

Nufarm Limited 2024 Modern Slavery Statement



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The following modern slavery statement is made on behalf of Nufarm Limited (Nufarm) as required under the Australian Commonwealth Modern Slavery Act 2018, the UK Modern Slavery Act 2015 and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

Modern slavery describes exploitative situations where a person cannot refuse or leave because threats, violence, coercion, deception or abuse of power deprive them of their freedom. Modern slavery can take the form of trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and the worst forms of child labour where children are subjected to slavery or similar practices or engaged in hazardous work.^{1,2} The Walk Free Foundation's 2023 Global Slavery Index identified that in 2021 there were 50 million people living in modern slavery on any given day, an increase of 10 million since 2018.²

Nufarm Limited (as the global parent company) has two key platforms: crop protection and seeds technology. It is publicly owned and listed on the Australian Securities Exchange (ASX), with symbol NUF. Our registered office is located at 103–105 Pipe Road, Laverton North, Victoria, Australia. As permitted under the Australian Commonwealth Modern Slavery Act, this is a joint statement prepared by Nufarm for the following reporting entities:

- Nufarm Limited (ABN 37 091 323 312)
- Nufarm Australia Limited (ABN 80 004 377 780)
- Medisup Securities Limited (ABN 13 090 761 523)
- Agryl Holdings Limited (ABN 61 005 968 178)
- Nuseed Global Holdings Pty Ltd (ABN 36 623 104 950)
- Nuseed International Holdings Pty Ltd (ABN 30 623 104 987)

These entities all had a consolidated revenue greater than A\$100 million for the reporting period, and conducted business in Australia during the reporting period. Medisup Securities Limited, Agryl Holdings Limited, Nuseed Global Holdings Pty Ltd and Nuseed International Holdings Pty Ltd, are deemed resident in Australia for income tax purposes, but operate as holding companies only.

Since Nufarm Limited is also the controlling entity, this statement describes the supply chain and operations for both reporting and non-reporting entities within the Nufarm Group globally and actions taken to assess and address modern slavery risks. It also responds to the requirements of the UK Modern Slavery Act for our company Nufarm UK Limited (Company number 02882993) which had an annual turnover of more than GBP£36 million and conducted business in the United Kingdom during the reporting period.

Our Canadian entity, Nufarm Agriculture Inc. (business number 881976773), is also subject to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*, which came into effect on 1 January 2024.

References to 'Nufarm', 'the organisation', 'we', 'our', 'us' are to Nufarm Limited and the wholly owned subsidiaries included in Appendix 1.

This statement applies to our financial year 1 October 2023 to 30 September 2024, referred to as 'FY24' and 'this year'.

This statement contains forward-looking statements which involve known and unknown risks, uncertainties and assumptions, some of which are beyond Nufarm's control. As a result, actual performance or achievements may be significantly different.

The spend analytics included in this report have been prepared in good faith to provide scope and context to our supply chain disclosures. In preparing this information:

- We have used payments made to suppliers this year to expand our scope of reporting. In previous years we reported this information on a goods received basis which had a reduced spend scope due to business system limitations.
- We were unable to include payment data from our companies Croplands Equipment in both Australia and New Zealand and Nufarm KK in Japan.
- We have excluded local goods and services and value-added type taxes (GST and VAT) and bank payments.
- All transactions are converted to AUD using our monthly corporate exchange rates.
- The country of origin is used as the source country for our direct purchases; however, the country of supplier incorporation is used as the source country for our indirect purchases.

¹ Attorney-General's Department. (2023). Commonwealth Modern Slavery Act, Guidance for Reporting Entities. May 2023* Commonwealth of Australia. https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance_for_Reporting_Entities.pdf

² Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

About this statement continued

This statement was approved by Nufarm Limited's board of directors on 27 March 2024 and signed by Nufarm's managing director and chief executive officer, Greg Hunt. It was submitted to:

- The Australian Government Attorney-General's Department's Modern Slavery Register
- The UK Modern Slavery Statement Register, as required by the UK Home Office
- Public Safety Canada's Modern Slavery Register

It was also published on the home page of our corporate, UK and Canadian company websites.



A message from our Managing Director and CEO

I am pleased to present our Modern Slavery Statement for FY24 which outlines our operations and supply chain, and the actions we are taking to identify and reduce our modern slavery risk.

Nufarm is committed to upholding high standards of integrity; operating our business responsibly, honestly and transparently. Modern slavery, including forced labour, human trafficking, and other forms of exploitation, is a grave violation of human rights and we will not tolerate it in our operations or supply chain. We seek to build relationships and work with suppliers and business partners who share our values.

We recognise that we all have a role to play in combating modern slavery. As a global agricultural innovator, modern slavery can potentially enter our supply chain and operations, particularly in higher risk countries. We remain especially vigilant for modern slavery risks in countries and industries where people are more vulnerable to exploitation and where legal and institutional protections are weak.

We take steps to mitigate modern slavery risk through:

- Establishing governance frameworks that aim to provide the necessary oversight
- Evaluating our modern slavery risk and implementing mitigative control measures
- Establishing policies and communicating our expectations of our employees and suppliers
- Implementing due diligence processes to select and assess our suppliers
- Monitoring supplier performance against our requirements and engaging highest risk suppliers directly on sustainability issues, including modern slavery
- Training employees in modern slavery risk and risk management practices
- Transparently reporting on our efforts to progressively reduce modern slavery risk.

This year we undertook an in depth assessment of our employment practices for foreign workers in Malaysia, progressed modern slavery audits of our seed growers in Turkey, continued to expand our ESG supplier assessment program and provided modern slavery training to our senior leadership team.

Nufarm recognises that identifying and addressing modern slavery risk in our operations and supply chain requires ongoing focus and continuous improvement, and positive collective action. We will endeavour to continue assessing and acting on our commitment to this important issue.



A handwritten signature in dark ink, appearing to read 'G Hunt'.

Greg Hunt

Managing Director and Chief Executive Officer, Nufarm

27 March 2025



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Appendix 1, Entities covered by this statement

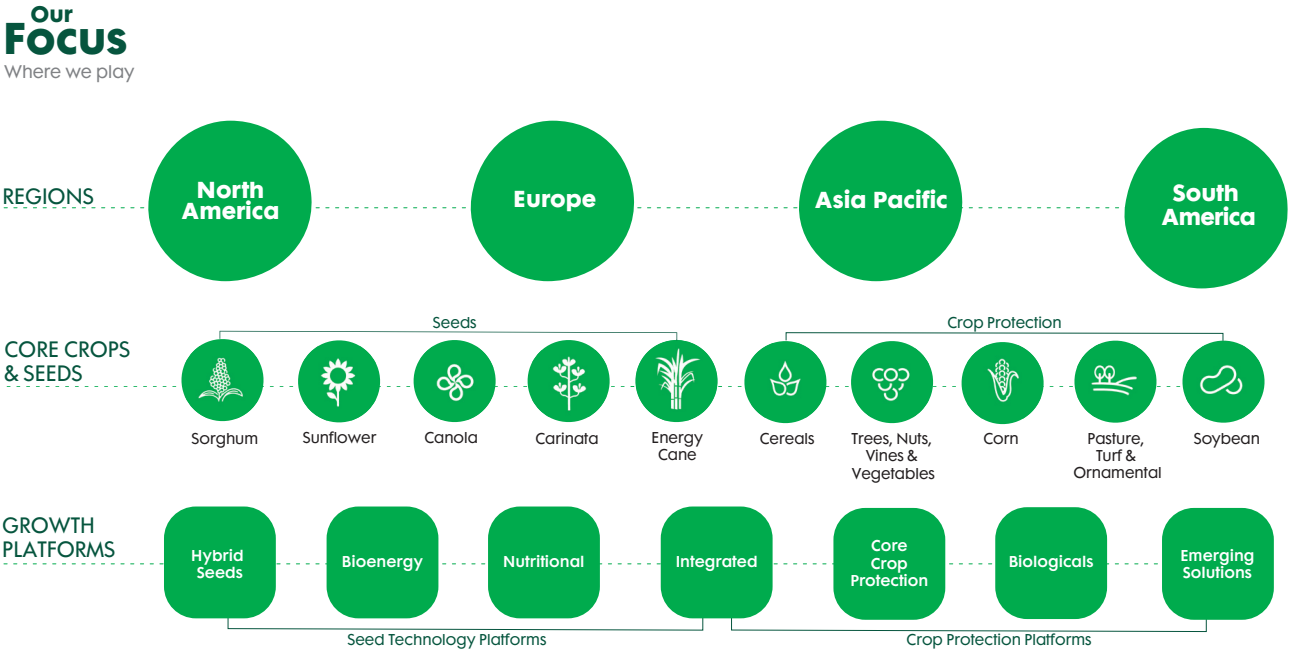
About us

Our business

Nufarm is a global agricultural innovator developing crop protection and seed technology solutions for our customers.

Our group strategy focuses on four key regions (North America, Europe, Asia Pacific and South America) and 10 core crops and seeds where we can provide most value. We carefully selected these based on our portfolio, market position and the potential for growth.

Figure 1: We are focused on a set of core markets around the world



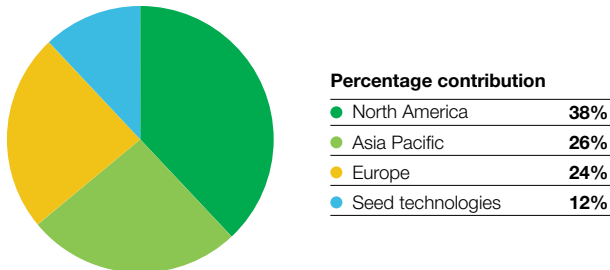
Our customers span the agriculture, food and fuel industry. They are primarily agricultural distributors (channel partners) and growers and in more recent years, the aquaculture, nutritional and biofuel industries. We leverage our unique capabilities across chemistry, production, seeds, digital sciences and alliances to create new solutions for the agricultural industry and beyond, helping our customers grow a better tomorrow.

Figure 2: Our customers



We have four revenue-generating operating segments. In FY24, North America remained our largest contributor to revenue at 38 per cent, followed by Asia Pacific comprising 26 per cent and then Europe at 24 per cent. Our seed technologies operating segment, which is global, contributed 12 per cent of revenue in FY24, up from 11 per cent in FY23 (Figure 3).

Figure 3: Our FY24 underlying revenue was A\$3,346m



Our business structure

Nufarm Limited is the controlling entity of almost 150 mostly wholly owned companies globally. We largely operate through different companies in crop protection, where the focus is on our core crops and the manufacture and supply of crop protection products and equipment, and in seeds, where we breed, grow and sell seeds and plant-based oils. We also have a joint venture in crop protection – Leshan Nong Fu in China – over which we have a joint controlling interest.

The entities covered by this statement can be found in Appendix 1.

External certification

The oil from our Nufarm Carinata seed is a lower-carbon biofuel and a feedstock to the sustainable aviation industry. This important product is certified by the Roundtable on Sustainable Biomaterials (RSB), which includes International Labour Organisation (ILO) aligned standards on human rights and modern slavery.

Nufarm also partners with a global third-party provider to help manage the sustainability performance and risk of our key current and new crop protection suppliers, which includes modern slavery risk.

Figure 4: RSB certification for our Nufarm Carinata oil



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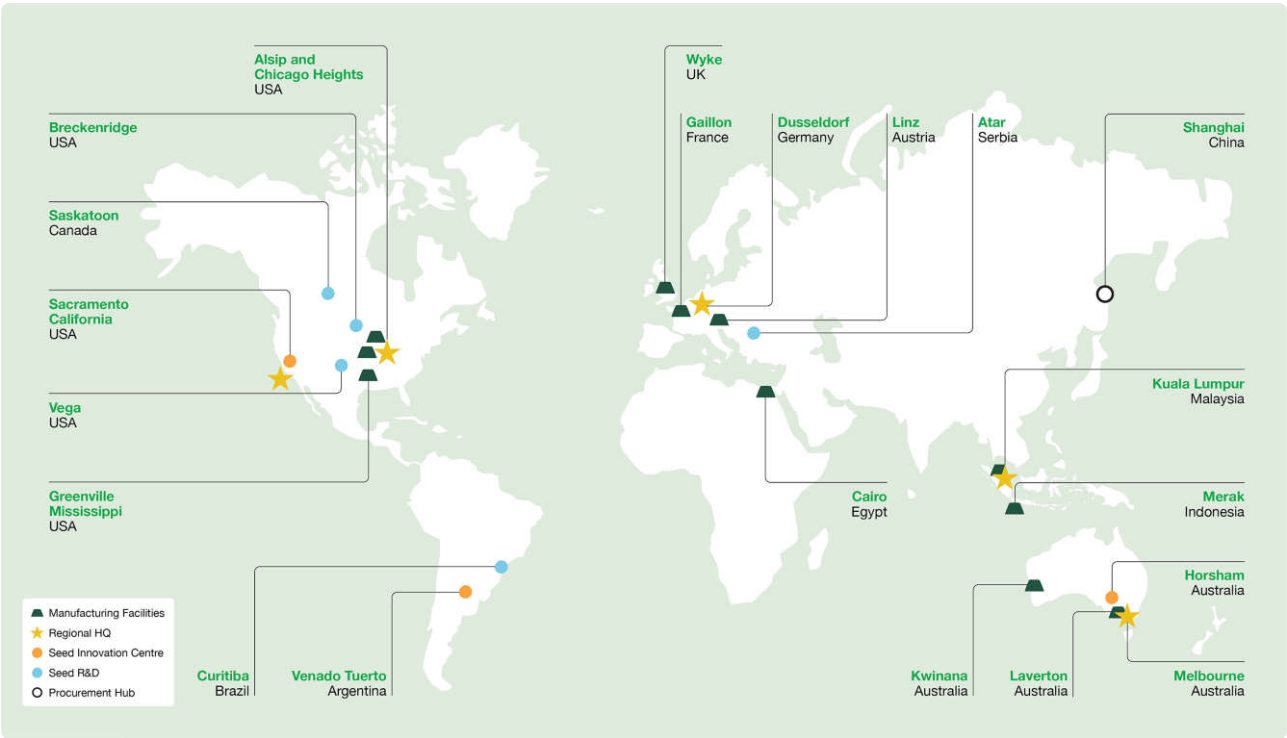
Our engagement with entities covered by this statement

Appendix 1: Entities covered by this statement

Our operations and supply chain

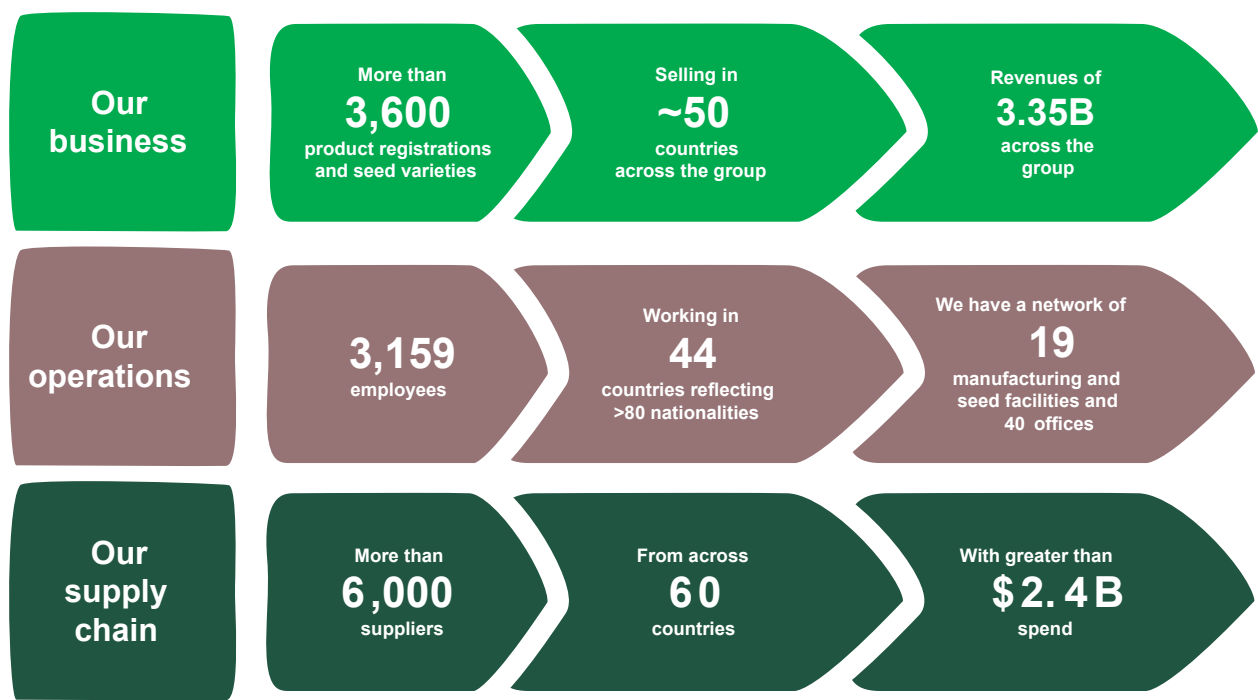
We operate a global manufacturing and distribution platform with an extensive network of local distributors and a strategy to manufacture close to our main customer markets.

Figure 5: Our key locations



From humble origins in New Zealand over 100 years ago, Nufarm has grown to a global agricultural innovation organisation with 3,159 employees located in 44 countries.¹ Nufarm is now headquartered in Melbourne, Australia.

Figure 6: A snapshot of our operations and supply chain in FY24



¹ Measured as full time equivalent employees or 3,195 people when measured as a head count.



Our operations

Nufarm has 11 crop protection manufacturing facilities in eight countries: Australia, Austria, Egypt, France, Indonesia, Malaysia, the United Kingdom and the United States. Our largest facilities are in Australia, Austria, the United Kingdom and the United States. We also have approximately 30 sales offices, some located at our manufacturing locations and others independent of them.

Nufarm synthesises key active ingredients used in crop protection. Using these and other purchased chemicals, we formulate our broad range of herbicides, insecticides and fungicides. Some of our significant crop protection brands are Crucial®, Credit® Xtreme, Fierce® Ez, Terrad'or², Carnadine®, Weedmaster® DST and Glyphosate 450.

We pack our products into a range of pack sizes to suit on-farm application and sell and distribute our products to our crop protection customers, primarily through third party logistic providers. Our crop protection customers are wholesalers of agricultural goods, and our consumers are the farmers who use our products on their fields and crops. We engage professional, engineering and trade service providers to support our business and manufacturing sites.

We also produce canola, carinata, sunflower and sorghum seeds. We develop seeds using our own in-house research and development team and by collaborating with industry and government agencies. We make our seed products available to growers through local sales, distribution, and retail networks specific to each relevant region in Australia, Europe, North America and South America.

Our bioenergy and nutritional seed products are significant to Nufarm's growth strategy. Nufarm Carinata, one of our important biofuels, is grown in Argentina, Uruguay and the United States and we ship the bulk grain to France to process into oil. We have plans to expand our growing operations into Europe, Brazil and Australia and seek to expand the processing network as well. Nufarm Omega-3 Canola is grown in South America and processed into Omega-3 oil and sold as a human nutritional supplement, Nutriterra®, and an aquaculture feedstock, Aquaterra®.

Our people

We grew our global team in FY24 and we are now a community of 3,159 full-time equivalent employees (FY23: 3,059). This net year-on-year increase of 100 roles was predominantly in the supply chain, finance, and portfolio functions. The majority of our people work at our crop protection manufacturing plants, in our sales teams or support the business in product development and administrative functions (Figure 7).

While we have people working in almost 50 countries, 80 per cent are concentrated in just eight countries: Australia, Austria, Brazil, France Indonesia, Malaysia, the United Kingdom and the United States. Figure 8 shows the geographic distribution of our people in our business regions.

Figure 7: Our employees' functional departments

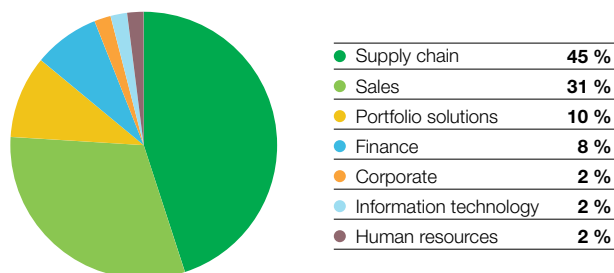
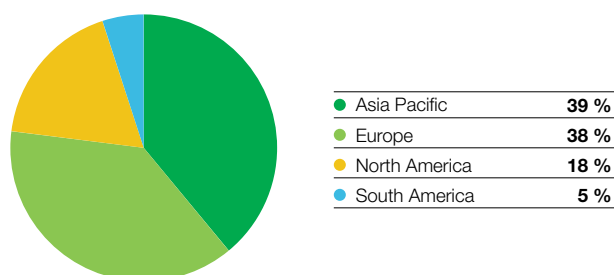
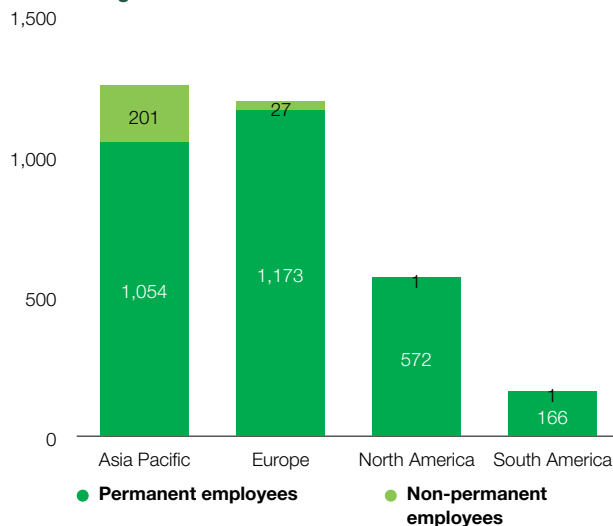


Figure 8: Our employees' locations



Our commitment to stable employment remains strong with 93 per cent of our team being permanent employees and the remaining 7 per cent being contract or non-permanent employees (Figure 9). This is consistent with FY23.

Figure 9: Employee employment contract by our business regions^{1,2}



1 This information is sourced from our corporate human resources information system and measured as head count. Seasonal temporary workers are not included because this information is not reported in our corporate human resources business system.

2 Our European business region also includes 51 people located in the Middle East and Africa.

² Terrad'or is a registered trademark of Farm Hannong Co. Ltd.

Our operations and supply chain continued

We minimise the use of contract labour at our operations, but we employ some casual contract labour through labour hire companies for short periods of time. These people support our crop protection manufacturing activities, carrying out tasks such as labelling and packing during high seasonal demand. In FY24, we estimated this was 7 per cent of our workforce (measured as head count). Due to historical labour shortfalls, we also continue to employ a small number of foreign workers at our manufacturing facility in Port Klang, Malaysia.

Our supply chain

Due to the different inputs and production processes our crop protection products and our seed technologies each have a different supply chain. Crop protection comprises the largest portion of our procurement and operational spend (90 per cent) and supply chain complexity, with the majority of materials sourced internationally.

The tier 1 direct suppliers in our crop protection supply chain are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.¹ Our Tier 1 indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business (Figure 10).

Ten per cent of our group procurement and operational spending relates to seeds technologies, the majority of which is on the indirect services of growers and seed producing companies who grow our seed, and seed processing operators who clean, treat and pack the seed ready for sale. These tier 1 suppliers primarily engage contract labourers through labour hire companies to help plant and harvest these crops. As a natural product, our seed production has few input materials (mainly crop protection products and packaging materials), as shown in Figure 11.

We work to build long-term relationships with our chemical suppliers and seed production companies to ensure reliable supply that meets our quality standards and corporate values.

Figure 10: Overview of the crop protection supply chain



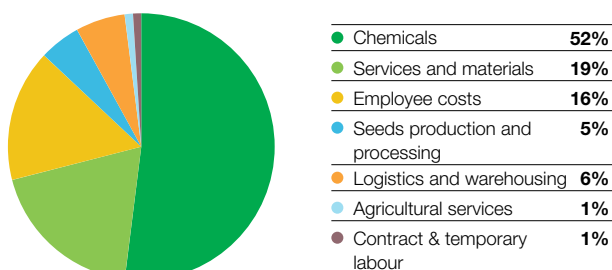
Figure 11: Overview of the seed technologies supply chain



¹ Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers, and tier 3 suppliers are those that supply our tier 2 suppliers and so on.

The chemical inputs and finished goods for crop protection are our most significant purchasing spend category, followed by business and manufacturing services and materials spend at our operations (Figure 12).

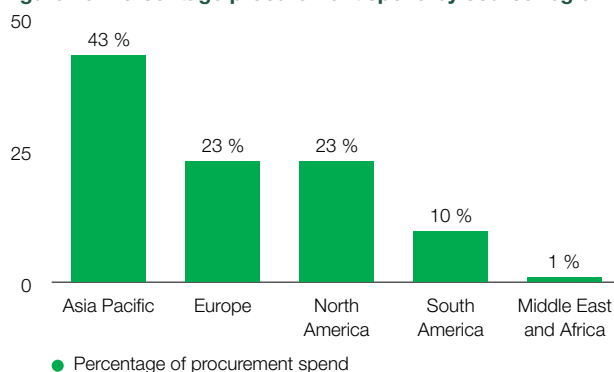
Figure 12: Percentage of purchasing and operational spend per category in FY24¹



¹ Chemical inputs and finished goods includes the inbound logistics costs and import duties and taxes (where applicable).

In FY24 we had a supply base of over 6,000 active suppliers from more than 60 countries, across both our crop protection and seeds supply chains. Over 80 per cent of our materials are sourced from just 16 of these countries: Australia, Argentina, Belgium, Canada, China, Germany, Italy, India, Indonesia, Spain, Switzerland, South Korea, Turkey, the United Kingdom and the United States. The proportion of spend per region is shown in Figure 13. Our direct suppliers are our most significant vendor group, comprising more than 60 per cent of our total purchasing spend in FY24.

Figure 13: Percentage procurement spend by source region^{1,2}



- ¹ As a global business, one of the challenges we face in modern slavery risk assessment is combining our business information across all of our locations to capture the breadth of our tier 1 suppliers. Our locations operate different business systems with their own unique business rules to capture and classify business data. As a result of this, our source country data for our tier 1 indirect purchases is incomplete.
- ² Includes direct and indirect spend from seeds technologies and direct spend from crop protection but excludes indirect spend from crop protection.



Modern slavery due diligence

Nufarm works to ensure that our policies and practices reflect a high standard of corporate governance. Our approach to modern slavery due diligence is underpinned by our commitment to be a responsible business and to partner with organisations that share these values. The oversight of modern slavery is embedded in our governance framework and the policies and procedures we use in our daily operations. These procedure seek to identify and mitigate modern slavery risk.¹

Modern slavery governance

The board considers that Nufarm's governance framework and adherence to that framework are fundamental to demonstrating accountability to shareholders and appropriate oversight of the management of risk and promoting a culture of ethical, lawful and responsible behaviour within Nufarm. Our modern slavery governance structure and the relevant modern slavery responsibilities of the Nufarm management team are set out in Figure 14.

Figure 14. Our modern slavery governance structure





Responsible business conduct

Nufarm's code of conduct applies to all directors, employees, contractors, agents and representatives.

The key values underpinning the code of conduct are:

- Actions must be governed by the highest standards of integrity and fairness.
- All decisions must be made in accordance with the spirit and letter of applicable law.
- Business must be conducted honestly and ethically, with skill and the best judgement, and for the benefit of customers, employees, investors and Nufarm alike.

Our code of conduct outlines the expectations that guide our employees' daily actions. It requires Nufarm to promote high standards of integrity by conducting our affairs honestly, ethically and responsibly.

We emphasise care and respect for colleagues, partners, suppliers, the environment and the communities where we operate. Bribery and corruption are prohibited in all parts of our business. Material breaches of the code of conduct are reported to the board audit and risk committee. At the end of FY24, 95 per cent of our employees had completed training in our code of conduct and speak up (whistleblower) policy.

Our policies

We have policies and procedures that embody Nufarm's values and set out our expectations of employee and supplier behaviour and standards. These help to embed modern slavery risk management into our business practices. We have reviewed the majority of these policies within the last two to three years and aim to undertake periodic reviews of them (Table 1).

Respecting human rights

Nufarm is committed to the protection and advancement of Human Rights with respect to the operations of our business. We seek to provide a work environment where human rights are respected and upheld and expect the same from all parties with whom we do business. We believe that respecting human rights in all we do is integral to the sustainability and success of our business because employees and communities who act with integrity contribute to a more stable and profitable business.

Our human rights policy sets out our expectations of employees, officers, contractors, distributors and suppliers in upholding our human rights obligations and responsibilities in our business, supply chain and the communities in which we operate, consistent with the United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs) and International Bill of Human Rights.

Nufarm recognises that depriving another individual of their liberty is a violation of the individual's fundamental human rights and has adopted a zero-tolerance approach to the practice of modern slavery.

We respect the rights and freedom of our employees to join or not join organisations of their choosing, to associate freely and bargain collectively and to do so free from any discrimination or harassment. Where we operate in countries that restrict these rights by law, we facilitate open communication and engagement between workers and management.

Our human rights policy also establishes our commitment to workplaces free from harassment, violence or threats of violence, in keeping with our goal of zero harm to our employees.

Worker and community health and safety

Our health, safety and environment policy (HSE) reflects our belief that HSE extends beyond our employees to our customers and communities and applies to all Nufarm directors, employees (permanent and non-permanent), contractors and visitors to our facilities.

The policy emphasises our commitment to creating a safe working environment, promoting HSE leadership and awareness, and continuously improving our HSE management systems. We encourage open communication on HSE matters and make sure that everyone is aware of their HSE responsibilities, from the CEO to the newest employee.

Protecting our employees from harm is one of a number of factors that contribute to providing decent work. While exposing employees to a hazardous workplace is not a form of modern slavery, it is illegal and can be an indicator of poor labour or slavery-like practices.²

Table 1: Summary of relevant corporate codes and policies

Policy ¹	Approved by	Approval date
Code of conduct	Board of directors	September 2024
Human rights policy	Board of directors	November 2024
Health safety and environment policy	Chief Executive Officer	October 2023
Inclusion and diversity policy	Group Executive People and Performance	November 2022
Supplier code of conduct	Global Strategic Procurement Manager	July 2022
Speak up (whistleblower) policy	Board of directors	September 2024

¹ Go to nufarm.com or click on the policy titles in this table to access these policies.

² Attorney-General's Department. (2023) Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023. Commonwealth of Australia.

Modern slavery due diligence continued

Our inclusion and diversity commitment

Nufarm promotes a culture of inclusion, diversity and equity, fostering workplaces free from discriminatory activities and practices. Nufarm's policy is to take all reasonable measures to ensure equal opportunity for all employees, making merit-based decisions on employment matters at all of our locations around the world.

Women and girls are disproportionately affected by modern slavery, and we recognise we have a role to play in helping to break down the systemic gender inequalities that exist in society and contribute to making women more vulnerable to exploitation. We are actively working to progress gender diversity in all aspects of our operations and acknowledge that this work continues.

To continue advancing a more diverse workplace, we have a target to have 40:40:20 representation by 2030 for our senior leadership team (CEO-1 and CEO-2): 40 per cent who identify as female, 40 per cent who identify as male, and 20 per cent who identify as male, female or other. In FY24, 33 per cent of our senior leadership team were women (FY23: 35 per cent).

Supplier conduct

Our global supplier code of conduct prohibits our suppliers from engaging in any form of modern slavery. The code also extends our broader position on human rights to our suppliers. We require all our suppliers to comply with regulatory requirements in relation to employees and workplaces and in particular to:

- provide workplaces free of harassment and discrimination
- treat their employees fairly and abide by all local labour laws regarding minimum pays, working hours, benefits etc.
- provide a safe and healthy workplace, with processes to identify and manage risks, investigate injuries, and implement effective preventative actions
- provide employees basic necessities, such as potable drinking water, adequate restrooms, first aid and fire suppression equipment
- provide employees with the appropriate safety equipment required for each job function
- comply with national laws and the International Labour Organization's standards on workers' age.

Raising concerns

Nufarm has a speak up (whistleblower) policy that outlines how employees, contractors and other external stakeholders can report unethical, unlawful or irresponsible behaviour without fear of intimidation or reprimand. Our speak up policy is designed to be accessible and inclusive, with multilingual support. We provide the means for individuals to come forward and, if they wish, to anonymously express their concerns about suspected misconduct or any actions that seem unethical, illegal or simply out of place with our values.

Our speak up policy is supported by our independently operated integrity helpline and is a mechanism for reporting and investigating grievances, including those that are human rights related.

Reported cases are referred to the Global General Counsel and Company Secretary and the Group Executive People and Performance as appropriate to the nature of the issue. Investigations are conducted fairly, independently and in strict confidence. The audit and risk committee oversees the application of the speak up policy, including review of reporting trends.

Our policies are implemented through our due diligence procedures which seek to identify and mitigate modern slavery risk within our operations and supply chain.



Our risk framework

Our group risk framework, policies and procedures align to the concepts and principles identified in the Australia/New Zealand standard on Risk Management (AS/NZ ISO 31000:201809). They set out the roles, responsibilities and guidelines for managing financial and non-financial risks associated with Nufarm's business and were designed to provide effective management of material risks at a level appropriate to Nufarm's global business. We continue to enhance them as the Nufarm Group's operations develop and range of activities expands. These risks include contemporary and emerging risks such as cybersecurity, post-COVID impacts, privacy and data breaches, increased geopolitical risk, sustainability and climate change.

Nufarm's key risks are summarised on pages 27 to 32 of our FY24 annual report. While we have identified a compliance breach of one or more of the many regulatory obligations, including our sustainability obligations, under which we operate as a key business risk, we have not specifically identified modern slavery risk as a key business risk. As a result, identifying and managing modern slavery risk is done at a functional level within the business.

Concerned? Speak up

Nufarm is committed to fair, ethical and professional business practices and an inclusive, safe workplace for all. If you have a concern about unethical, illegal or unsafe activity, please do not keep it to yourself. Contact our [Integrity helpline](#).



Our approach to modern slavery risk identification

To identify modern slavery risk in our operations and supply chain, we examine the following modern slavery risk factors:

- whether the countries in which we work and source materials from are more vulnerable to modern slavery practices
- whether the supplier industries we are purchasing materials from are known to have modern slavery risks within them or their supply chain
- whether the commodities used by our suppliers in our supply chain are known to have modern slavery risks in their supply chain, and
- the ways in which we engage people to work within our organisation.

These risk factors may expose Nufarm's operations and supply chain to the risk of modern slavery practices (Table 2).

In identifying risk factors and evaluating our risks, we have consulted sources such as the International Labour Organization (ILO), US Customs and Border Protections, US Department of Labour, Australian Government – Australian Institute of Criminology (AIC), Australian Border Force, UK Government's Gangmasters and Labour Abuse Authority, the Walk Free Foundation, Verité, Anti-slavery International, International Finance Corporation, Responsible Sourcing Tool and various other non-government organisations and public media sources.

Table 2: Modern slavery risk factors

Country vulnerability	<p>Some countries in which we operate have been identified as being more vulnerable to modern slavery practices due to country-specific weaknesses. These weaknesses include governance issues, lack of basic needs, inequality, disenfranchised groups and effects of conflict. We use the country vulnerability index from the Walk Free Foundation's Global Slavery Index (2023), to identify locations where country vulnerability contributes to their modern slavery risk.¹</p> <p>Country vulnerability is a scale, rather than a simple high, medium or low ranking. We recognise that Egypt, Mexico, South Africa and Türkiye are some of the countries in which we operate that are more vulnerable to modern slavery as a result of country-specific weaknesses. We also operate in Indonesia, Ukraine, Brazil, China and Vietnam which also have some vulnerability to modern slavery practices, although to a lesser degree.^{1,2}</p> <p>We also recognise that our suppliers in Philippines, Mexico, India and South Africa are located in countries that have been identified by the Global Slavery Index as being more vulnerable to modern slavery practices. To a lesser degree, suppliers in Indonesia, Brazil, Thailand and China also have some vulnerability to modern slavery practices.^{1,2}</p>
Industry	<p>Modern slavery is more prevalent in certain industries, such as the textile and garment industry.¹ Either by itself or combined with an at-risk source country, this industry can contribute to modern slavery risk. Some of the industries from which we source materials or services, such as agricultural and logistics services, have been found to have modern slavery practices occurring within them.^{3,4}</p> <p>The majority of our suppliers are chemical manufacturers and modern slavery is not reported to be highly prevalent in this industry; however, there is some potential for it to enter deeper in the supply chain, through some of the raw materials or commodity inputs to our suppliers' manufacturing process.^{1,2,5}</p>
Commodities	<p>Specific products or commodities are at risk of modern slavery practices when sourced from high-risk countries. For example, we purchase finished products containing copper, and solvents and surfactants derived from palm oil.⁵ While we do not directly source these items, they are used in our supply chain to manufacture the products that we purchase.</p>
Employment arrangements	<p>Employment conditions, such as temporary or uncertain employment arrangements or visa status, can make people more vulnerable to exploitation, particularly workers in higher risk countries working in low-skilled roles. This can be exacerbated for people with limited education, local knowledge or language.⁶</p>

1 Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

2 Office to Monitor and Combat Trafficking in Persons. (2024). 2024 trafficking in persons report. United States Department of State, Washington, DC. <https://www.state.gov/reports/2024-trafficking-in-persons-report/>

3 International Labour Organization, Walk Free Foundation and International Organization for Migration. (2022). Global estimates of modern slavery forced labour and forced marriage. ILO.

4 Caskey, C., O'Sullivan, N. and Pickette, R. (2022). Modern slavery within maritime shipping supply chains: guidance for Australian businesses in identifying, managing, and mitigating modern slavery risks within maritime shipping. Global Compact Network Australia & Maritime Union of Australia. <https://unglobalcompact.org.au/wp-content/uploads/2022/12/Modern-Slavery-within-Maritime-Shipping-Supply-Chains.pdf>

5 Bureau of International Labor Affairs. (2024). List of goods produced by child labour or forced labour. United States Department of Labor. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

6 Gangmasters and Labour Abuse Authority. (2023). Modern slavery. GLAA. <https://www.gla.gov.uk/who-we-are/modern-slavery/>

Modern slavery due diligence continued

Risk identification and management procedures

Taking these risk factors into consideration, we identify and review our risks and implement improvement actions, prioritising the areas of highest spending in our supply chain and operations where:

- Nufarm's activities may cause the modern slavery risk, or
- Nufarm's activities directly link or contribute to the modern slavery risk and Nufarm has a high influence over the risk.

Modern slavery risks

Our modern slavery risks in our operations and supply chain include:

- 1 Contracting low-skilled labour in our operations
- 2 Employing foreign workers in our crop protection manufacturing plant in Malaysia
- 3 Operating in countries more vulnerable to modern slavery practices
- 4 Purchasing materials from suppliers operating in countries more vulnerable to modern slavery practices
- 5 Engaging agricultural service providers and seed producers who in turn use contract labour on their farms
- 6 Purchasing raw materials and finished products that contain copper
- 7 Purchasing solvents and surfactants that have been derived from palm oil
- 8 Using third-party international shipping services

Further details on where these modern slavery risks exist and how they could enter our operations and supply chain can be found in Appendix 3.

Modern slavery risk management in our operations

Recruiting and engaging workers

We have due diligence processes and controls in place that endeavour to prevent modern slavery from entering our business. We provide standard employment contracts in the local language to ensure we fully inform our employees of their legal labour rights and working conditions when first engaged so they can make an informed decision to work for us. We comply with local jurisdictional employment obligations. We pay our employees at least a minimum wage, pay all legal entitlements on a regular basis, and compensate employees monetarily, refer to also to on page 20 for further information on actions taken this year to understand our modern slavery risk when recruiting foreign workers in Malaysia.

Engaging service providers

Where we use third party labour hire, we require those organisations to comply with the local regulations, employment standards and awards through the contractual terms of their engagement.

We communicate our global supplier code of conduct to suppliers of temporary labour and service providers in at-risk industries, such as cleaning.¹ Raising suppliers' awareness of our human rights standards is a first step towards minimising risk to their workers.

Employing foreign workers

We employ foreign workers in Malaysia only. Our policy is to apply the same employment terms and conditions, such as annual leave entitlements, annual salary review, promotion opportunities etc., to our foreign workers as we do to our permanent employees. We periodically review employment conditions to ensure equity between our local and foreign workers.

We support the annual visa renewal process for our foreign workers, subject to the employee wishing to continue employment with Nufarm and government approval. If an employee chooses to cease employment and return home, Nufarm repatriates the employee, paying for and organising their return flight.

Self-assessing our operations

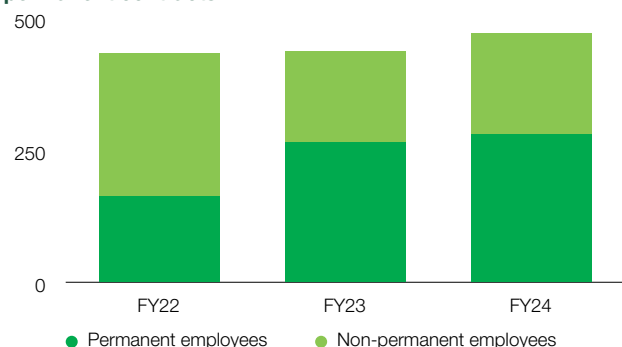
We self-assess our locations, including our joint venture Leshan Nong Fu in China, to help us better understand and plan steps to improve the controls we have in place to prevent modern slavery entering our organisation through our employment processes.

Providing stable employment

In FY22 we put in place a three-year plan to progressively transition our non-permanent sales representatives in Indonesia to permanent contracts across, supporting stable employment for our people. Non-permanent employees in Indonesia were targeted as they represented 88 per cent of our global non-permanent workforce at the time. While this group of employees have the same employment conditions as our permanent employees in this region, such as, leave entitlements, remuneration, incentive schemes, they are on fixed term contracts.

This year 60 per cent of our Indonesian workforce is on permanent contracts, down from 61 per cent in FY23 (Figure 14). As we enter the third and final year of our plan, it is clear we face some ongoing barriers to achieving our commitment. We are actively working to better understand these challenges so we can continue making progress.

Figure 14: Transitioning our Indonesian employees to permanent contracts¹



¹ Measured as head count

¹ Cleaning Accountability Framework Ltd. (2023). Modern slavery in cleaning supply chains. CAF. <https://www.cleaningaccountability.org.au/modern-slavery/>



Supporting our people in challenging times

Nufarm knows that our people are central to our success and will help us to deliver on our ambition to be a global agricultural innovator. Sometimes our employees are exposed to challenging situations outside of their control and, where we can, we take steps to help them out.

The war in Ukraine has displaced millions of people, increasing the risk of human trafficking for Ukrainians both within their country and when living as refugees in neighbouring countries.² Nufarm continues to employ and support our employees living and working in Ukraine. This year, to help address wellbeing concerns, we provided auxiliary communication devices, space heaters and other items required during power outages. Providing secure employment and basic living essentials can help to make our people and their families less vulnerable to exploitation.³

Training our people

We provide modern slavery awareness training to our management team, our procurement teams and our human resources team members who are responsible for our operations in countries with a higher vulnerability to modern slavery. This aims to increase the awareness of modern slavery risks and the control measures in place to mitigate these risk.

Modern slavery risk management in our supply chain

Procurement procedures and processes

We have a global procurement management system in place which includes the policies and procedures by which our global procurement teams operate.

New suppliers

Within our crop protection business we have a new supplier evaluation process with supplier risk assessment that evaluates our modern slavery risk factors in addition to other sustainability considerations, such as environmental risk. If a supplier is identified as high risk, our procurement team examines the underlying risk factors and prepares strategies to mitigate the risk.

We work to build long-term relationships with our direct suppliers and there is not a significant turnover in our major supplier base. Crop protection suppliers are asked to comply with our global supplier code of conduct and are typically subject to an ongoing evaluation process. We communicate our code to our direct suppliers when commencing a relationship with them.

Supplier contracts – clauses

Our crop protection supplier contracts include a definition of modern slavery and a clause requiring the supplier to comply with applicable modern slavery laws.

Our key seed producers and processors are formally advised of and committed to conducting business in a manner consistent with our corporate social responsibility policies, including our global supplier code of conduct and human rights policy.

Supplier assessment

We have a supplier environmental social governance (ESG) program to target our direct suppliers of chemical inputs for manufacturing and packaging materials, and indirect crop protection suppliers. While this program is broader than modern slavery, modern slavery is an important element.

To support us in the activity, we partner with a global provider of supplier sustainability risk assessments. Since implementing this solution last year, we have risk assessed over 6,500 suppliers. Supplier sustainability risk is monitored annually, suppliers with higher sustainability risk or who are critical to our supply chain will be progressed to a higher level of assurance. This may involve written confirmation to abide by our supplier code of conduct, supplier ESG assessment through Ecovadis, or an onsite audit conducted by one of our procurement leads.

Our supplier ESG assessments cover a comprehensive range of environmental, corporate governance and human rights topics, including modern slavery. Where our risk assessment identifies that a supplier ESG assessment is required, our third-party provider undertakes an independent assessment of our suppliers' policies, actions and outcomes, providing us with insight into our suppliers' potential risks and impacts.

Supplier audits

Rather than immediately terminate a relationship with a supplier who falls short of our ESG assessment hurdle, in general our global crop protection supply team directly engages with and conducts on-site audits to help them better understand and improve their ESG performance. We may continue to maintain the relationship if these issues can be addressed. This activity is focused on China, where we have the most significant spend in a country that is more vulnerable to modern slavery practices and more recently in India.

Within our seeds supply chain, we directly audit our seed producers in Türkiye as we recognise the country as being more vulnerable to forced labour in agriculture.⁴

Monitoring our supply chains

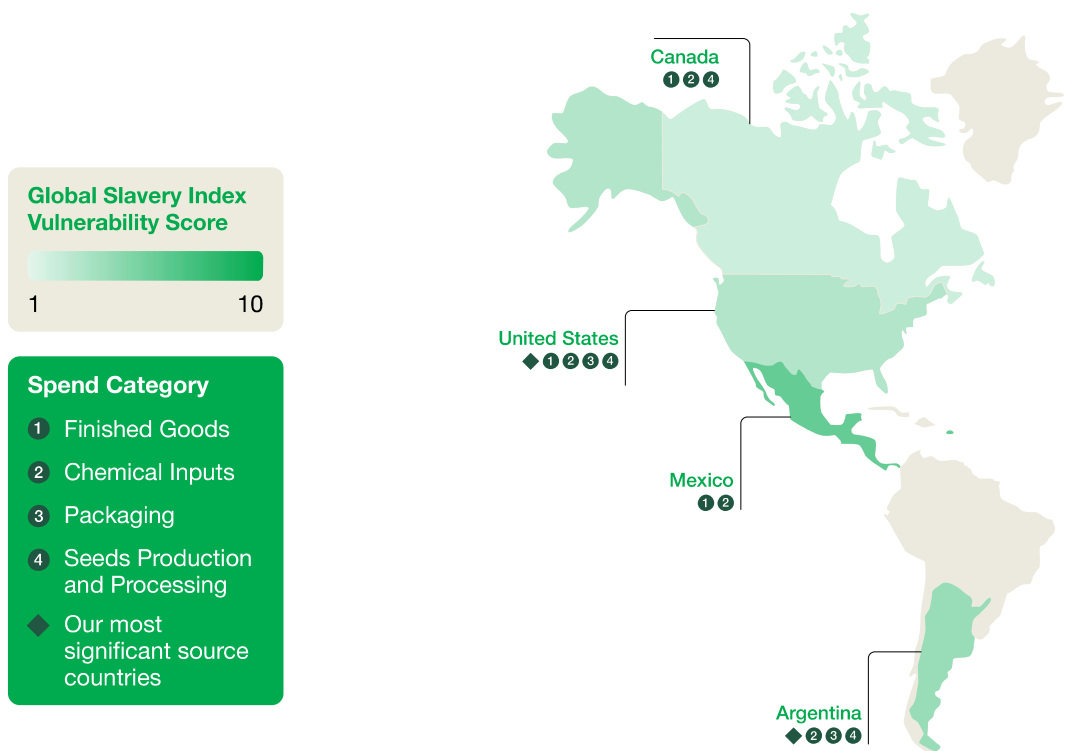
We use supply chain risk management applications to monitor our crop protection supply chain. These systems provide notifications of potential incidents of modern slavery that may be linked to our suppliers. Such alerts are promptly investigated.

² Office to Monitor and Combat Trafficking in Persons. (2024). 2024 Trafficking in Persons Report: Ukraine United States Department of State, Washington, DC. <https://www.state.gov/reports/2024-trafficking-in-persons-report/ukraine/>

³ Sharapov, K. Komenda, H. And Gheorghiu, M. (2024). Vulnerability to Trafficking in Persons in the Context of the War in Ukraine, Findings from Poland and Romania. International Organization for Migration (IMO). https://eca.iom.int/sites/g/files/tmzbd12626/files/documents/2024-09/vulnerability-to-tip_war-in-ukraine_poland-and-romania_august-2024.pdf

⁴ Office to Monitor and Combat Trafficking in Persons. (2024). 2024 Trafficking in Persons Report: Türkiye United States Department of State, Washington, DC. <https://www.state.gov/reports/2024-trafficking-in-persons-report/turkey/>

Figure 15: Our sourcing countries and their vulnerability to modern slavery

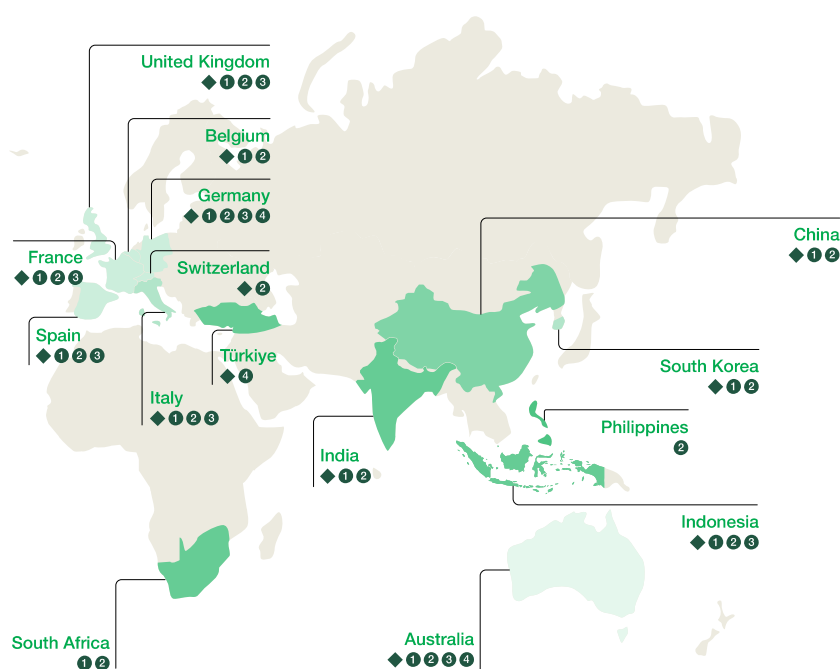


Creating a sustainable procurement practice

Sustainable procurement practice requires planning, risk assessments, and identification of the different sustainability elements that can positively or negatively impact good sustainable practices in the purchase of goods and services.

To support our procurement group and as part of our procurement ESG continuous improvement plans, we created an internal sustainable procurement platform which we launched in conjunction with the sustainable procurement workshops.

The aim of the platform is to provide the procurement group with tools and information that will assist them in identifying opportunities for sustainable procurement practices in their respective spend categories. The tools have been developed to work with existing procurement tools to enable sustainability to be incorporated as an integral part of any category strategy. The platform also contains resources from external parties who have completed similar activities.



Remediation

Modern slavery has the potential to cause its victim physical, physiological and/or financial harm. If we were to identify an instance of modern slavery in our supply chain, we recognise there would be a need to remedy the situation.

We have several mechanisms that should alert us to an incident or suspected incident of modern slavery in our operations or supply chain:

- direct escalation through our management personnel
- our integrity (speak up) helpline
- our ESG assessment program
- our in-person supplier audits
- our risk alert systems.

Such a matter would be brought to the attention of the responsible Nufarm executive and appropriate advice obtained on how to proceed. The nature of modern slavery and our relationship to it (i.e. cause, contributor or directly linked) means any incident of modern slavery would be unique and require a tailored remediation approach.

We have not identified any instances of modern slavery in our supply chain this year.

Actions taken this year

This year we undertook the following activities to better understand our modern slavery risk, implement controls to prevent or mitigate the risk, and measure the effectiveness of our response.

Foreign worker assurance

We undertook a third-party audit of our recruitment and employment practices for foreign workers at our site in Port Klang, Malaysia where we employ 24 foreign workers. There were two findings of modern slavery risk relating to payment of recruitment and repatriation fees by some workers to a third-party, creating the potential for a debt or cost that could prevent our foreign workers from leaving their employment at Nufarm. There were also two validated major finding of health and safety risk relating to the emergency response equipment and procedures at the workers' accommodation. We are taking steps to remediate this and reduce the risk of similar instances in the future.

Training our senior leaders

In FY24 we developed and launched modern slavery training to our senior leadership located around the globe. As of the end of FY24, 72 per cent had completed the training. Training our leaders raises awareness of modern slavery risk across our organisation and helps to strengthen the implementation of modern slavery risk mitigation controls.

Auditing higher risk seeds producers

Last year we implemented an supplier audit program in Türkiye auditing seed growers. We completed another three audits this year with an important supplier. These audits found that at each of our supplier's farms, the workers were of a legal age and visa status to work, were not being forced or coerced to work against their will, and did not have their freedom of movement restricted.

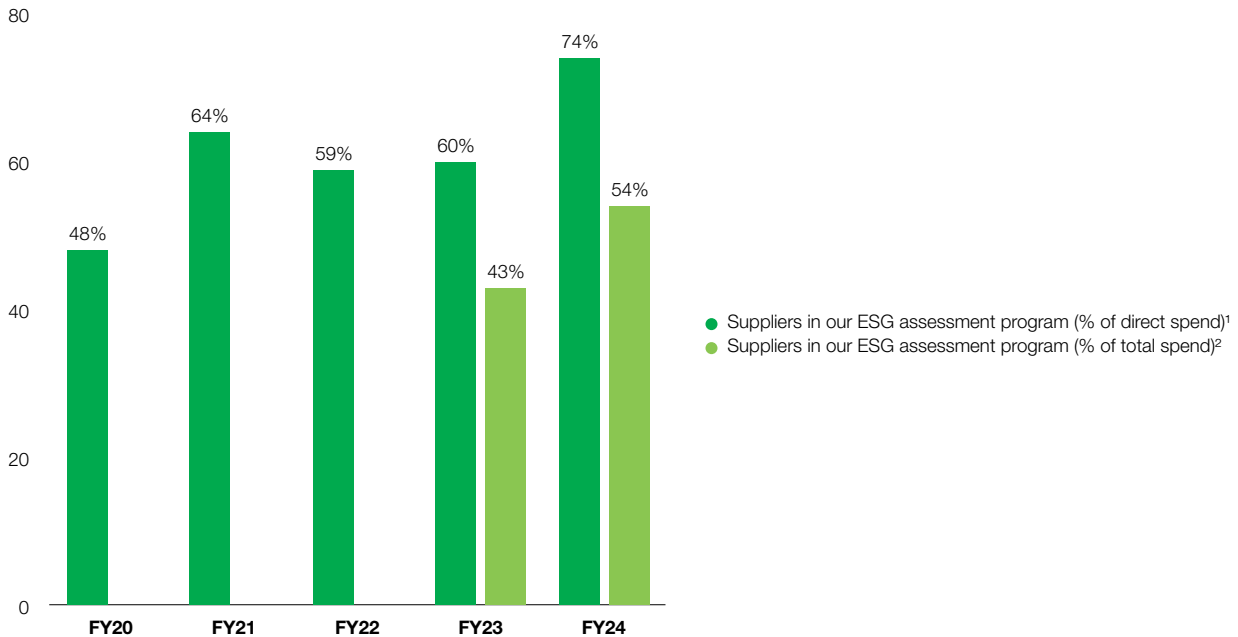
Expanding our ethical sourcing program within our crop protection business

Supported by our Global Procurement Sustainability Lead, we continued to expand our crop protection ethical sourcing program this year. We increased the number of supplier sustainability risk assessments from 5,500 in FY23 to 6,500 in FY24 and also increased the number of suppliers who have undertaken a comprehensive ESG assessment this year to 402 or 54 per cent of our total supplier spend, (FY23: 337 and 43 per cent).¹ Refer to Figure 16 and also Appendix 4. Our ethical sourcing data.

We have captured the majority of our key direct suppliers in this program now and going forward we anticipate incremental growth only as we onboard our lower spend, indirect suppliers.

We are growing our chemical supplier base in India, which is also one of the countries recognised as being more vulnerable to modern slavery.² We have made stepwise improvements in our ethical sourcing program in the country, completing ESG assessments of 76 per cent³ of our Indian suppliers.

Figure 16: Percentage of suppliers in our ESG assessment program



¹ Direct spend refers to spending on materials consumed in manufacturing and finished goods purchased for resale.

² Total spend is sum of direct and indirect spend, where indirect spend refers to all other goods and services not directly associated with a product.

¹ Refer to Appendix 1 on page for the entities included in this calculation.

² Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

³ Percentage evaluated based on spend value.

Assessing our effectiveness

Our modern slavery steering committee reviews both our progress in delivering our planned actions and the effectiveness of our due diligence procedures at identifying and managing modern slavery risk. We also look to external subject matter experts' reports and peer reviews to help guide improvement opportunities. The performance measures that we use to help track our progress are shown in Table 3.

Some of the challenges we face in identifying and managing modern slavery risk include:

- the scale and complexity of our supply chain
- the breadth of our organisation and the disparate business systems
- evaluating deeper into the supply chain than our tier 1 suppliers.

Table 3: Our modern slavery key performance indicators (KPIs)

Measures	Description	FY22	FY23	FY24
Self-assessments	Modern slavery self-assessment conducted on Nufarm employee locations	15%	100%	No new assessments
Supplier participation	Supplier participation in our environmental, social, governance (ESG) assessment program ¹	Not available ²	337 suppliers (or 43% of spend)	402 suppliers (or 54% of spend)
Supplier performance	Supplier ESG assessment score on social themes (including human rights and modern slavery) benchmarked against more than 100,000 suppliers assessed by Ecovadis globally	22% above global average	22% above global average	25% above global average
Suppliers' management of human rights matters at their operations³	Suppliers assessed by Ecovadis and found acting to:			
	• Address modern slavery		39%	76%
	• Improve employee working conditions		43%	98%
Suppliers' management of human rights matters in their supply chain³	Suppliers assessed by Ecovadis and found to be undertaking supplier ESG assessment (i.e. our > tier 1 suppliers) ⁴		28%	78%
	Senior leadership team engaged in a modern slavery education activity	24%	No training conducted	72%
	Human resources talent acquisition and business partners engaged in a modern slavery education activity.	80%	No training conducted	No training conducted
Employee modern slavery education	Procurement team engaged in a two-yearly modern slavery education activity.	15%	100%	100%

1 Suppliers in our ESG assessment program are those that have participated in an Ecovadis ESG assessment in the last three years through the Ecovadis platform.

2 In FY22 we erroneously reported 157 direct suppliers had undergone an Ecovadis assessment, however this was not over the three-year time period. We are unable to recalculate this retrospectively.

3 We measure these KPIs as a percentage of total spend. This year the improvement is due to a combination of improved supplier performance and our increased spend with these suppliers.

4 Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers, and our tier 3 suppliers are those that supply our tier 2 suppliers, and so on.



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Appendix 1: Entities covered by this statement

Our engagement with entities covered by this statement

We took the following steps to consult with the entities covered by this statement this year:

- Our Group Executive Growth and Sustainability and Global General Counsel and Company Secretary reviewed the statement and it was reviewed and approved by our Group Executive Supply Chain Operations and Group Executive People and Performance.
- We communicated the statement to the regional general managers of the entities covered by this statement.
- We provided modern slavery training to the business leaders within these entities.
- Nufarm Limited's board of directors reviewed and approved this statement.



Appendix 1. Entities covered by this statement

Table 4 lists all entities represented in this modern slavery statement. These entities are wholly owned Nufarm subsidiaries and are included in Nufarm's audited consolidated financial statements. Nufarm's financial statements also include non-operating subsidiaries which are not included here.

Table 4: Entities covered by this statement

Entity	Place of incorporation	Business description
Nufarm Limited	Australia	Ultimate controlling entity
Subsidiaries		
Croplands Equipment Ltd ¹	New Zealand	Crop equipment
Croplands Equipment Pty Ltd ¹	Australia	Crop equipment
Medisup Securities Limited	Australia	Holding company
Agryl Holdings Limited	Australia	Holding company
Nufarm Agriculture Inc	Canada	Crop protection
Nufarm Agriculture (Pty) Ltd	South Africa	Crop protection
Nufarm Americas Inc	USA	Crop protection
Nufarm Australia Ltd	Australia	Crop protection
Nufarm do Brazil Ltda	Brazil	Seeds
Nufarm BV	Netherlands	Crop protection
Nufarm Chemical (Shanghai) Co Ltd	China	Crop protection
Nufarm Crop Products UK Limited	United Kingdom	Crop protection
Nufarm Deutschland GmbH	Germany	Crop protection
Nufarm España SA	Spain	Crop protection
Nufarm Europe GmbH	Germany	Crop protection
Nufarm GmbH & Co KG	Austria	Crop protection
Nufarm Grupo Mexico S DE RL DE CV	Mexico	Crop protection
Nufarm Hungária Kft	Hungary	Crop protection
Nufarm Italia srl	Italy	Crop protection
Nufarm KK ¹	Japan	Crop protection
Nufarm Korea Limited ¹	Korea	Crop protection
Nufarm Malaysia Sdn Bhd	Malaysia	Crop protection
Nufarm Middle East Operations ¹	Egypt	Crop protection
Nufarm Nordics AB	Sweden	Crop protection
Nufarm NZ Limited	New Zealand	Crop protection
Nufarm Polska SP.Z O.O	Poland	Crop protection
Nufarm Portugal LDA	Portugal	Crop protection
Nufarm Romania SRL	Romania	Crop protection
Nufarm s.a.s	France	Crop protection
Nufarm Services (Singapore) Pte Ltd	Singapore	Crop protection
Nufarm Services Sdn Bhd	Malaysia	Crop protection
Nufarm Turkey Import & Trade of Chemical Products LLP	Türkiye	Crop protection
Nufarm UK Limited	United Kingdom	Crop protection
Nufarm Ukraine LLC	Ukraine	Crop protection
Nuseed Americas Inc	USA	Seeds
Nuseed Brazil SA (previously known as Atlantica Sementes SA)	Brazil	Seeds
Nuseed Canada Inc	Canada	Seeds
Nuseed Europe Ltd	United Kingdom	Seeds
Nuseed Global Holdings Pty Ltd	Australia	Holding company
Nuseed Global Management USA Inc	USA	Seeds
Nuseed International Holdings Pty Ltd	Australia	Holding company
Nuseed Nutritional Australia Pty Ltd	Australia	Seeds
Nuseed Nutritional US Inc	USA	Seeds

Appendix 1. Entities covered by this statementcontinued

Entity	Place of incorporation		Business description
Nuseed Pty Ltd	Australia	Seeds	
Nuseed SA	Argentina	Seeds	
Nuseed Serbia d.o.o	Serbia	Seeds	
Nuseed Ukraine LLC	Ukraine	Seeds	
Nuseed Uruguay SA	Uruguay	Seeds	
PT Nufarm Indonesia	Indonesia	Crop protection	
Richardson Seeds	USA	Seeds	
Leshan Nong Fu Trading Co., Ltd. ²	China	Crop protection joint venture	

1 Not included in our procurement spend data.

2 Leshan Nong Fu Trading is a joint venture in which the group has joint control and a 35 percent ownership interest. The joint venture is focused on sales and marketing of formulated crop protection products in China. Of the policies and procedures set out in this statement, this entity's supply chain is currently subject to our global supplier code of conduct and our supplier corporate social responsibility assessment program only.

Appendix 2. Addressing modern slavery reporting criteria

Tables 5 to 7 provide indexes of disclosures that meet the mandatory reporting criteria of each of the *Australian Modern Slavery Act 2018*, the *UK Modern Slavery Act 2015* and the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023*.

Table 5: Australian Modern Slavery Act 2018

Mandatory reporting criteria	References in this statement
Identify the reporting entity	Pages 3-4 and 23
Describe the reporting entity's structure, operations and supply chains	Pages 7 and 8-11
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls	Pages 16 and 26-28
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	Pages 12-19 and 20-20
Describe how the reporting entity assesses the effectiveness of these actions	Pages 21
Describe the process of consultation with any entities the reporting entity owns or controls	Page 22
Other relevant information	Remediation approach, page 19
Approval by the principal governing body and signed by a responsible member of the reporting entity	Pages 3-4 and 5
Publish the statement within six months of the organisation's financial year end	This statement was published on 28 March 2025, six months after Nufarm's financial year end on 30 September 2024 and is available on our corporate website Nufarm.com .

Table 6: UK Modern Slavery Act 2015

Mandatory reporting criteria	References in this statement
Identify the reporting entity	Pages 3-4 and 23-24
Organisation's structure, business and supply chain	Pages 7 and 8-11
Policies in relation to slavery and human trafficking	Pages 13-14
Due diligence processes	Pages 12-19
Risk of slavery and human trafficking in the business and supply chain and steps taken to assess and manage the risk	Pages 16, 26-28 and 20-20
Key performance indicators to measure effectiveness of steps being taken	Pages 21
Training on modern slavery and trafficking	Pages 16 and 21
Approval by the board of directors (or equivalent) and signed by a director (or equivalent) or designated member	Pages 3-4 and 5
Publish the statement within six months of the organisation's financial year end on your UK website	This statement was published on 28 March 2025, six months after Nufarm's financial year end on 30 September 2024 and is available on our UK website nufarm.co.uk .




Table 7: Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023

Mandatory reporting criteria	References in this statement
Steps taken during its previous financial year to prevent and reduce the risk that forced labour or child labour in the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.	Page 20
Entities structure, activities and supply chains	Pages 7 and 8-11
Entities policies and due diligence processes in relation to forced labour and child labour	Pages 13-14 and 12-19
The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Pages 16, 26-28 and 20-20
Any measures taken to remediate any forced labour or child labour	Page 19
Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Page 19
The training provided to employees on forced labour and child labour	Pages 16 and 21
How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Pages 21
Publish the statement by 31 May, following the financial reporting year	This statement was published on 7 April 2025 for Nufarm's financial year ending on 30 September 2024.
Published on the reporting entities website	This statement is available on our Canadian website nufarm.com.ca .





Appendix 3. Modern slavery risks in our operations and supply chain

We have prioritised eight areas of operational and supply chain spending in this statement which have some exposure to modern slavery risk (Table 8).

Table 8: Modern slavery risks identified in our operations and supply chain

Occurs in	Risk #	Description of risk and examples of how modern slavery could potentially enter our supply chain ^{1,2,3}	Impacted operations or source countries	Modern slavery risk factors ^{2,4}	Relevant types of modern slavery	Our relationship to the risk	Our ability to influence the risk
Our operations	1	<p>Contracting low-skilled labour in our operations to meet seasonal demand through labour hire companies or as service providers in at-risk industries, such as cleaning. This low modern slavery risk occurs in our Tier 1 suppliers:</p> <ul style="list-style-type: none"> We estimate 7 per cent of our employees were employed as temporary seasonal workers.⁵ We have identified approximately 70 service providers that fall into the category of being an at-risk industry. <p><i>Example of how modern slavery could potentially enter our supply chain:</i> A temporary worker from a labour hire company or a cleaning company worker contracted to work at one of our locations could potentially become a victim of modern slavery if they did not have a legal work visa, their employer had taken their passport and they were working under threat of exposure to authorities.</p>	Australia, Canada, France, Germany, Hungary, Kazakhstan, Latvia, Netherlands, Poland, Romania, Tunisia, United Kingdom and United States of America	Employment arrangements: uncertain employment or visa status or limited local language or knowledge	Forced labour and debt bondage	Contribute to	
	2	<p>Employing foreign workers in our crop protection manufacturing plant in Malaysia. In FY24 we employed 23 people from Nepal and Indonesia. Foreign workers are engaged through a third party labour hire company. The risk of modern slavery occurs in our tier 1 or 2 suppliers.</p> <p><i>Example of how modern slavery could potentially enter our supply chain:</i> A foreign worker could potentially be a victim of modern slavery if they were forced to take employment through threat of violence or if they were required to pay a bond that they are unable to repay, to secure employment by our contracted labour hire company or their local agent in Nepal or Indonesia.</p>	Malaysia	<p>Country vulnerability: inequality or lack of basic need</p> <p>Employment arrangements: limited local language or knowledge</p>	Forced labour and debt bondage	Contribute to	
	3	<p>Operating in countries more vulnerable to modern slavery practices. In FY24 we employed 731 people or 23 per cent of our workforce (FY23: 661 people and 21 per cent) in these regions of the world:</p> <ul style="list-style-type: none"> 191 people are on non-permanent contracts in Indonesia. 32 of these people are employed in Ukraine which is a current conflict zone. <p>We recognise that there are two components to this risk: both the risk of modern slavery entering our operations through weaknesses in our internal controls and the risk to the wellbeing of our own employees who may be living and working in situations that could leave them more vulnerable to exploitation.⁶</p> <p><i>Example of how modern slavery could potentially enter our supply chain:</i> An employee working legally for Nufarm could potentially be under threat or coercion from a third party who has control of the employee's income and bank account.</p>	Egypt, Indonesia, Brazil, China, Mexico, South Africa, Türkiye, Ukraine and Vietnam	<p>Country vulnerability: inequality, lack of basic needs, effects of conflict or disenfranchised groups</p> <p>Employment arrangements: uncertain employment</p>	Forced labour and debt bondage	Caused by - contribute to	



Occurs in	Risk #	Description of risk and examples of how modern slavery could potentially enter our supply chain ^{1,2,3}	Impacted operations or source countries	Modern slavery risk factors ^{2,4}	Relevant types of modern slavery	Our relationship to the risk	Our ability to influence the risk
Our supply chain	4	Materials purchased from suppliers operating in countries more vulnerable to modern slavery practices. Refer to Figure 15 for a map of the locations from where we source materials and their associated vulnerability. This risk occurs in our ≥ tier 1 suppliers. <i>Example of how modern slavery could potentially enter our supply chain:</i> <i>An international supplier could potentially be sourcing chemicals through an intermediary and the original manufacturer of the chemicals is using forced labour in their factory.</i>	India, Indonesia, China, Mexico, Philippines, South Africa, Thailand and Ukraine	Country vulnerability: governance issues, inequality, lack of basic needs, effects of conflict or disenfranchised groups	Forced labour and debt bondage	Directly linked to	
	5	Engaging agricultural service providers and seed producers who in turn use contract labour on their farms. These suppliers represent approximately 1 per cent of our FY24 procurement spend. Modern slavery risk occurs in tiers 2 and 3 of our supply chain, depending on the farm labour arrangements. <i>Example of how modern slavery could potentially enter our supply chain:</i> <i>A refugee or migrant worker could potentially be trafficked by a labour hire company to work on a farm that was contracted to grow our seed. The worker could be exposed to forced labour with low or withheld wages.</i>	Türkiye and Brazil	Country vulnerability: effects of conflict	Forced and child labour	Directly linked to	
	6	Purchasing raw materials and finished products that contain copper. Copper-based products are used as fungicides in our crop protection business. These products represent approximately 1 per cent of our total procurement spend. We source most of these products from Chile, which has a lower vulnerability to modern slavery, but there is a potential some of the copper to be sourced from more vulnerable African countries. Modern slavery risk occurs in ≥ tier 3 suppliers in our supply chain. <i>Example of how modern slavery could potentially enter our supply chain:</i> <i>An African mining company may use debt bondage to force workers to extract copper from illegal artisanal mines. The extracted ore is consolidated and processed with legally extracted material, entering the copper supply chain. There is a potential that once processed, this material is purchased by one of our suppliers and formulated into a finished goods that we purchase.^{1,7}</i>	Chile and other sources still to be identified.	Country vulnerability: Governance issues, inequality, lack of basic needs and effects of conflict Commodity vulnerability	Forced labour, debt bondage, child labour	Directly linked to	
	7 ^{8,9}	Purchasing solvents and surfactants that have been derived from palm oil. Modern slavery risk occurs in tiers 2 and 3 of our supply chain. We estimate that the palm oil derived chemicals we purchase represent approximately 1 per cent of our total procurement spend. <i>Example of how modern slavery could potentially enter our supply chain:</i> <i>A migrant worker may be recruited by labour hire companies and given work on a palm plantation on a remote island. At the plantation, the worker may be subjected to physical violence and compelled to work in poor and dangerous conditions for excessive hours. The fruit harvested under these conditions could be sold on to a processor for extraction and refining; the palm oil may then be sold on to one of our suppliers who manufactures it into a solvent or surfactant which we purchase and formulate into one of our products.^{7,10}</i>	Indonesia and Malaysia	Country vulnerability: governance issues, inequality and lack of basic needs Commodity vulnerability	Forced labour, debt bondage, child labour, human trafficking	Directly linked to	

Appendix 3. Modern slavery risks in our operations and supply chain^{continued}

Occurs in	Risk #	Description of risk and examples of how modern slavery could potentially enter our supply chain ^{1,2,3}	Impacted operations or source countries	Modern slavery risk factors ^{2,4}	Relevant types of modern slavery	Our relationship to the risk	Our ability to influence the risk
	8	<p>We use third party shipping to bring raw materials to our sites. Modern slavery and human rights abuses have been found in these industries. Logistics and warehousing spend combined represents approximately 5 per cent of our total procurement spend. Modern slavery risk occurs in ≥ tier 1 logistics suppliers.</p> <p><i>Example of how modern slavery could potentially enter our supply chain: Seafarers on ships carrying our materials could potentially have had their wages withheld and be required to stay on the ship for excessive and illegal lengths of time, not being able to leave the ship to take shore leave or be repatriated to their home countries.¹¹</i></p>	We use international shipping across most of our business.	Employment arrangements: uncertain employment	Forced labour and debt bondage	Directly linked to	 

1 Office to Monitor and Combat Trafficking in Persons. (2024). 2024 trafficking in persons report. United States Department of State, Washington, DC. <https://www.state.gov/reports/2024-trafficking-in-persons-report/>

2 Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. <https://cdn.walkfree.org/content/uploads/2023/05/17114737/Global-Slavery-Index-2023.pdf>

3 Our tier 1 suppliers are those from whom we directly source materials and services. Our tier 2 suppliers are those that supply our tier 1 suppliers, and our tier 3 suppliers are those that supply our tier 2 suppliers, and so on.

4 These risk factors occur in the countries listed, but not every risk factor is applicable to each country.

5 Measured as head count in FY24.

6 Nufarm does not cause or contribute to the potential wellbeing risks of our people living and working in countries more vulnerable to exploitative practices where those risks are inherent in the location.

7 Bureau of International Labor Affairs. (2024). List of goods produced by child labour or forced labour. United States Department of Labor. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

8 Responsible Sourcing Tool. (2023). Visualize risk. Responsible Sourcing Tool. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods/supply-chains/palm-oil>

9 International Labour Organization. (2022). Advancing workers' rights in Indonesia and Malaysia's palm oil sector. ILO. https://www.ilo.org/jakarta/whatwedo/projects/WCMS_737514/lang--en/index.htm

10 Bureau of International Affairs. (2024). Department of Labour's Exposing exploitation in global supply chain series. US Department of Labour. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods/supply-chains/palm-oil>

11 Caskey, C., O'Sullivan, N. & Pickette, R. (2022). Modern slavery within maritime shipping supply chains: guidance for Australian businesses in identifying, managing, and mitigating modern slavery risks within maritime shipping. Global Compact Network Australia & Maritime Union of Australia. <https://unglobalcompact.org.au/wp-content/uploads/2022/12/Modern-Slavery-within-Maritime-Shipping-Supply-Chains.pdf>

Key¹

Our relationship to the risk

Caused by	Where there is a risk that Nufarm's activities (or inaction) at its operations could directly result in modern slavery practices
Contributed to	Where there is a risk that Nufarm's activities (or inaction) at its operations or in its supply chain could lead to other parties engaging in modern slavery practices
Directly linked to	Where there is a risk that Nufarm could be linked to third parties who are engaged in modern slavery practices through its business relationships (excluding customers)

Our ability to influence the risk

H	High
M	Medium
L	Low
VL	Very Low

1 United Nations Human Rights Office of the High Commissioner. (2011). Guiding Principles on business and human rights. United Nations.

Appendix 4. Our ethical sourcing data

Table 9: Supplier ethical sourcing data

Supplier environmental and social impacts ^{1,2}	FY23		FY24	
	Count	% of total spend	Count ³	% of total spend
Suppliers assessed for social impacts for the first time				
Direct suppliers	73	7%	28	2%
Indirect suppliers	164	2%	74	3%
Total new suppliers assessed	237	9%	102	5%
Suppliers assessed for social impacts this year				
Direct suppliers	68	20%	135	40%
Indirect suppliers	9	<1%	157	4%
Total suppliers reassessed	77	21%	292	44%
Suppliers in our ESG assessment program ⁴				
Direct suppliers	176	40%	182	49%
Indirect suppliers	161	3%	220	5%
Total suppliers in our ESG assessment program	337	43%	402	54%
Suppliers with an executed supplier code of conduct				
Direct suppliers	5	<1%	37	1%
Indirect suppliers	86	1%	106	2%
Total number of suppliers	91	1%	143	3%
Significant supplier social impacts and their improvement plans ^{5,6,7}				
Suppliers with significant social impacts	0	0%	3	0%
Suppliers with agreed improvement plans	0	0%	0	0%
Suppliers terminated due to social impacts	0	0%	0	0%

1 Direct suppliers are those that supply the chemical inputs, packaging materials and finished crop protection products ready for sale.

2 Indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business.

3 Some suppliers choose to have an ESG assessment completed on behalf of their entire group. While Nufarm may purchase from multiple subsidiaries within the group, we have adopted a conservative approach and count this as one ESG assessment only. This has no impact on the percentage spend covered by an ESG assessment.

4 Suppliers in our ESG assessment program are those that have participated in an Ecovadis ESG assessment in the last three years through the Ecovadis platform.

5 We define a significant supplier social impact as a negative finding raised by Ecovadis in their 360 Watch, which Ecovadis has classified as major or severe and where the supplier's location or product is in Nufarm's supply chain.

6 The percentage of affected spend is based on the total spend with the supplier as we are unable to separate total spend from impacted spend, making it a conservative estimate.

7 Significant impacts are reported in the year they are first identified; however they may relate to historical incidents.



About this statement

A message from our Managing Director and CEO

About us

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Modern slavery due diligence

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Assessing our effectiveness

Our engagement with entities covered by this statement

Appendix 1. Entities covered by this statement

nufarm.com