

NUFARM

# SUPPLIER CODE OF CONDUCT

GLOBAL POLICY

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## Introduction

Nufarm is committed to ethical, sustainable and socially responsible procurement and we seek the same standards of conduct of our suppliers. Our suppliers are important partners in our business and we care how they manage their business when providing goods and/or services to Nufarm.

Nufarm has drafted this Supplier Code of Conduct (“Code”) to provide guidance to our suppliers about our expectations regarding ethical and responsible behaviour in the course and conduct of business between our respective organisations.

Nufarm believes its suppliers should act in accordance with high standards of ethical and responsible behaviour in the areas of business integrity, labour practices, health, safety and the environment. Suppliers should read this Code of Conduct to ensure they are, or can become, compliant with these standards.

## Application of the Code

This Code sets out the minimum requirements suppliers should meet to become or remain a supplier to Nufarm. By supplier we mean, any entity that supplies goods and/or services, including construction works and services, to any Nufarm entity, anywhere in the world. Where reference is made to employees, it includes contractors, temporary and agency personnel of the supplier.

Any reference in this Code to a law or regulation, is the law or regulation in the jurisdiction where goods and/or services are procured or provided by the supplier.

It is expected that suppliers are fully compliant with all laws and regulations applicable in the jurisdiction in which they operate.

In addition to this Code, contracts and purchase orders may require additional obligations or higher standards than those stated in this Code and suppliers should ensure they carefully read and understand any additional obligations.

Suppliers should ensure their employees are aware of, understand and comply with this Code.

## Integrity and ethics

Nufarm expects high standards of ethical behaviour and compliance with all applicable laws. Suppliers are expected to be ethical in all their business dealings including their relationships, operations, sourcing and sales activities.

### Integrity

Suppliers are expected to comply with anti-bribery and anti-corruption laws, and should not engage in activities, directly or indirectly, that breach international conventions on human rights and rights in respect to children.

Suppliers must not engage in, either directly or indirectly in fraudulent, corrupt or exploitative activities. Forms of corruption include but are not limited to offering kick-backs, bribes, unethically or illegally obtaining business intelligence to use against competition and engaging unethically with governmental agencies.

## Record keeping

Suppliers must ensure they comply with all relevant legislative requirements in relation to managing and maintaining business records relating to the manufacture and/or sale of goods and services, including, financial records, accounting practices, labour, health and safety and environmental practices. Suppliers may be audited by any Nufarm entity with notice, and it is expected that full disclosure of all requested documentation will be provided in the original, subject to any required agreement in relation to confidentiality.

## Confidentiality

Suppliers are expected to conduct themselves in a professional and ethical manner at all times and not disclose details of their dealings with Nufarm. Suppliers may be asked to execute a non-disclosure or confidentiality agreement.

## Gifts, entertainment, benefits and conflicts of interest

Nufarm encourages interaction with its incumbent suppliers based on mutuality of interest.

### Personal benefits

Suppliers should not provide personnel gifts or benefits nor undertake nor engage in any action or activity that could be considered an inducement to obtain unfair advantage, or unduly or unfairly influence a Nufarm decision maker.

### Reporting unethical behavior, misconduct or suspected corruption

Suppliers should not be subjected to demands for gifts or benefits by Nufarm employees. If you suspect, on reasonable grounds, that a Nufarm employee is seeking to commit or has committed an act of misconduct, wrongdoing or improper conduct in relation to their dealings with you, then you can make disclosure to any other officer or senior manager of the Nufarm Group, through the “Integrity Helpline” which is our web intake site or through the telephony service provided by our partner Navex. Telephone numbers and the web intake site may be found here: [Integrity Helpline](#)

### Conflicts of interest

Suppliers must disclose to the most senior member of the local procurement department any actual or potential conflict of interest related to or in connection with its dealings with Nufarm. Conflicts of interest may include but are not limited to the existence of a prior or current relationship with a Nufarm employee who is or may be a decision maker in the assessment or award of a contract to the supplier. A relationship may be categorized as a friend, partner, spouse, sibling, child of a person, direct or indirect paternal or maternal relative.

In the event the local procurement member is the Nufarm employee who is the cause of the potential conflict, the supplier should contact make disclosure of the conflict to the Global Strategic Procurement Manager.

## Labour practices

Nufarm is committed to fair, ethical and professional business practices and an inclusive, safe workplace for all. Suppliers must comply with all relevant legislative provisions in relation to its employees and employee workplaces.

### **Anti-harassment, anti-discrimination, human rights, anti-slavery**

Suppliers must provide a work environment that is free of harassment, abuse and discrimination. Employees should be valued for their contributions and any form of intimidation strictly prohibited. Employees should be treated fairly and working hours, wages and benefits should be provided in accordance with local laws and industry standards.

Suppliers must prohibit all and any form of slavery, forced labour or human trafficking. At no time shall any form of child labour be used which is not compliant with national laws and relevant International Labour Organization (ILO) Standards concerning age. The international convention of the Right of the Child should be adhered to.

### **Slavery**

Nufarm acknowledges that 'slavery' in any form is unacceptable. As a global business, based in Australia, Nufarm is bound to comply with legislative provisions of the Modern Slavery Act and actively seeks to engage with its suppliers to ensure that its supply chain does not contravene these provisions. Nufarm will audit its suppliers and their supply chains to ensure its compliance with the relevant legislative provisions and expects its suppliers to provide all assistance to support this requirement.

## Health and safety

The health and safety of our employees and the employees of our suppliers is of paramount importance to our business. Suppliers must comply with all relevant health and safety legislative provisions.

### **Workplace health and safety**

Suppliers are expected to provide a safe and healthy work environment and must have processes in place to identify and manage risks to the health and safety of its employees, including a process that investigates worker injuries and seeks long term and effective preventative actions.

Suppliers must provide basic employee necessities such as potable drinking water, adequate restrooms, first aid and fire suppression equipment and provide appropriate safety equipment required for each job function.

Suppliers should have an emergency response plan in place, which is periodically reviewed, and updated as required.

## Environment

Suppliers are required to comply with all local laws and regulations relevant to the environment.

## **Managing waste**

Suppliers should treat and handle waste in a manner which causes no harm to the environment and should actively seek improvements to operations which will benefit the environment, implement and maintain programs such as recycling, natural resources preservation and landfill reduction.

## **Sustainability**

Nufarm seeks to engage in and actively pursue policies that support sustainable procurement and to support our aims, we engage the services of a third party. Suppliers are expected to willingly participate in Nufarm's sustainability programs.