

Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(l) of the UK Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business and our supply chain is free from slavery and human trafficking during the financial year ending 31/07/2019 (year).

Introduction

Nufarm is committed to preventing slavery and human trafficking in all its corporate activities and to ensuring that our supply chains are free from such practices.

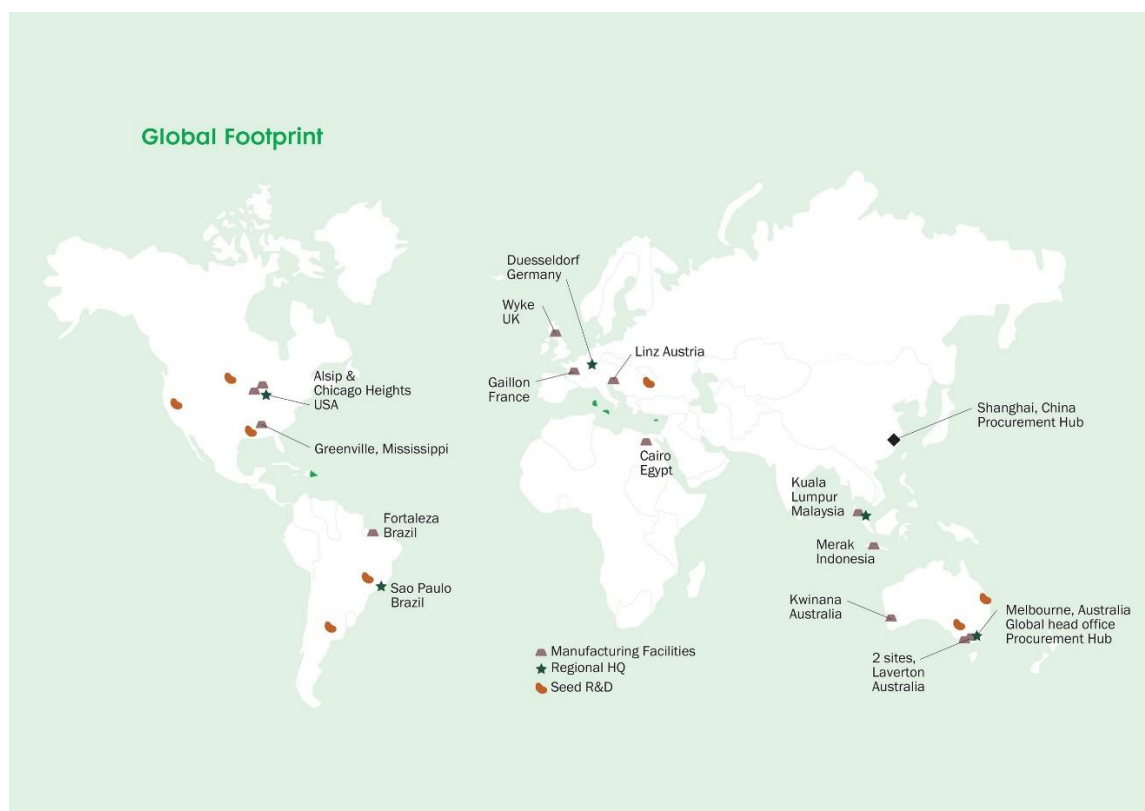
Our organisational structure and operations

Nufarm Limited is a publicly owned, global crop protection and seed technologies business with a head office in Laverton North, Victoria, Australia. Nufarm has manufacturing and seed production facilities in 27 locations across the world. Figure 1 shows the significant locations of our operations.

Nufarm companies manufacture, distribute and market crop protection chemicals. Our wholly owned subsidiary, Nuseed, grows and distributes seeds and seed treatment products.

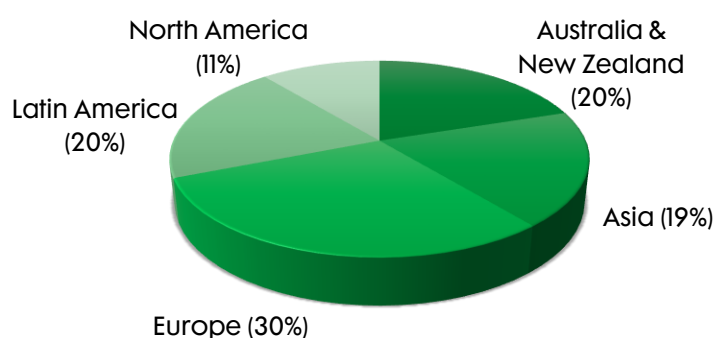
We have manufacturing and distribution platforms in Australia and New Zealand, North America, Latin America, Europe and Asia and market products in over 100 countries, selling into the agricultural distribution channels and direct to large farms. Our total global revenue this year was AUD 3.8 billion.

Figure 1: Geographical locations of Nufarm’s operations and sales regions:



This year Nufarm employed 3,315 people across our five regions as shown in chart 1. While most of our workforce are full time, permanent employees, we endeavour to provide a more agile workforce in terms of non - permanent and contract labour to better respond to the seasonal needs of the business. Across the year, it is estimated that Nufarm had an additional 12 per cent of our full-time equivalent workforce, working in contract roles. This is a reduction on previous years due to the ongoing drought conditions in Australia. Nufarm will also engage the professional services of contractors who have unique knowledge or skills to support specific project activities. These include engineers and information technology experts.

Chart 1: Employees by region:



Our supply chain

We operate a global manufacturing and distribution platform with an extensive network of local distributors. Nufarm has 12 crop protection manufacturing facilities located in seven countries with the most significant locations being in Australia, Austria, UK, North America and Brazil. Nuseed has seed production operations in nine countries with the most significant being in Australia and North America.

We primarily sell our crop protection and seed products direct to channel partners, who are distributors that sell directly to growers and offer other agricultural inputs and advice.

Supplier location is just one of many considerations we evaluate when sourcing raw materials and packaging. We have significant suppliers located through Europe, Asia, North America, Brazil and Australia, and more than 3,000 suppliers around the world support our global network. Our global procurement organisation operates out of three key hub locations in Australia, China and Switzerland.

Policies relating to modern slavery

Nufarm upholds human rights consistent with the United Nations Declaration of Human Rights and national human rights in each jurisdiction we operate.

Our human rights policy sets out our position on matters such as collective bargaining, modern slavery, inclusion and diversity and equal opportunity. The policy recognises and respects employees' rights and freedoms to join or not to join organisations of their choosing, to associate freely and bargain collectively.

We have a zero-tolerance stance to all forms of modern slavery, both in our operations and our supplier base, and are committed to undertaking business with suppliers and contractors who share our goals.

We have a global supplier code of conduct, which further articulates our expectations of our suppliers; to conduct business ethically, protect the environment from harm, uphold human rights and labour practices, provide their employees with a safe and healthy work environment and prohibit all forms of slavery, child or forced labour and human trafficking. Our suppliers agree to abide by this code of conduct when they enter supply arrangements with us.

We have a whistle-blower policy for the protection of those who potentially identify and need to raise a concern with a modern slavery issue. Our employee code of conduct includes a confidential escalation process in the case of code breaches, and this is available to both Nufarm and non-Nufarm employees.

These codes and policies are available in the governance section of our corporate website at <https://www.nufarm.com/investor-centre/corporate-governance/>.

Risk assessment

We have responded to modern slavery in proportion to our risk of exposure.

Our operations

Our internal risk assessments have determined that Nufarm's operations are at low to very low risk of forced or compulsory labour or child labour (persons under 15 years of age).

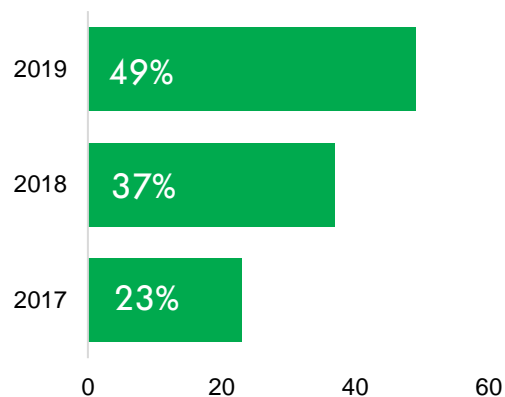
As a policy, we do not employ young workers (persons under 18 years of age) in hazardous areas of our operations. We have processes and controls in place to prevent any form of modern slavery entering our business through our own recruitment practices or the use of third-party labour providers.

Our suppliers

We partner with EcoVadis to conduct corporate social responsibility (CSR) assessments of our suppliers. This process increases our supply chain transparency and is an important step towards improving the sustainability of our supply chain. EcoVadis is a global leader in providing CSR ratings and scorecards for over 30,000 companies. Their collaborative platform evaluates suppliers' environmental, social, ethical and sustainable procurement policies, actions and results.

We have a supply chain risk management policy to determine supplier priority for CSR assessment. The policy considers the risk associated with the supplier's country of operation, their importance to Nufarm and their industry. The global slavery index was used to help identify countries at higher risk of slavery and human trafficking.

In 2019 we increased the number of existing suppliers that have completed annual CSR assessments from 37 percent to 49 percent of total spend across 117 suppliers. This metric is measured as the spend with assessed suppliers as a percentage of total business spend. Our existing suppliers are our most important and continue to be the focus of our supply chain CSR program.



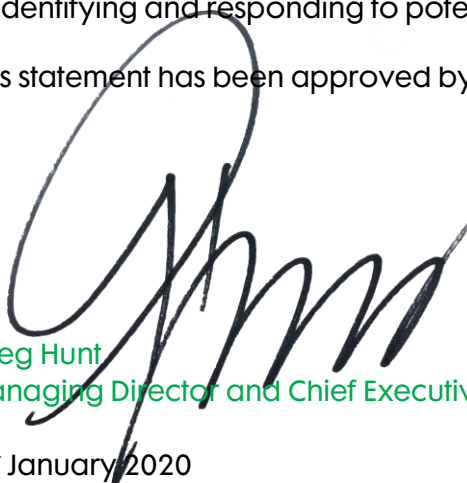
Nufarm has several important chemical suppliers in China and India who were given a high priority for CSR assessment based on country risk.

Many of our important suppliers are chemical manufacturers. The complex nature of chemical synthesis requires workers with above average skill and education levels. While we recognise the risk of modern slavery exists in all supply chains, our principal suppliers are less vulnerable to modern slavery practices due to the skill levels needed to operate chemical processes.

Of our suppliers assessed this year none were found to have significant actual or potential social impacts and there was no evidence of child or forced labour. Some suppliers failed to provide documentation to support their claims that they were compliant with globally acceptable labour practices and we recognise that these suppliers need more support in undertaking our CSR assessment process properly. Nufarm has not needed to terminate any business relationships due to poor human rights performance.

Supplier CSR assessment will continue as an area of focus in the future and is an important tool in identifying and responding to potential incidents of modern slavery in our supply chain.

This statement has been approved by the Nufarm Board of Directors.



Greg Hunt
Managing Director and Chief Executive Officer

31st January 2020