



Health, Safety and Environment (HSE) Policy

Nufarm Limited (Company or Nufarm)
ACN 091 323 312

Adopted by the Executive Risk and Compliance Committee on 30/10/2023

Health, Safety and Environment (HSE) Policy

1. Introduction

Nufarm is an agricultural innovator. We develop unique solutions to help our customers sustainably produce the crops needed to meet changing nutrition and energy needs. We care for the safety and health of our people, customers, and the communities in which we operate and are committed to protecting the environment.

2. Our vision

We believe that: **all work-related injuries, illnesses, and environmental incidents are preventable**, all business activities can be conducted with no adverse effect on our people or the community and the environment, and finite resources can be protected through sustainable consumption and reuse.

3. Applicability

This policy applies to all Nufarm directors, permanent employees, and non-permanent employees, including those acting on Nufarm's behalf as a condition of their contract (**our people**). It also applies to all visitors to Nufarm facilities.

This policy should be read in conjunction with our Climate Change Policy and Global Supplier Code of Conduct which also contain related HSE commitments.

4. Policy Statement

We are committed to:

- Prioritising health, safety and well-being, and the environment in all our business activities.
- Promoting HSE leadership, HSE awareness and safe behaviours at our locations.
- Providing a safe workplace for all our people and visitors to our sites.
- Establishing, maintaining and continuously improving HSE management systems.
- Complying with legal, regulatory, industry and internal Nufarm HSE standards.
- Taking a risk-based approach to systematically identify, assess, and manage HSE risks to acceptable levels.
- Eliminating or minimising adverse environmental impacts from our operations and seeking opportunities to use renewable resources and minimise wastes and emissions.
- Establishing HSE objectives, targets and monitoring progress to guide sustainable and continuous improvement.
- Communicating openly and honestly on HSE matters with our people, neighbours and other external stakeholders; fostering a culture of trust, and respect, where everyone is empowered to speak up and be heard.
- Ensuring our people and visitors are aware of relevant HSE accountabilities and responsibilities, are trained, and carry the necessary skills and competencies to fulfil their HSE responsibilities.

5. Responsibilities

The Chief Executive Officer is responsible for ensuring resources are made available to implement this policy.

Nufarm executives and management are responsible for ensuring that systems and processes are implemented and effective and for role modelling the behaviours and values of this policy.

All employees are required to practice and promote this policy and take reasonable measures to protect themselves and each other within the workplace.

6. Accessing this policy

This policy is translated into Nufarm's operating languages and made available on our internal and external websites.

7. Policy review

Nufarm's Executive Risk and Compliance Committee shall review this policy at a minimum frequency of every three years. The review will assess the effectiveness of the policy in achieving HSE outcomes, overseen by the Executive Risk and Compliance Committee.