FMC Australasia Pty Ltd
12 Julius Avenue, North Ryde, 2113 NSW
ABN 45 095 326 891

Modern Slavery Statement for the financial year ending 31 December 2024

Introduction

The following is the modern slavery statement of FMC Australasia Pty Ltd (ABN 45 095 326 891) (**FMC Australia**) as required under the *Modern Slavery Act 2018* (Cth) (**Modern Slavery Act**). This statement provides information on the steps taken by FMC Australia and FMC Corporation (**FMC**) globally to identify and reduce the risk of modern slavery in our operations and supply chain. Globally, FMC has been reporting on modern slavery risks as required by the *Modern Slavery Act 2015* (UK).

This statement is submitted by FMC Australia to the Australian Border Force's online register, as required by the Modern Slavery Act on 30 June 2025. The reporting period for the statement is our financial year, being 1 January 2024 to 31 December 2024.

FMC is a company registered in Delaware, USA and it has several subsidiaries. One of them being FMC Australasia (**FMC Australia**), and its subsidiary FMC Manufacturing Pty Ltd (ABN 47 132 767 956) fall within the FMC Australia umbrella. FMC New Zealand is not a subsidiary of FMC Australia but is managed and controlled by the Australian leadership team. Consultation occurred via the fact that FMC Australasia and FMC New Zealand share the same board.

Modern Slavery statement

FMC Australia is committed to the objective of ensuring there is no Modern Slavery in our supply chains or in any part of our business and that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour that may amount to Modern Slavery.

In this statement, the term "***Modern Slavery***" has the meaning in Section 4 of the Modern Slavery Act, including (but not only) slavery, servitude, forced or compulsory labour, exploitation of children and human trafficking.

About FMC

FMC is an agricultural sciences group of companies that advances farming through innovative and sustainable crop protection technologies.

FMC is a leading provider of innovative crop protection solutions for growers around the world. FMC has a broad portfolio of proprietary crop protection products and a robust pipeline fuelled by innovative discovery and development capabilities in crop protection, plant health and professional pest and turf maintenance solutions.

The crop protection product portfolio is comprised of three major pesticide categories: insecticides, herbicides and fungicides. FMC has a fast-growing portfolio of plant health products which includes biological crop protection products, seed treatments and micro-nutrients.

Insecticides are used to control a wide spectrum of pests, while our herbicide portfolio primarily targets a large variety of difficult-to-control weeds.

FMC has its own sales and marketing organisations and accesses the market through a combination of distributors, wholesalers and retailers across all regions.

FMC operates in all parts of the world: North America; Latin America; Europe, Middle East, Africa, and Asia. In addition to the wholesaler and retailer networks, FMC sells directly to large growers in select countries, including Brazil.

Annual consolidated revenue

In respect of the calendar year ended 31 December 2024, FMC had a global annual consolidated revenue of USD $ 4,246,000.00 million.

FMC operations

FMC focuses on delivering products that are novel and offer sustainable solutions for our customers and the community. FMC's development projects and pipeline include differentiated products that provide farmers with the technology they need to grow high quality produce for an increasing global population.

The three principal categories of agricultural and non-crop chemicals of FMC are: herbicides, insecticides, and fungicides, representing approximately 40 percent, 30 percent, and 30 percent, respectively, of global industry revenue of FMC for the calendar year ending 31 December 2021. Other products include seed dressings, spray oils, adjuvants and specialty products for termite control and turf business.

FMC engages in the development, manufacture, wholesale and retail supply of herbicides, insecticides, fungicides, controls, and seed treatments, regulants, spray oils and adjuvants.

FMC has manufacturing operations throughout the world, working to strict safety, environmental and quality company standards often more than local regulatory requirements. For the Australian market, FMC has local manufacturing located at Wyong, New South Wales called FMC Manufacturing Pty Ltd.

Our six Core Values define who we are and how we do business: **Customer-Centricity, Sustainability**, **Respect for People**, **Safety**, **Integrity**, and **Agility**. Collectively, these values guide us as individuals and as a team of 6,400 people around the world.

FMC Australia business

We are a manufacturer and supplier of agrochemicals (mainly crop nutrition and crop protection) serving customers across Australia. We are a part of the FMC group of companies. Our ultimate parent company is FMC Corporation. FMC has its head office in Philadelphia in the United States of America.

We have approximately 100 employees based in Australia. FMC Australasia, FMC Manufacturing and FMC New Zealand Limited operate agricultural businesses in Australia and New Zealand.

The FMC business in Australia is conducted by FMC Australasia and FMC Manufacturing.

FMC Australia supply chains

Our approach to identifying modern slavery risk has been to identify, at a high level, the areas in our operations and supply chain that could be at risk of modern slavery. Such risks may arise due to factors including country risk factors, sector and industry risk factors, product factors, or inadequate internal controls and due diligence.

Having identified these, our initial focus is on the most significant areas of our supply chain and operations, being our direct employees and supply contracts in higher risk countries. We will progressively expand our assessment and risk management across all areas of modern slavery risk identified below. In assessing our risks, we have also considered our existing mitigating controls.

We consider the risk of our exposure to Modern Slavery within Australia to be limited. Nonetheless, we have taken steps and are implementing due diligence questionnaires for key suppliers to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to it. We are as well looking into implementing a daily alert process based on Dow Jones risk criteria.

In the operation of our business, our main supply chains include those related to the provision of services and raw materials.

FMC Australia operates a complex global supply chain network. Our key direct procurement activities are in the crop nutrition and crop protection chemical supply chains. The chemicals required for producing our crop protection products are procured from numerous suppliers in several countries around the world, which range from producers of basic commoditised chemicals to advanced custom manufacturers of fine chemicals. As well as suppliers of packaging and other direct materials, we also work with formulators, fillers, and packers.

FMC operates across to globe, to mention a few countries: Argentina, Bangladesh, Belgium, Brazil, Canada, China, Denmark, France, Germany, India, Indonesia, Ireland, Italy, Japan, Korea, Malaysia, Mexico, Netherlands, Norway, Pakistan, Singapore, Spain, Switzerland, Thailand, United Kingdom and United States of America. Also, certain non-intercompany suppliers of FMC Australia are based in Southeast Asia, including China.

FMC operates two global research headquarters: in the USA and Denmark. These Research and Development headquarters are focused on developing the most robust discovery and development pipelines in the agricultural industry.

Action taken to control risks on slavery

FMC Australia is committed to ensuring that there is no modern slavery in our supply chains or in any part of our business.

Action is taken by FMC Australia to verify, evaluate and address the risk of labour rights violations, including Modern Slavery in its supply chain.

The commitment of FMC to fair labour practices is articulated through the FMC Policy on Human Rights, and its participation as a signatory to the UN Global Compact in 2015. As a signatory, FMC is committed to "the elimination of all forms of forced and compulsory labour" as reported in its most recent 2021 UNGC Communication of Progress.

Our Modern Slavery Policy, along with our Corporate Code of Ethics and Business Conduct document and the FMC Corporation Supplier Code of Conduct, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to prevent Modern Slavery anywhere in our supply chains.

As set out in our Corporate Code of Ethics and Business Conduct, FMC is committed to respecting human dignity. Under this Code of Ethics, FMC identifies trust, respect, and ethical business conduct as essential to achieving and maintaining sound relationships among our employees. Further, FMC sets out its opposition to any form of harmful child labour and forced or compulsory labour. Under this policy, FMC prohibits child labour or the use of forced or compulsory labour in its workplaces and has an expectation its suppliers and contractors will do the same.

Due diligence processes for slavery

As steps to identify and mitigate risk of Modern Slavery in our supply chains and our own business, we use systems (which include systems provided by FMC, as well as steps at our own facility) to identify and assess potential risk areas in our supply chains.

- **Identify and assess potential risk areas:**

Supplier Selection: FMC's Supplier Code of Conduct and Sustainability Sourcing Statement define the company's expectations of suppliers on ESG topics. All potential suppliers are evaluated through the Supplier Selection and Approval Process, which outlines requirements for due diligence, screening and third-party risk assessments. In 2023, the Procurement Center of Excellence (COE) refreshed FMC's due diligence process for vetting FMC's supply base. The COE worked with key stakeholders throughout FMC to review supplier risks related to each functional area, and developed an improved supplier questionnaire that was launched along with training to requesters, risk area stakeholders and supplier master data specialists. Categories included ABAC, FCPA, Sanctions/Embargoes, Human Rights, Company Ownership, Global Trade Compliance, Conflict Minerals, EHS, Responsible Care®, REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and Risk & Insurance.

EcoVadis: In addition to FMC internal supplier selection processes, FMC partnered with EcoVadis in 2023 to expand supply chain visibility and engagement. EcoVadis monitors global supply chains through assessments that enable FMC to evaluate suppliers based on criteria such as environmental impact, labor and human rights, ethics, and sustainable procurement, including location and industry specific factors.

- **Self-Assessment Questionnaire:** We also have started to require some of our major suppliers from across the globe like China and India and major local vendors on the Self-Assessment Questionnaire. We have had good response from these suppliers which allowed us to understand better their awareness and compliance on Human Rights and Modern Slavery requirements. The Self-Assessment Questionnaire are reviewed by FMC annually and updated by the suppliers also annually. We are adding to the list of suppliers for the Self-Assessment Questionnaire with a target to cover the whole FMC Supply Chain in two years with focus on the major ones by end of 2024.

- **Review the potential for risk at regular intervals:** Including the possibility of re-auditing a supplier and service providers.

- **Protect whistle blowers:** FMC employees worldwide are encouraged to report suspected violations of the FMC Code and other legal or ethical violations through a confidential and anonymous system managed by Global Compliance, a leading provider of outsourced governance, risk management and compliance services. Employees can contact Global Compliance 24 hours a day, 7 days per week either by phone, web or mail. Global Compliance provides multilingual service and has trained staff to handle ethics calls.

Training

As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, we commit to providing training to our staff to give them an understanding of the risks of Modern Slavery in our supply chains and our business.

Modern Slavery commitment and actions being undertaken by FMC becomes part of new employee onboarding process to bring awareness at least on the general requirements of the Act; and more detailed training provided on employees working on areas where risks are higher such as Procurement, Manufacturing and Supply Chain functions.

FMC also availed in 2023 of the services of external training provider to educate the FMC Leadership, managers and staff on upskilling to turn policies and commitments to practical actions, relook at processes and benchmark best practices.

Supplier adherence to our values and ethics

Our standard terms and conditions and the FMC Supplier Code of Conduct provide that our suppliers who are subject to them have the responsibility of ensuring that their employees and representatives understand and comply with the FMC Supplier Code of Conduct.

Several of our key suppliers are related bodies corporate or large, multinational entities which demonstrate actions to address modern slavery risks in their operations and supply chains, including through public disclosures. The measures undertaken by them may include (without limitation) supply chain due diligence procedures, auditing, and incident reporting. Relationships with our key suppliers are managed by supplier relationship managers in our procurement team, including senior executives. We have worked closely with some of our key suppliers for many years and regularly review our contracts and arrangements with them to ensure they are up to date and reflect each party's expectations of the other.

Among other things, suppliers are expected to maintain management systems and controls to promote and facilitate compliance with applicable laws and the principles set forth in the Supplier Code of Conduct. Suppliers should also apply these or similar principles to the subcontractors and suppliers they work with in providing goods and services to FMC. FMC reserves the right to audit suppliers and their suppliers and subcontractors for compliance with the Supplier Code of Conduct.

Our commitment to human dignity and labour

To ensure all those in our supply chain and contractors comply with our ethics we are committed to implementation of a supply chain due diligence programme. This will consist of a due diligence process in respect of key suppliers, with an initial focus on suppliers in high-risk countries and/or high-risk industries. Third party IT supplier has been engaged by us to prepare a detailed questionnaire in consultation with our procurement team.

We have a dedicated procurement team, which consists of key personnel. They are supported cross-functionally by:

- Audit and compliance
- Human resources.
- Sales
- Finance

Support is also obtained from third party legal advisers.

To ensure a high level of understanding of the risks of modern slavery in our supply chains and our business, we are committed to providing ongoing training to our staff. We also require our suppliers to adhere to the FMC Supplier Code of Conduct and Ethics, which requires them to train their staff and third-party suppliers.

Signing page

This modern slavery statement is made by FMC Australasia Pty Ltd for the financial year ending 31 December 2024.

This statement was approved by our Board of Directors on 30 June 2025.

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SIGNATURE AUTHORISED DIRECTOR

ERIC KALASZ DocuSigned by: Eric Kalasz B092DE26E020451...
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NAME OF AUTHORISED SIGNATORY

FOR AND ON BEHALF OF FMC AUSTRALASIA PTY LTD

Date: 6/29/2025 | 11:45:48 PM EDT
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