavery risks in their operations and supply chain.

We recognise the Australian Government's announcement to create the Office of the Australian Anti-Slavery Commissioner to support the business community in raising awareness, supporting compliance with the Act, and providing targeted assistance to identify and address Modern Slavery risks in the supply chain.

Nutrien Ag Solutions operates using an integrated business model and the information provided in this Statement generally applies to all Nutrien Reporting Entities except where differences are noted². To prepare this Statement, we engaged with, and verified, information with key personnel in across respective departments of our wider operations. This is Nutrien Ag Solutions' fourth Statement. The purpose of this Statement is to outline our approach to ensuring we minimise the risk of Modern Slavery in our operations and supply chains. Our focus during the Reporting Period, and in the period leading up to the publication of this Statement, has been to iterate on our continued progress and, specifically, to deliver on the commitments to Modern Slavery initiatives made during the prior period of 1 January 2022 to 31 December 2022 (**Prior Reporting Period**).

In this Statement, Nutrien Ag Solutions reports on the status of the initiatives commenced in the Prior Reporting Period, identifies the new measures and activities introduced since the publication of the 2022 Modern Slavery Statement (**2022 Statement**) and highlights its continued commitment to initiatives that it will undertake in future.

We are committed to identifying Modern Slavery risks and addressing those risks via a process of continuous improvement and collaboration with all relevant stakeholders.

In addition, Nutrien Ag Solutions is committed to respecting and observing all human rights, in accordance with applicable law and the principles set forth in international standards, including the Voluntary Principles on Security and Human Rights and the core conventions of the International Labour Organisation and the United Nations (**UN**), such as the UN's Declaration of Human Rights, the UN's Declaration on the Rights of Indigenous Peoples, and the UN's Guiding Principles on Business and Human Rights.

¹ We detail our own progress on the Supplier Questionnaire rollout below in this Statement.

² The Nutrien Reporting Entities are listed at Appendix One.

Nutrien Ag Solutions promotes integrity, teamwork and professionalism across all our operations and partnerships, and is guided by the following principles:

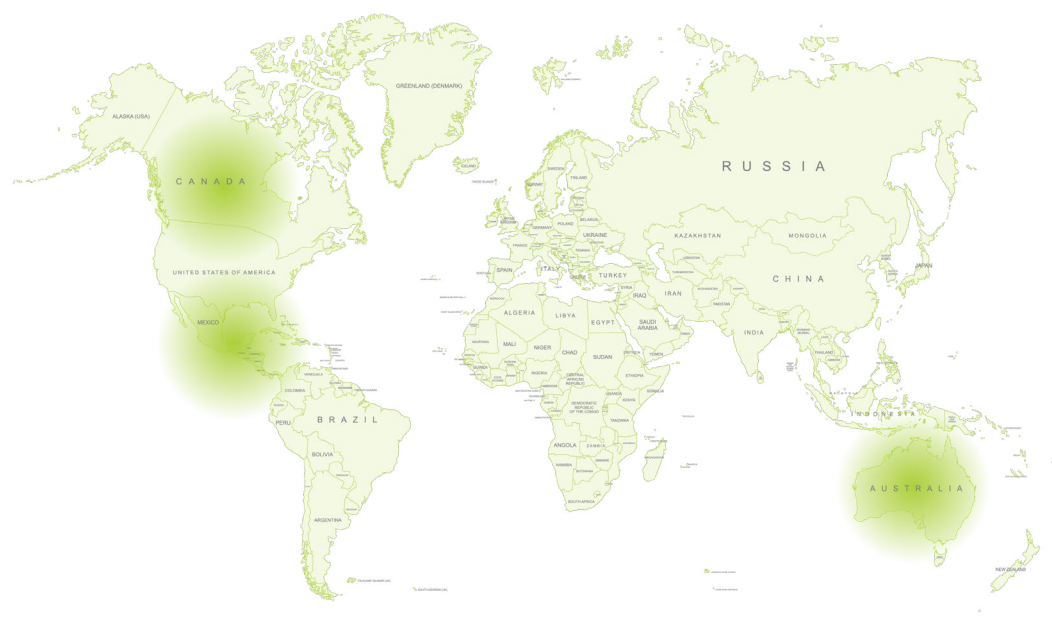
- Support the physical safety and health, psychological safety and mental wellbeing of our employees
- Actively strive to minimise our environmental footprint, including waste and emissions
- Complying with all applicable employment and human rights laws in any jurisdiction where we do business and promoting respect for the rights, culture, diversity and dignity of all individuals
- Being an active and contributing member of each community in which we do business and creating long-term, mutually beneficial relationships with our communities



2. GROUP STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Group Structure

The Nutrien Reporting Entities are Australian subsidiaries of Nutrien Ltd. (TSX & NYSE: NTR) (**Nutrien**). Nutrien is a global provider of crop nutrients, inputs and services and together, Nutrien plays a critical role in helping growers around the globe increase food production in a sustainable manner. We are a leading provider of crop inputs and services, helping to safely and sustainably feed a growing world. We operate a world-class integrated network of production, distribution and ag retail facilities that positions us to efficiently serve the needs of growers. We have world class potash, nitrogen and phosphate assets, as well as 2000 retail selling locations across North America, South America and Australia.



Nutrien's Australian business, which includes the Nutrien Reporting Entities, has been servicing the Australian agricultural industry for generations. This historical experience has made us specialists in a range of different farming areas, including precision farming services, marketing livestock and wool, agricultural services, water, finance, insurance, merchandise and real estate.

In October 2019, Nutrien acquired Ruralco Holdings Limited, a diversified agricultural company, and rebranded its Australian business as Nutrien Ag Solutions. As a result of the acquisition and our expansion since, Nutrien Ag Solutions now has a network of 613 company locations, offices and distribution-related assets, 290 independent rural supplies retailers, and a proud network of joint ventures, partnerships and a suite of other businesses³.

Nutrien
Ag Solutions®

 **613**
company locations

 **290**
independent rural
supplies retailers

³ Figures up to date as of 20 June 2024.

Nutrien also has a number of non-controlling investments in key Australian agricultural businesses, including 50% interests in:

- **AuctionsPlus Pty Ltd** - a market leader in providing online services for the buying and selling of livestock and wool via on-line auctions
- **AWH Pty Ltd** - a leading Australian wool and independent cotton handler and one of Australia's leading general warehouse and specialist logistics providers
- **Nutrien Harcourts Pty Ltd** - a leading provider of real estate services in regional and rural Australia, through a franchised network of real estate agencies



Operations

Appendix One lists the Nutrien Reporting Entities and provides an overview of their structure and operations. These entities function as an integrated rural agribusiness operating in all states and territories of Australia and, collectively, they provide customers with complete agriculture solutions including farm inputs, farming merchandise, water and irrigation services, agronomic and farm planning advisory services, wool-broking services, livestock and rural real estate agency services, also insurance broking services and financial products.

What we do

Farm Inputs

We develop and manufacture our proprietary crop protection, plant nutrition and animal health products here in Australia. With facilities in Kwinana (Western Australia) and Dandenong (Victoria), we are proudly investing in Australian jobs and infrastructure to ensure farmers have certainty of supply and quality. We also work with our key suppliers to source a wide range of inputs from ag chemistry, seed and fertiliser to animal health products and fencing to provide the solution to every farming challenge.

Wool & livestock

Every year, Nutrien Ag Solutions helps facilitate the sale of around 400,000 bales of wool, 2.5 million cattle and 10 million sheep, which in turn helps feed and clothe communities right across the world.

Commercial Sustainability

We help farmers understand the source of emissions from their farming operations through a Farm Emissions Profile.

Professional Services

We support Australian agriculture in times of need and in times of prosperity, through industry-focused insurance products, finance options and real estate services.

Water and Irrigation

Water is vital in farming and we support some of Australia's largest irrigation projects with advice, planning and construction, including almond farms in Victoria and pastoral stations in Western Australia. We are also an experienced water broking business assisting growers in managing and optimising their water assets.

Nutrien Ag Solutions employs approximately 3685⁴ people across Australia. These employees work across the network in areas such as agronomy, animal health, merchandise, livestock, logistics, and also in corporate functions such as finance, human resources, information technology, internal audit, procurement, proprietary product research and development, legal, retail, safety and risk, strategy and corporate development, customer and business services and government and industry affairs.

⁴ Figures up to date as of 20 June 2024.

Our headcount by employment type⁵ is set out below:

Employment Type	# of Employees
Permanent Full/Part Time	3005
Fixed Term Full/Part Time	39
Leave of Absence	52
Casual	568

⁵ Figures up to date as of 20 June 2024



Supply Chain

The Nutrien Reporting Entities procure products and services from several countries across the world. These products and services generally fall into three categories as set out below:

1. Products sourced for resale

The Nutrien Reporting Entities collectively procure a wide variety of goods for resale in their ordinary course of business operations, including from one or more of the types of goods or services listed below. The Upstream Companies (see Appendix One) procure more limited goods and services given the nature of their corporate function.

2. Products and Services sourced for internal use

The Nutrien Reporting Entities also procure goods and services to support their effective operations, including, for example, the follow:

Type of goods / service	Description
Merchandise products	Crop protection chemical products, animal health chemical products, fencing and agricultural equipment, seed
Fertiliser (includes bulk fertiliser, plant nutrition and speciality fertiliser)	Acquired for retail sale to end-users
Raw materials/chemicals	Used in manufacture and formulation of animal health, plant nutrition, adjuvants, crop protection products for retail sale to end-users
Office equipment / consumables	Coffee, tea, other beverages, cleaning products, office furniture, printing, stationery, uniforms
Technology and IT	Electronics, tablets, laptops, desktops, mobile phones
Transport	Vehicles, communications service providers, forklifts, plant and equipment (loaders, skid steers, headers etc.)
Contractors / third parties	Independent agents/ contractors engaged to provide the following services to customers on behalf of Nutrien Ag Solutions including information technology services, livestock and real estate agency, wool broking and storage and handling, insurance, agronomic advice, seed cleaning and coating, seed and fertiliser spreading

Type of goods / service	Description
Professional services	Auditors, tax consultants, legal advisors, environmental consultants, safety advisors, workers compensation advisors, architects, fire engineers, building surveyors
Facilities management	Cleaning, security, premises
Utilities	Power, water, gas

3. Other

The Nutrien Reporting Entities also procure other goods and services ancillary to their operations.

Type of goods / service	Description
Drum services	Transportation and cleaning of company owned and recyclable drums
Trial collaborators	Third party laboratory service providers engaged for the purposes of product testing and trials
Network transportation	Engagement of third-party transport service providers for the transportation of various finished goods to Nutrien Ag Solutions retail network and Loveland distribution centres





3. MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

Risk Assessment

In the lead up to the publication of this Statement, including during the Reporting Period, our risk assessments included (but were not limited to) the following actions:

- Consideration of the latest advice from government and key industry associations on Modern Slavery control measures;
- A focused, risk-based, assessment of our supplier base taking into account factors such as sector or industry risk, geographic locations, business models and the presence of potentially vulnerable groups within our operations and supply chains;
- A review of our recruitment, employee engagement (including training) and remuneration practices;
- A review of our risk management infrastructure including, but not limited to, applicable governance bodies, policies, procedures and legal obligations; and
- Review of information lodged via our various grievance or whistle blower mechanisms and identifying any patterns that could point to Modern Slavery risks within our operations and supply chains.



Potential Risks in our Operations

As a result of our risk assessment, we consider that the risk of Modern Slavery occurring within the operations of the Nutrien Reporting Entities and their owned or controlled entities to be low overall. Employees of Nutrien Ag Solutions operate in Australia only, which is considered to be a low prevalence jurisdiction for Modern Slavery risk according to the Global Slavery Index (GSI⁶). Relevant staff are provided training on Modern Slavery risks, with all new starters to be provided training during induction, and based on our regular reviews of remuneration, staff are appropriately remunerated. As further detailed in our initiatives below, we have recently launched and will implement an enhanced Modern Slavery training module which covers in more detail topics governed by the Act. Although there are subsidiaries of Agrium Asia Pacific in Latin America, they do not employ individuals and therefore, such legal entities do not affect our overall assessment of risk in respect of our personnel.

A small segment of our business employs people to assist with livestock mustering, irrigation construction and support as yard hands. These roles are typically considered to require skill based labour, and, in these types of circumstances, potential Modern Slavery risks may generally arise:

- from the recruitment of vulnerable worker groups, including migrant workers and itinerant workers including backpackers and international students;
- where employment contracts are not provided in a language in which workers can understand and/or where the worker has equal rights to terminate;
- where passports of workers are retained; or
- recruitment fees are charged to workers.

Many of the abovementioned potential risks may become acute where there is a reliance on labour hire for the provision of personnel. However, most of the personnel of Nutrien Ag Solutions are employed directly on a permanent or casual basis, through standard contracts of employment. These contracts of employment are administered centrally by the Nutrien Ag Solutions Human Resources Team. We also consider that the risks are mitigated by virtue of the employment processes that are detailed in section 4 below.

⁶ All references in this Statement to higher risks associated with certain countries refer to the studies published by the GSI.

Potential Risks in our Supply Chain

Certain manufacturing regions and materials carry higher risk of Modern Slavery by virtue of the prevalence of Modern Slavery in particular countries. There are also risks linked to certain industries such as manufacturing and agriculture even in countries considered to have lower risks of Modern Slavery. We recognise that a large number of our direct suppliers are likely to rely on extensive global supply chains for the goods and/or services provided to us which makes it particularly challenging for us to have direct and meaningful visibility across our supply chain beyond the first tier of direct procurement.

Globally, Nutrien has no operations in countries with high levels of corruption risk as determined by Transparency International’s 2022 Corruption Perception Index (that is, the countries that are part of the 20 lowest rankings).

1. Procurement of Goods

The Nutrien Reporting Entities recognise that their supply chains are complex and multi-jurisdictional. Potential Modern Slavery risks may arise in respect of procurement from the following categories by virtue of the industry risks and country of origin risks:

Category	Description
Supply of rural and general merchandise products	Merchandise goods which are procured by the Nutrien Reporting Entities as fully developed products are largely imported
Proprietary (“in-house” brands)	<p>Within Australia, Nutrien Ag Solutions has two manufacturing sites (Kwinana in Western Australia and Dandenong in Victoria) where products for our “in-house” brands are manufactured. Products for these brands are also manufactured in a number of jurisdictions. For example, during the Reporting Period, there were 471 suppliers for Loveland AgriProducts across the following countries:</p> <ul style="list-style-type: none"> • Australia • India • Italy • China • United Kingdom • Unites States of America <p>Within Australia, Nutrien Ag Solutions has control over the operations and working conditions in our manufacturing sites and places of business. Historically, we would periodically travel to overseas sites to inspect operations of our suppliers in a risk-based manner, but due to travel bans arising from the COVID-19 pandemic, we were unable to engage in direct oversight inspections at such overseas sites during the Reporting Period. We recognise that reduced direct oversight increases the potential for Modern Slavery risk to occur unmitigated, especially where complex supply chains are involved.</p>

Category	Description
Fertiliser	A key area of Nutrien Ag Solutions' operations that presents a higher potential risk, is the fertiliser business. During the Reporting Period, Nutrien Ag Solutions sourced fertiliser directly from the following countries: China, Germany, Canada, Saudi Arabia, United States, South Korea, Malaysia, Indonesia, Belgium, Taiwan, Brunei, Israel, Netherlands, Poland, Chile, and Qatar and each in compliance with applicable laws. Nutrien Ag Solutions also purchases fertiliser in Australia, much of which originates from both the above locations and others from time to time. Some of the above countries are associated with higher Modern Slavery risk.
Crop Protection	Nutrien Ag Solutions' crop protection suppliers are likely to source crop protection products, components and/or chemicals from overseas including from higher risk countries increasing the risk of Modern Slavery in our supply chain.
Fencing	Approximately 50% of products in this category are sourced from suppliers that manufacture fence products in Australia from Australian steel and timber. The remaining 50% of products are sourced from suppliers that import finished goods from around the world.
Animal Health	<p>There are two distinct animal health product types:</p> <ul style="list-style-type: none"> • our major suppliers of pharmaceutical type animal health products are all multinational suppliers with significant global interests and are likely to source animal health products, components and/or chemicals from overseas including from higher risk countries increasing the risk of Modern Slavery in our supply chain; and • animal nutrition and feed type products make up approximately 40% of the animal health category. Almost all of the products supplied in this category are manufactured in Australia largely from Australian ingredients. Many of the suppliers are small regional businesses supplying stores locally.
Seed	Many of Nutrien Ag Solutions' seed suppliers are Australian based companies with Australian based seed production. There are, however, some multi-national companies that supply to Nutrien Ag Solutions and may have seed breeding and production operations in higher risk countries that increase the risk of Modern Slavery in our supply chain.

Category	Description
Water	<p>Our water products are sourced for supply or supply and install projects such as commercial and residential irrigation, fertigation, pump stations and other projects.</p> <p>In terms of direct procurement, the vast majority of our water products are locally sourced in Australia with limited direct supply from China and the United States in small quantities. For example, we directly source irrigation pivots from a specialist manufacturer in the United States.</p> <p>In total, we source in excess of 200,000 different goods, materials, and parts from over 150 suppliers to support our water business. We understand that some of our local suppliers are larger multinational manufacturers and distributors who source themselves from USA, Europe, China, and Israel.</p>

Nutrien Ag solutions continuously works to streamline and centralise supplier agreements by engaging key suppliers through national level agreements. As a result, in most cases, all Nutrien Reporting Entities engage with key suppliers under shared master supply arrangements.



2. Procurement of Services

Our risk assessment has demonstrated that Modern Slavery risks may arise in respect of procurement from the following services:

Category	Description
Cleaning	Cleaning has been identified as a higher risk industry for a number of factors, including but not limited to, the higher proportions of vulnerable workers in the industry and because these services are often performed by sub-contractors in complex arrangements. We recognise that this may have increased our exposure to Modern Slavery risks in our supply chain.
Labour hire	The risks of Modern Slavery rising from labour hire in the Australian agricultural sector have been publicised in recent years. There have been reports in the media of lower skilled workers placed via labour hire agencies on farms and construction sites where workers were found to have been working in conditions akin to Modern Slavery. However, this is not considered a risk for our own operations, given the Nutrien Reporting Entities only supply goods and services to participants in the agricultural sector, and is not a primary producer itself.
IT	The Nutrien Reporting Entities identified 80 suppliers of goods and services related to IT-related goods and services, 40 of which have off-shore operations ⁷ . In relation to IT products such as laptops and smart phone batteries, there are known risks associated with the mining and production of minerals such as cobalt and lithium that have been associated with high risk mining practices and human rights issues. There has also been risk reported in connection with the manufacture of some technology hardware. Such risks are common to any company that uses these goods and services regardless of their industry or geographic location.
Shipping and logistics	Modern Slavery risks have been highlighted in recent years in relation to the shipping industry. Note that we conduct appropriate supplier due diligence, including for example for shipping companies that deal with fertiliser imports and other transportation of goods inbound.

⁷ Figures up to date as of 17 June 2024.



4. ADDRESSING MODERN SLAVERY RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

In the Prior Reporting Period, the Nutrien Reporting Entities undertook several key actions to address the potential risk of Modern Slavery in our operations and supply chain, as follows:

- continued improving our supplier due diligence cloud-based platform to assess Modern Slavery risks in our supplier relationships, collaborating with suppliers via a process of continuous improvement, through utilising risk assessments to communicate improvement required from suppliers;
- expanded the implementation of the Supplier Questionnaire to enable us to assess our suppliers for their respective Modern Slavery risks, as well as expanding the scope of the questionnaire to assess broader concerns such as key legal risks and environmental concerns;
- sourced an expanded Modern Slavery training module for all staff, to supplement the existing Modern Slavery induction module we already require all new staff to complete; and
- continued the design and implementation of a continuous improvement program with our supplier base.

The Nutrien Reporting Entities continue their commitment to addressing Modern Slavery risk in the current Reporting Period and in the lead up to the publication of this Statement, through building on these activities in the following ways:

- the use of the supplier due diligence cloud-based platform has expanded beyond the core Modern Slavery risks to include a broader multi-risk management approach incorporating such additional risks as trade sanctions and anti-bribery and anti-corruption. This multifaceted approach enables Nutrien Ag Solutions to take a holistic view of its relationships with key stakeholders such as suppliers;
- Expanding the scope of the Supplier Questionnaire program which previously involved engaging 272 of Nutrien Ag Solutions' key suppliers in the pilot conducted during the Prior Reporting Period to more suppliers;
- The staged roll out of Nutrien Ag Solution's Supplier Questionnaire continues to progress according to prioritised risk-based criteria;
- a program of continuous improvement is being iteratively deployed through the Supplier Questionnaire platform, allowing Nutrien Ag Solutions to monitor, track and require suppliers to uplift their Modern Slavery compliance measures.

Further to the activities described above, Nutrien Ag Solutions has implemented a number of additional Modern Slavery initiatives during the Reporting Period, and in the lead up to the publication of this Statement, spanning multiple functions, including:

- continuing to review procurement policies and procedures; and
- the introduction of an enhanced Modern Slavery training module applicable to all new Nutrien staff requiring those staff to review and acknowledge Nutrien Ag Solutions' Modern Slavery Statement. We comment on this module in more detail below.

In our operations

The Nutrien Reporting Entities have a number of controls and processes in place to assess and address the risk of occurrences of Modern Slavery. The measures described in this section 4 are applicable to the Nutrien Reporting Entities and our owned or controlled entities.

1. Governance and Policies

The Nutrien Ag Solutions Corporate Integrity Committee (**Committee**) was established to assist Nutrien Ag Solutions management to identify and manage risk, compliance obligations and related issues.

The Committee is multi-disciplinary, with members drawn from each key business unit and function, including safety and risk, human resources, finance, internal audit, IT, procurement, fertiliser and legal.

In the 2022 Statement, we noted that the Committee drives initiatives to manage the Modern Slavery risks in each key area of our supply chain while also serving as a forum for developing the Modern Slavery compliance program. This responsibility was formalised in an amendment to the Committee Charter to expressly include Modern Slavery as an area of responsibility and oversight and ensuring that Modern Slavery is a standing item at each meeting of the Committee.

Globally, Nutrien's Integrity Program provides the knowledge and tools for all Nutrien employees to achieve business results the right way – with integrity. This program consists of four pillars (risk intelligence, learning, speaking up and investigations) and is headed by the Integrity Group, which is part of the Legal Department.

All Nutrien Ag Solutions employees are bound by the global Nutrien Code of Conduct, which is publicly available [here](#). The Code of Conduct describes how all employees fulfil their ethical responsibilities by:

- Committing to the public and our stakeholders our uncompromising integrity in every aspect of our efforts;
- Describing our values and principles of business conduct, including our own high standards and fundamental respect for the rule of law, including human rights;
- Guiding employees on how to engage in integrity-based decision-making in all of our operations around the world;
- Outlining our approach to interacting the right way with stakeholders and acting in the best interest of shareholders; and
- Explaining how other entity-level policies connect with our Code of Conduct.

The Code also outlines our commitment to compliance with all applicable employment and human rights laws in any jurisdiction where we do business.

Our complete suite of policies and the Integrity Program is publicly available [here](#).

2. Training and Capacity Building

As described in the 2022 Statement, training on the Code of Conduct is compulsory for all employees of Nutrien and its affiliates, world-wide, including the Nutrien Reporting Entities and their majority owned or controlled entities. Each employee must complete the training as part of their induction and on boarding process and again on an annual basis. The Code of Conduct training is conducted via an online training module and is interactive with questions to ensure that the employee completing the training demonstrates an understanding and comprehension of the training material. We update and rotate our annual training topics from year to year as part of our risk-based training strategy. Employees receive other training relating to the Code of Conduct over the course of the year, some of which is in person or via webinars.

To complement the Code of Conduct training, a mandatory Modern Slavery Statement induction module has been provided to new staff since 2021. This requires employees to review and acknowledge Nutrien's Modern Slavery Statement.

During the Reporting Period, a bespoke enhanced Modern Slavery training module was also developed for all staff (not just new starters), requiring completion of the following learning objectives which are assessed for completion:

- defining Modern Slavery and identifying why we have a Modern Slavery Statement;
- articulating why Modern Slavery is a global issue and what actors can be intentionally or inadvertently involved;
- industries and countries at risk, and what to look out for
- how the different types of Modern Slavery can present itself in everyday dealings throughout the supply chain;
- identifying and addressing Modern Slavery risks in Nutrien Ag Solutions' operations and supply chain;
- the process of assessing the effectiveness of Nutrien Ag Solutions' actions to prevent Modern Slavery; and
- identifying who to ask for more information and help if needed.



The enhanced Modern Slavery training module has been launched as of 18 June 2024 and we will continue monitoring our staff completion of this module.

3. Reporting Mechanisms

Nutrien has a global, “speaking up” process that includes a web and phone-based confidential Integrity Helpline that employees can use (including on an anonymous basis, if so desired) to report to Nutrien’s Integrity Group any concerns regarding a breach of the Code of Conduct or legal requirements. Employees can also report concerns in other ways, including to their manager, any member of the leadership team, HR or the Legal Department. The Integrity Helpline is available 24 hours a day, 365 days per year, and is administered by a third party. It is available to employees and external stakeholders, with the web address and telephone numbers posted and available on a number of platforms, including publicly available on Nutrien’s external website. The Code of Conduct also clearly sets out our no-retaliation policy, which is designed to enable employees to raise good faith concerns in a safe environment without fear of retaliation. The Nutrien Ag Solutions Whistle-blower Policy, which applies to the Nutrien Reporting Entities and their owned or controlled entities, provides information to eligible whistle-blowers and employees of Nutrien Ag Solutions about the types of disclosures that constitute ‘protected disclosures’ under Australian whistle-blower laws and encourages people to report unethical or illegal behaviour without fear of retaliation.

We take all reports very seriously. As mentioned above, these reporting channels are monitored closely by the Integrity Group. If, hypothetically, we found through an investigation that our business had caused or contributed to Modern Slavery, we would seek to remediate the impact by implementing an appropriate corrective action plan.

4. Employee Recruitment and Remuneration

The Nutrien Reporting Entities have processes in place to ensure compliance with applicable workplace relations laws and regulations. Our recruitment processes ensure that all recruitment is consistent and fair and in accordance with Nutrien’s core values of safety, inclusion and integrity. Checks are undertaken during the recruitment process to verify age and rights to work.

In our supply chain

1. Supplier Code

Nutrien is committed to responsible sourcing. In May 2023, we updated our Supplier Code of Conduct (**Supplier Code**), as a replacement for our Supplier Code of Ethics, which was implemented in 2019. Our Supplier Code was established to communicate our requirements for suppliers of goods and contractors performing services for, or on behalf of, Nutrien. Our Supplier Code is intended to apply to all suppliers that provide goods and services to Nutrien, whether directly or indirectly. It includes requirements related to human rights and labour in our supply chains, including prohibitions on illegal, forced, compulsory, child labour and human trafficking, and requirements regarding health and safety, working conditions, wages, hours of work and others.

Our Supplier Code is aligned with our commitment to the 10 principles of the United Nations Global Compact and international standards as well as Nutrien's core values of Safety, Inclusion, Integrity and Results. The Supplier Code identifies the behaviors that we require our suppliers to demonstrate related to the products or services they provide to us around the world.

Commitment by our suppliers to the principles of the Supplier Code is an important part of our decision-making process. Our standard form supplier contract terms and conditions for the purchase of goods include terms requiring our suppliers and their employees and subcontractors to conduct their operations pursuant to the contract in accordance with our Supplier Code and we aim to maintain these provisions in final contracts and to include similar provisions in non-standard form contracts with our suppliers.

The global practice led by Nutrien is that where suppliers refuse to follow the principles of the Supplier Code or show signs that they are not committed to improving their practices to comply with its principles, Nutrien will review its relationship with the supplier. Where contractual commitments and applicable laws permit, this review may include termination of our relationship with the non-compliant supplier.

Notably, suppliers must:

- not derive minerals, metals, or other derivatives from conflict regions that directly or indirectly benefit armed groups;
- not cause or foster human rights abuses;
- not directly or indirectly participate in any form of forced or compulsory labour;
- not require workers to surrender, as a condition of employment, any government-issued identification, passports, work permits or any other documents necessary for free movement and termination of employment;
- allow workers to leave work and freely terminate their employment (taking into account legal notice period requirements); and
- not directly or indirectly participate in any form of human trafficking.

The Supplier Code is publicly available [here](#).

2. Supplier Questionnaire

Previous to the pilot of the Supplier Questionnaire, Nutrien Ag Solutions' approach to supplier due diligence was a two-tiered approach, incorporating the following requirements:

- all Nutrien Ag Solutions overseas bulk fertiliser suppliers are required to undergo an enhanced due diligence analysis utilising the Dow Jones Risk & Compliance program and financial stability checks; and
- outside of this requirement, all divisions of the business are expected to follow a risk-based approach when deciding what type of due diligence to conduct on a supplier, based on factors including the type of goods or services, supplier reputation and supplier country of origin.

As outlined in the 2022 Statement, during the Prior Reporting Period, Nutrien Ag Solutions has continued to roll out the Supplier Questionnaire using a bespoke third-party platform to monitor and assess Modern Slavery compliance by selected key suppliers. Completed questionnaire responses will be used to inform future procurement decisions and to identify where further due diligence or remediation measures are needed.

During the Reporting Period, and in the lead up to the publication of this Statement, Nutrien Ag Solutions has made progress in the following areas:

- continued to roll out the Supplier Questionnaire on the basis of pre-determined, risk-based criteria. For example, all suppliers for where there is a spend in excess of \$400,000 have now been engaged;
- Suppliers are now required to re-submit a Supplier Questionnaire response annually to monitor compliance and improvements from year-to-year;
- continuous improvement on the basis of Supplier Questionnaire responses via monitoring, tracking and requiring suppliers to uplift their Modern Slavery compliance measures via the introduction or amendment of specific actions over a 12 month period to be remedied by the next Supplier Questionnaire response; and
- a review of its supplier due diligence requirements across all Reporting Entities, with a view to enhancing and streamlining these requirements across its entire supplier base, including through working with Nutrien Ag Solution's overseas operations to ensure consistency with requirements globally.

Given the large number of suppliers of goods and services to Nutrien Ag Solutions, a risk-based approach has been taken to prioritise suppliers considered higher risk based upon criteria including:

- the geographic location of the supplier's operations;
- the nature of the goods or services supplied; and
- the annual spend of Nutrien Ag Solutions on the goods or services supplied by the supplier.

Where previously Nutrien Ag Solutions engaged 272 suppliers in the pilot conducted during the Prior Reporting Period, for this Reporting Year and in the lead up to the publication of this Statement, we have now engaged 1185 suppliers to date.⁸



⁸ Figures up to date as at 1 June 2024.

Our next objective will be requiring a greater proportion of suppliers engaged to either commence or complete their questionnaires.

Going forward, Nutrien Ag Solutions will continue the roll out of the supplier questionnaire to its supplier base, as well as formalising the questionnaire review and response processes.

3. Procurement Contracts

Our procurement teams work hand in hand with members of our legal department and the Integrity Group to ensure that our contracts appropriately manage supply chain risk. As outlined in this Statement and our Supplier Code, Nutrien has developed standard clauses expressly requiring supplier compliance with our Supplier Code and will incorporate these clauses in all template contracts and purchase terms going forward, if they are not already included. Further, our Legal Department supports our endeavours to have these requirements included in executed supplier contracts wherever possible.





5. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Nutrien Ag Solutions will continue to explore key performance indicators (**KPIs**) that will help track the effectiveness of its actions to prevent and address the risk of Modern Slavery in our operations and supply chains. In future years, we will continue to gather, collate and act where appropriate, based on the information provided by our suppliers via questionnaires completed via the third party platform.

Going forward, Nutrien Ag Solutions will also measure effectiveness by the level of engagement with suppliers and tracking the completion of the actions set out in the following section “Going forward”. The Nutrien Ag Solutions Corporate Integrity Committee will review the effectiveness of our Modern Slavery program. As part of our continuous improvement, Nutrien Ag Solutions will regularly review and update controls that will impact on Modern Slavery related risks.





6. GOING FORWARD

As part of its commitment towards continuous improvement, Nutrien Reporting Entities will continue to develop and improve procedures, requirements and risk assessment and monitoring frameworks that address concerns and any issues of Modern Slavery.

Over the course of 2024, our aim is to:

- increase awareness of Modern Slavery risks, particularly for Nutrien Ag Solutions employees who are more likely to engage with suppliers from 'higher risk' geographies and sectors;
- seek to achieve a 100% completion rate for both the induction and enhanced Modern Slavery online training module;
- continue to engage with our suppliers to better understand their supply chain risk, which we acknowledge is a complex and multi-jurisdictional issue;
- finalise the review and enhancement of our standard form contracts and documents to ensure that there are appropriate inclusions to meet minimum standard related to the mitigation of Modern Slavery risks;
- complete the implementation and continue the staged roll out of the Supplier Questionnaire and continuous improvement program, including by assessing the learnings from the completed pilot program and ensuring consistency with Nutrien's operations globally;
- continue to require suppliers engaged to commence or complete their responses to the Supplier Questionnaire;
- explore the development of a codified Responsible Sourcing Framework building on the risk assessments generated by our Supplier Questionnaire, thereby codifying and formalizing our Supplier Questionnaire initiatives as described above; and
- continue to follow our robust recruitment process to ensure new hires meet all the employment requirements.



7. CONSULTATION AND APPROVAL

In order to prepare this Statement, we engaged with each of the Nutrien Reporting Entities and consulted with personnel in key divisions of the Nutrien Ag Solutions business.

This Statement has been reviewed, considered and approved by each director of the Nutrien Reporting Entities.

This Statement was approved by the principal governing bodies of Agrium Australia Pty Ltd and Agrium SP Holdings Pty Ltd on behalf of each of the Nutrien Reporting Entities and signed by Kelly Freeman, Director of Agrium Australia Pty Ltd and Agrium SP Holdings Pty Ltd.

Signed by:



Kelly Freeman
Director



APPENDIX ONE

NUTRIEN REPORTING ENTITIES

Reporting Entities	Overview
Upstream Companies	
Agrium Australia Pty Ltd ACN 100 419 314 ("Agrium Australia")	Agrium Australia is wholly owned by Nutrien. Its sole asset is its ownership in Ruralco. There are no other operations apart from this asset ownership. Agrium Australia has no employees.
Agrium SP Holdings Pty Ltd ACN 146 674 400 ("Agrium Holdings")	Similar to Agrium Australia, Agrium Holdings is wholly owned by Nutrien and is a vehicle for holding intra Nutrien finances. It does not have employees.
Agrium SP Investment Pty Limited ACN 146 676 388 ("Agrium Investment")	Agrium Investment is wholly owned by Agrium Holdings. It has a facility with a European subsidiary. It does not have employees.
Agrium South Pacific Pty Limited ACN 146 679 610 ("Agrium South Pacific")	Agrium South Pacific is wholly owned by Agrium Investment and was set up as the vehicle to purchase Agrium Asia Pacific. It does not have employees.
Agrium Asia Pacific Limited ACN 081 890 459 ("Agrium Asia Pacific")	<p>Agrium Asia Pacific is wholly owned by Agrium South Pacific. It employs some of the Australian employees. During the Reporting Period, Agrium Asia Pacific:</p> <ul style="list-style-type: none"> held 1.1% interests in a Brazilian holding company; was trustee for the distribution of funds relating to the repayment of funds from a foreign entity; owned investment vehicles domiciled in South America relating to operations in Brazil. It is administered by Nutrien in Canada. These vehicles do not have supply chains or staff in South America; held minority interests in a grains processing company in Shenzhen, China. Apart from receiving dividends, Agrium Asia Pacific does not take a role in the operations of this entity; and held 50% interests in a bulk fertiliser joint venture that was not operational during the Reporting Period and is in the process of being wound up.



Reporting Entities	Overview
Downstream Companies	
Nutrien Ag Solutions Limited ACN 008 743 217	<p>Nutrien Ag Solutions Limited is wholly owned by Agrium Asia Pacific. Nutrien Ag Solutions Limited wholly owns a number of subsidiaries that conduct the operations of the global Nutrien Limited group under the Nutrien Ag Solutions banner with various sub-brands.</p> <p>During the Reporting Period, Nutrien Ag Solutions Limited’s owned or controlled entities:</p> <ul style="list-style-type: none"> • held New Zealand product registrations; • held 50% interests in a joint venture in wool storage and handling; • was a franchisor of a business in rural and regional property; and • managed the import, storage and handling of bulk fertiliser from the United States.
Ruralco Holdings Limited ACN 009 660 879 (“ Ruralco ”)	<p>Ruralco is wholly owned by Agrium Australia. It is a holding company of a number of subsidiary companies that conduct the operations of the Australian Nutrien business together with the subsidiaries of Nutrien Ag Solutions Limited.</p> <p>During the Reporting Period, Ruralco’s owned or controlled entities operated in the following industries:</p> <ul style="list-style-type: none"> • Rural merchandise • Water merchandise • Agronomy services • Livestock and wool agency • Live exports⁹ • Specialist rural water brokerage • Water exchange • Agent providing financial on behalf a bank • Water merchandise and irrigation • Wool storage and handling • Investments in agricultural technology • Insurance brokerage¹⁰ • Grain accumulation¹¹

9 Interests in the entity operating in this sector were sold on 31 December 2020 and live exports no longer forms part of our business.

10 Ruralco holds minority interests in the entity operating in this sector.

11 The entity operating in this sector ceased operations in June 2020.

Reporting Entities	Overview
Roberts Limited ACN 009 475 647 (" Roberts ")	<p>Roberts is a wholly owned subsidiary of Ruralco. During the Reporting Period, Roberts operated an agricultural services business in Tasmania with retail rural merchandise outlets and real estate offices. Roberts and its subsidiaries sold general merchandise and rural suppliers and provides the following services: Agronomy, Finance, Insurance, Real estate agency services, Livestock agency services, Wool agency services and Irrigation. Roberts does not manufacture any goods, but rather, sources all its merchandise through the same channels as Nutrien Ag Solutions and Ruralco.</p>
Combined Rural Traders Pty Ltd ACN 000 838 899 (" CRT ")	<p>CRT is a wholly owned subsidiary of Ruralco. It holds interests in two subsidiaries and runs rural retailers with over 300 independent stores across Australia. CRT originated in New South Wales, operates nationally and has approximately 5 employees. The CRT business model is based upon independent members (CRT Members) operating a retail business under the CRT banner. CRT does not manufacture its own products. It wholesales finished products to the CRT Members, including those within the core brands. CRT does not manufacture any goods, but rather, sources all its merchandise through the same channels as Nutrien Ag Solutions and Ruralco.</p> <p>CRT's industries include: water and irrigation, general merchandise, crop protection, animal systems and agricultural commodity risk management advisory and market intelligence.</p>
Total Eden Pty Ltd ACN 148 941 226 (" Total Eden ")	<p>Total Eden is a wholly owned subsidiary of Ruralco. It owns four subsidiaries operating in the irrigation, construction and water merchandise sector under the Nutrien Water brand. Total Eden has approximately 236 employees. Goods provided include pumps, water and irrigation merchandise. Total Eden manufactures products, but the majority of those products are engineering to order and not manufactured for mass production.</p> <p>All other merchandise is sourced through the same channels as Nutrien Ag Solutions and Ruralco. Services provided include: water reticulation repairs and maintenance, bore installation and development, pump replacements, reticulation system repairs and maintenance and design.</p>

APPENDIX TWO

MANDATORY CRITERIA

	Mandatory Criteria	Page number/s
a	Identify the reporting entity	3, 27-29
b	Describe the reporting entity's structure, operations and supply chains.	4-8
c	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	9-16
d	Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	17-23
e	Describe how the reporting entity assesses the effectiveness of these actions.	24
f	Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).	26



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