

Nufarm Limited

# Modern Slavery Statement

2025



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## The following modern slavery statement is made on behalf of Nufarm Limited (Nufarm) in accordance with its modern slavery reporting obligations.

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.<sup>1,2</sup> 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.<sup>2</sup>

Nufarm Limited (as the global parent company) has two key platforms: crop protection and seed technologies. 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 GB£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*.

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 2024 to 30 September 2025, referred to as 'FY25' 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.

This statement was approved by Nufarm Limited's board of directors on 24 March 2026 and signed by Nufarm's managing director and chief executive officer, Rico Christensen. 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 and to Public Safety Canada's Modern Slavery Register. It was also published on the home page of our corporate, UK and Canadian company websites.

<sup>1</sup> 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.pdf](https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance.pdf)

<sup>2</sup> 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>

## A message from our Managing Director and CEO



I am pleased to present Nufarm's Modern Slavery Statement for FY25, which outlines how we identify, manage and assess modern slavery risks across our operations and supply chain.

Modern slavery is a serious violation of human rights. As a global agricultural and seeds technologies business operating across diverse geographies and supply chains, we recognise that modern slavery risks can arise in connection with complex sourcing arrangements, labour-intensive activities and certain employment models. We are committed to acting responsibly, transparently and in accordance with applicable laws, and to working with our suppliers and business partners to uphold our expectations on human rights and labour standards.

In FY25, we undertook several focused improvement activities, building upon our ongoing modern slavery risk management controls. These included due diligence exercises of our material operations in higher-risk countries, progress against a remediation plan for foreign workers at our Malaysian manufacturing site, expansion of supplier ESG assessments in higher-risk sourcing regions, continued audits within our agricultural supply chains, and completion of a multi-year initiative to improve employment security for our contract workforce in Indonesia.

Addressing modern slavery risks requires ongoing effort and collaboration. We do not view this work as complete, and we will continue to refine our approach, learn from our experiences, and engage constructively with employees, suppliers and external stakeholders.

On behalf of the Board and leadership team, I reaffirm our commitment to respecting human rights and to taking meaningful steps to prevent and mitigate modern slavery risks in our business and supply chain.

A handwritten signature in black ink, consisting of several large, overlapping loops and a long horizontal stroke extending to the right.

Rico Christensen

**Managing Director and Chief Executive Officer, Nufarm**

24 March 2026

# About us

## Agriculture is evolving and so is Nufarm.

Nufarm is a global crop protection and seeds technologies company that helps farmers and businesses meet the global challenges of food, feed, fibre and fuel production. We bring our proven agility, capabilities and partnerships to help our customers in a rapidly changing world.

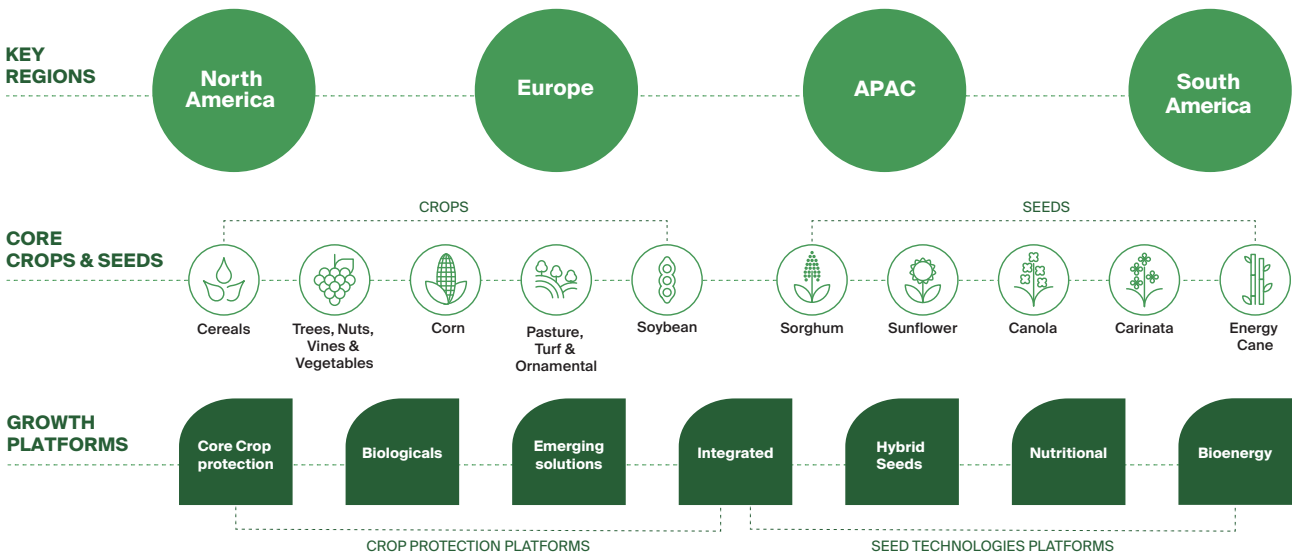
Our 3,000+ team, deep agricultural science expertise, and dynamic culture across nearly 50 countries mean that we can manoeuvre quickly into areas where technologies and opportunities converge.

We proudly join forces with universities, suppliers and innovation partners worldwide to collaborate, develop and deliver sustainable solutions that respond to the evolving needs of existing and new customers.

Our customers span the agriculture, food and fuel industry. They are primarily agricultural distributors and growers and in more recent years, the aquaculture, nutritional and bioenergy industries.

**Figure 1: We are focused on markets, crops and segments where we expect to have the biggest impact**

## Where we play



**Figure 2: Nufarm has solid foundations and significant growth aspirations**

## Nufarm at a glance

- \$3.4bn** FY25 revenue
- 2 segments** Crop Protection and Seed Technologies
- 100+** years of history
- ASX : NUF** Listed on the Australian Securities Exchange
- ~3,000** employees
- 11** Manufacturing facilities
- 9** Innovation & R&D centres



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A message from our Managing Director and CEO

About us

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Risk management controls across our operations and supply chain

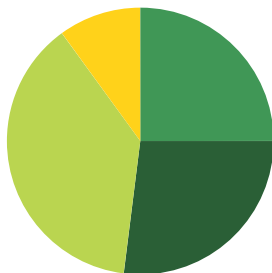
Actions taken this year

Assessing effectiveness

## About us continued

In FY25, Nufarm generated \$3.4B in revenue across our four revenue-generating operating segments. North America remained our largest contributor to revenue with 38 per cent, followed by Europe with a 27 per cent contribution and then Asia Pacific with a 25 per cent contribution to revenue. Our global seed technologies operating segment contributed 10 per cent of revenue in FY25, (Figure 3).

**Figure 3: Revenue-generating operating segments**



Percentage contribution	
● Asia Pacific	<b>25%</b>
● Europe	<b>27%</b>
● North America	<b>38%</b>
● Seed technologies	<b>10%</b>

## Our business structure

Nufarm Limited is the controlling entity of almost 130 mostly wholly owned companies globally. We primarily operate crop protection and seed technologies companies that focus on our core crops. Our crop protection businesses manufacture and supply of crop protection products and equipment, while our seeds technology businesses 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.



# 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.

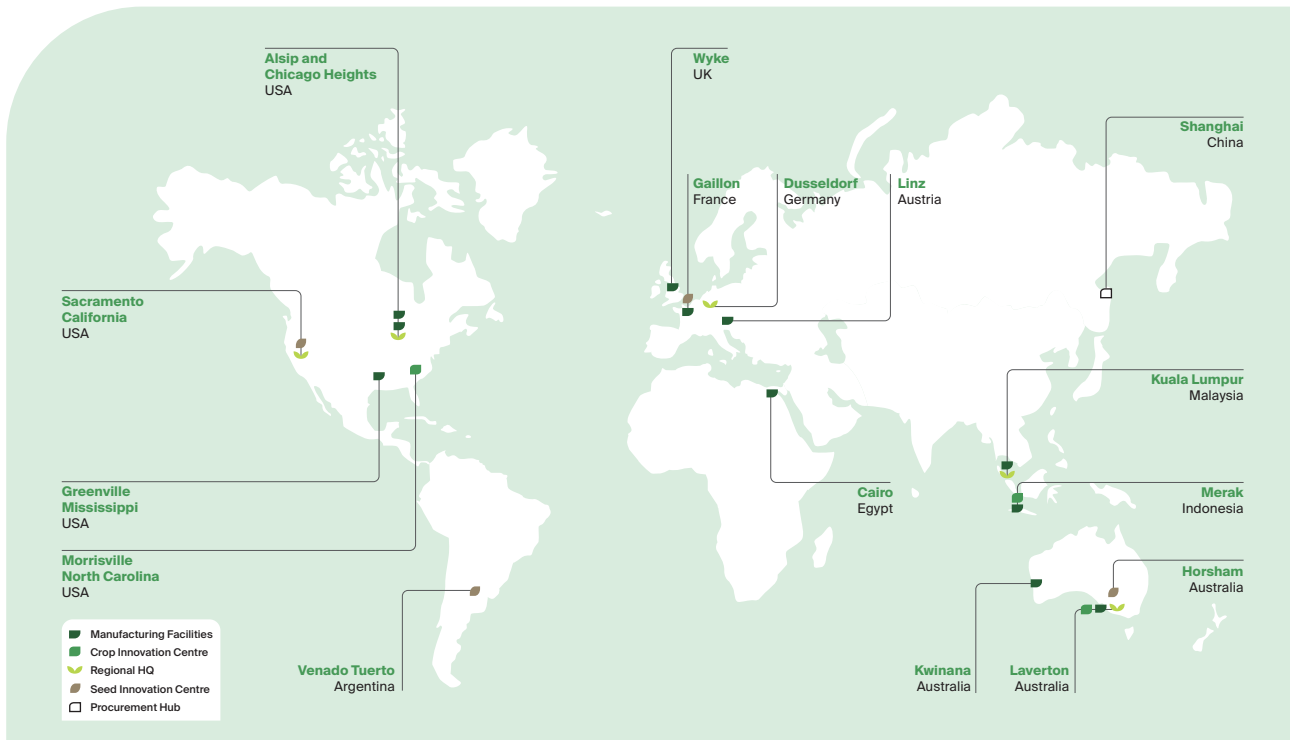
From humble origins in New Zealand over 100 years ago, Nufarm has grown to a global agricultural innovation organisation with 3,068 employees located in over 40 countries.<sup>1</sup> Nufarm is now headquartered in Melbourne, Australia.

## 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 over 40 sales offices, some located at our manufacturing locations and others independent of them, and a global procurement hub in Shanghai, China.

We have three seed innovation centres - in Horsham, Australia; Sacramento, USA; and Venado Tuerto, Argentina, and we have five seed research and development facilities: three in North America, one in Brazil and one in Serbia (Figure 4).

**Figure 4: Our significant locations**



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 Carnadine®, Crucial®, Credit™ Xtreme, Terrad'or<sup>®2</sup>, Rifle® 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, energy cane, 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. During this

year we have consolidated the majority of our seed growing activities to Australia, North America and South America.

Nufarm Carinata, one of our important biofuels and this year we have focused on South America for growing our carinata, and we crush the bulk grain in South America or Europe to process into oil. 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

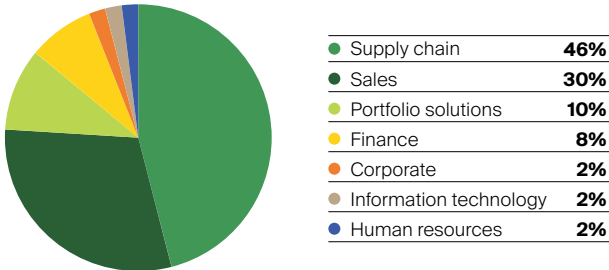
The majority of our 3,068<sup>1</sup> people (46 per cent) work at our crop protection manufacturing plants as a part of our supply chain team. A further 41 per cent are either in our sales teams or support the business in product development and administrative functions as a part of our portfolio solutions team (Figure 5).

<sup>1</sup> Measured as full time equivalent employees or 3,104 people when measured as a head count.  
<sup>2</sup> Terrad'or is a registered trademark of FarmHannong Co. Ltd.

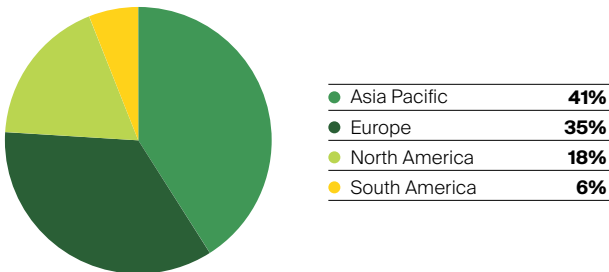
## Our operations and supply chain continued

While we have people working in more than 40 countries, 80 per cent are concentrated in just eight countries: Australia, Austria, Brazil, France, Indonesia, Malaysia, the United Kingdom and the United States. Figure 6 shows the geographic distribution of our people in our business regions.

**Figure 5: Our employees' functional departments**

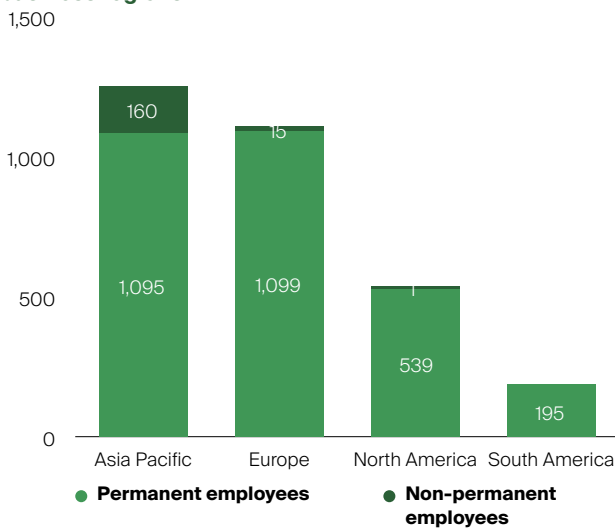


**Figure 6: Our employees' locations**



Our commitment to stable employment remains strong with 94 per cent of our team being permanent employees and the remaining 6 per cent being contract or non-permanent employees (Figure 7), this is up from 93 per cent in FY24.

**Figure 7: Employee employment contract by our business regions<sup>1,2</sup>**



<sup>1</sup> 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.

<sup>2</sup> Our European business region also includes 54 people located in the Middle East and Africa.

<sup>1</sup> 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.

We aim to minimise the use of contract (seasonal) 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 FY25, we estimated that we employed 243 non-guarantee hours (casual) employees or 8 per cent of our workforce (measured as head count). Due to 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.<sup>1</sup> Our Tier 1 indirect suppliers are those that provide ancillary materials, professional services and outbound logistics to support our business (Figure 8).

**Figure 8: Overview of our crop protection supply chain**



Fourteen 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 9.

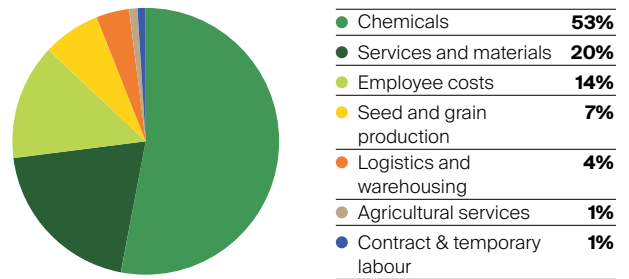
**Figure 9: Overview of our seed technologies supply chain**



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.

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 10).

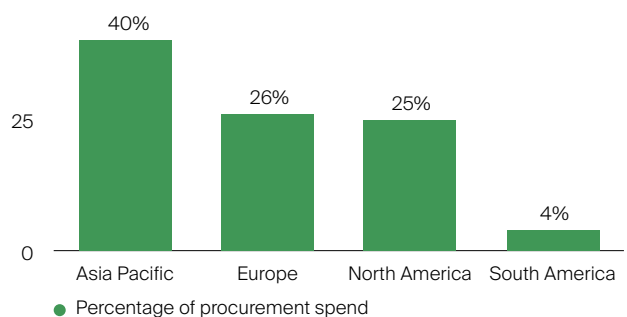
**Figure 10: Percentage of purchasing and operational spend per category in FY25<sup>1</sup>**



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

In FY25 we had a supply base of over 7,000 active suppliers from approximately 50 countries, across both our crop protection and seeds supply chains. This year, 80 per cent of our materials came from just 17 of these countries: Australia, Austria, Argentina, Belgium, Brazil, China, France, Germany, Italy, India, Indonesia, Japan, Singapore, South Korea, the United Kingdom, the United States and Uruguay. Figure 11 provides an indicative proportion of spend per geographic region. Our direct suppliers are our most significant vendor group, comprising more than 50 per cent of our total purchasing spend in FY25.

**Figure 11: Indicative procurement spend by source region<sup>1</sup>**



<sup>1</sup> This chart represents the source country of almost 90 per cent of our procurement spend, however in this chart (only), it is assumed that the source country for indirect spending is the same country as in which the supplier is located. Note that when identifying priority modern slavery risks associated with indirect spending (e.g. contract labour), the actual source country is determined, but these only represent a small percentage of our total procurement spend.

## Modern slavery governance

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 procedures seek to identify and mitigate modern slavery risk.

### Modern slavery oversight

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 Table 1.

**Table 1: Our modern slavery governance structure**

<b>Board of directors</b>			
<p>Nufarm's highest governing body is the board of directors and it recognises that effectively identifying and managing risk reduces the uncertainty in executing Nufarm's business strategies. The board has ultimate oversight of Nufarm's management of modern slavery compliance obligations and risk management and is responsible for approving Nufarm's modern slavery statement.</p> <p>During FY25 the board approved the FY24 modern slavery statement.</p>			
<b>Board audit and risk committee</b>			
<p>The board audit and risk committee's (ARC) role is to assist the board in fulfilling its responsibilities. ARC's responsibilities extend to oversight of non-financial risk management and oversight of compliance with relevant legal and regulatory obligations, including modern slavery risk and compliance obligations. The committee oversees Nufarm's Speak up (whistleblower) policy and the preparation of the modern slavery statement.</p> <p>During FY25 the ARC received two updates on Nufarm's progress in implementing its modern slavery management plan.</p>			
<b>Chief Executive Officer (CEO)</b>			
<p>The board delegates the management of Nufarm's affairs and implementation of strategic objectives, annual budgets and policy initiatives to the CEO, who is also the chair of the executive risk and compliance committee. Modern slavery responsibilities are delegated to the relevant members of the executive.</p>			
<b>Group Executive Supply Chain Operations</b>	<b>Group Executive People and Performance</b>	<b>Group General Counsel and Company Secretary</b>	<b>Group Executive IT and Sustainability</b>
<ul style="list-style-type: none"> <li>Sustainable procurement and supply risk policies</li> <li>Health, safety and environment policy</li> </ul>	<ul style="list-style-type: none"> <li>Human rights policy</li> <li>Diversity and inclusion policy</li> </ul>	<ul style="list-style-type: none"> <li>Code of conduct</li> <li>Speak up (whistleblower) policy</li> </ul>	Executive oversight of Nufarm's sustainability strategy
<b>Executive risk and compliance committee</b>			
<p>The executive risk and compliance committee supports the board audit and risk committee. The committee has oversight of the group risk framework, including modern slavery risk. The committee meets three to four times a year.</p>			
<b>Modern slavery steering committee</b>			
<p>The modern slavery steering committee is responsible for monitoring modern slavery compliance obligations and modern slavery risk management actions. The committee met three times in FY25.</p>			
<b>Global and local procurement teams</b>	<b>Global and local human resource teams</b>	<b>Group Environmental Social Governance (ESG) Manager</b>	
Implements the modern slavery action plan within the supply chain and manages our sustainable procurement program	Implements the modern slavery action plan at Nufarm's operations	Chairs the modern slavery steering committee, and oversees the modern slavery action plan and modern slavery reporting	



## 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. The code of conduct also reflects our commitment to respecting and upholding human rights and adhering to modern slavery laws.

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. We launched integrity training in April 2025 and by the end of FY25, this was completed by nearly 40 per cent of our people. By the end of FY26 we aim for essentially all of our people to complete this training.

Our code of conduct sits beside our standards, policies, and procedures, providing a practical guide to applying our values and behaviours to the requirements established in these frameworks.

## Our policies

We have policies 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 and we plan to undertake periodic reviews of them (Table 1).

## Respecting human rights

Nufarm takes its human rights obligations and responsibilities seriously and strives to protect human rights in its business, supply chain and the communities in which it operates. 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 Universal Declaration of Human Rights.

**Table 2: Summary of relevant corporate codes and policies**

Policy <sup>1</sup>	Approved by	Approval date
<b>Code of conduct</b>	Board of directors	September 2024
<b>Human rights policy</b>	Board of directors	November 2024
<b>Supplier code of conduct</b>	Global Strategic Procurement Manager	November 2024
<b>Health safety and environment policy</b>	Chief Executive Officer	October 2023
<b>Inclusion and diversity policy</b>	Group Executive People and Performance	September 2025
<b>Speak up (whistleblower) policy</b>	Board of directors	September 2024

<sup>1</sup> Go to [nufarm.com](https://nufarm.com) or click on the policy titles in this table to access these policies.

<sup>1</sup> Attorney-General's Department. (2023) Commonwealth Modern Slavery Act 2018 Guidance for Reporting Entities May 2023. Commonwealth of Australia. Available at: [https://modernslaveryregister.gov.au/resources/Commonwealth\\_Modern\\_Slavery\\_Act\\_Guidance.pdf](https://modernslaveryregister.gov.au/resources/Commonwealth_Modern_Slavery_Act_Guidance.pdf)

Nufarm believes that respecting human rights is integral to the sustainability and success of its business and 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.

## Supplier conduct

Our supplier code of conduct reflects Nufarm's commitment to ethical, sustainable and socially responsible procurement. We seek to partner with suppliers who hold themselves to the same standard of ethical and responsible behaviour that we hold ourselves to.

It sets out our minimum expectations for suppliers to comply with applicable jurisdictional and international law, for suppliers to adhere to our health and safety rules when working on our site and to provide a safe and healthy working environment for their employees. It prohibits our suppliers from engaging in any form of modern slavery. The code also extends our broader position on human rights to our suppliers

The code also expects suppliers to support our efforts to limit environmental and social impacts and restricts gift giving between Nufarm suppliers and Nufarm employees and officers. Nufarm may cease trading with a supplier if we become aware of breaches in legislation or failure to demonstrate compliance with our code.

## 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.<sup>1</sup>

## Modern slavery governance 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<sup>1</sup>, 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.

To help advance 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 FY25, 31 per cent of our senior leadership team were women (FY24: 33 per cent).

### Raising concerns

Nufarm has in place a speak up (whistleblower) policy to provide a clear and transparent way for employees, contractors and other stakeholders to report unethical, unlawful or irresponsible behaviour without fear of intimidation or recrimination. Our speak up policy is designed to be accessible and inclusive, with multilingual support.

The purpose of the speak up policy is to help detect and address any potential misconduct including breaches of the law, the code of conduct or other company policy, and anything else the whistleblower reasonably believes to be harmful, dishonest or unethical. The speak up policy sets out protections that will be afforded to whistleblowers as well as the option to make an anonymous report.

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. It is overseen by our Board Audit and Risk Committee.

### 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, privacy and data breaches, increased geopolitical risk, sustainability and climate change.

Nufarm's key risks are summarised on pages 19 to 23 of our FY25 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.

### 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.

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, the Walk Free Foundation, Australian Border Force, UK Government's Gangmasters and Labour Abuse Authority, Responsible Sourcing Tool and various other non-government organisations and public media sources.

### 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](#).

<sup>1</sup> Walk Free Foundation (2025) Gender inequality increases the risk of modern slavery for women and girls. Available at: <https://www.walkfree.org/news/2025/gender-inequality-increases-the-risk-of-modern-slavery-for-women-and-girls/>

# Modern slavery risks

Nufarm operates complex global operations and supply chains, which expose the organisation to a range of modern slavery risks. These risks differ by geography, sector, supplier type and labour model, and may arise at various stages of our value chain.

We recognise modern slavery risk in our operations and supply chain due to:

<b>Country vulnerability</b>	<ul style="list-style-type: none"> <li>We source materials from countries that are more vulnerable to modern slavery practices, such as India, Indonesia and China.</li> <li>We operate in countries that have some vulnerability to modern slavery practices, such as Egypt, Indonesia and Brazil.</li> </ul>
<b>Industry/commodity</b>	<ul style="list-style-type: none"> <li>We purchase raw materials and finished products containing copper, there is a potential for some at risk copper to enter our supply chain.</li> <li>We purchase solvents and surfactants derived from palm oil and there is a potential for some at risk palm oil to enter our supply chain.</li> </ul>
<b>Employment arrangements</b>	<ul style="list-style-type: none"> <li>We engage a small number of foreign workers at our manufacturing facility in Malaysia.</li> <li>Contracting low-skilled workers either directly or indirectly, to meet seasonal demand in our factories or on farms growing and harvesting seed.</li> </ul>

## Priority modern slavery risks

While modern slavery risks may exist across many parts of Nufarm's operations and supply chain, not all risks present the same level of severity or likelihood, nor the same opportunity for Nufarm to influence outcomes. Based on our risk assessments and due diligence activities, Nufarm has identified a set of priority modern slavery risks on which we focus our ongoing risk management activities and corrective or preventative actions.

These priority risks reflect where:

- Nufarm's activities may cause or contribute to the modern slavery risk at Nufarm controlled locations, or
- Nufarm's activities may contribute to be directly linked to the modern slavery risk in its supply chain, and
- Nufarm has the greatest ability to influence the risk through, suppliers or business partners

Nufarm's priority modern slavery risks occurring at our operations or in our supply chain are described below. These priority risks form the basis for Nufarm's risk management controls, targeted actions and effectiveness assessment activities, summarised in Table 3.

**Table 3: Summary of Nufarm's modern slavery risks and risk management program**

Priority modern slavery risks	Ongoing risk management controls	Additional actions taken this year	Measures of effectiveness
<b>1. Manufacturing and operating activities in higher-risk regions</b>	Employment conditions	Monitoring, review and escalation Grievance mechanisms and issue reporting Awareness Remediation	<ul style="list-style-type: none"> <li>A due diligence exercise on material operations in higher risk countries</li> <li>Outcomes of site-level due diligence, internal reviews and audits</li> <li>Evidence of increased awareness of modern slavery risks among relevant employee groups</li> </ul>
<b>2. Indirect labour and labour hire arrangements</b>	Employment conditions		<ul style="list-style-type: none"> <li>Execution of our supplier code of conduct or contractual clauses</li> </ul>
<b>3. The use of foreign workers</b>	Employment conditions		<ul style="list-style-type: none"> <li>Progressed our corrective action plan in Malaysia</li> <li>Findings from internal and third-party audits and due diligence activities</li> <li>Progress in implementing remediation actions where control gaps are identified</li> </ul>
<b>4. Upstream raw materials and chemical input sourcing</b>	Supplier due-diligence and on-boarding Ethical sourcing standards and contractual expectations		<ul style="list-style-type: none"> <li>Transitioned to a new supplier sustainability assessment business system</li> <li>Coverage of our ESG assessment program to more higher risk suppliers</li> <li>Evidence of our suppliers' engagement on human rights issues</li> <li>Execution of our supplier code of conduct or contractual clauses</li> </ul>
<b>5. Agricultural and seeds supply chains</b>	Supplier due-diligence and on-boarding Ethical sourcing standards and contractual expectations		<ul style="list-style-type: none"> <li>Findings from audits and due diligence activities undertaken with higher-risk agricultural suppliers</li> </ul>

Modern slavery governance and accountability



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# Modern slavery risks continued

## Modern slavery risks in our operations

### 1. Manufacturing and operating activities in higher-risk regions<sup>1</sup>

Nufarm operates, manufacturing sites, offices, seed innovation centres and warehouses in multiple regions globally. In some locations, risks can arise from:

- Weak labour enforcement or regulatory oversight
- Reliance on third-party labour providers or contractors
- Inequality or the effects of conflict
- Weak internal controls

These factors could contribute to the risk of modern slavery-like practices entering the organisation. Nufarm has identified that it could cause or contribute to this risk at its operations in Egypt, India, Indonesia, China, Mexico, South Africa, Sudan, Tunisia, Türkiye, Ukraine and Vietnam.

### 2. Indirect labour and labour hire arrangements

Nufarm contracts low-skilled labour in our operations to meet seasonal demand through labour hire companies and also service providers in at-risk industries, such as cleaning. Where internal controls are inadequate, labour hire and contracting models can increase vulnerability to unethical recruitment practices, such as wage theft, unlawful salary deductions, excessive overtime, and modern slavery practices, such as forced labour and debt bondage.

This risk is heightened where:

- Subcontracting arrangements obscure accountability for labour conditions:
- Labour hire workers may have limited access to grievance mechanisms
- Visa or local language and knowledge circumstances that may make individual workers vulnerable to exploitation.

When engaging with third-party companies for labour hire or indirect labour services, Nufarm may cause or contribute to the modern slavery risk inherent in these industries. In FY25, this was in Austria, Australia, France, Tunisia, United Kingdom and United States of America.

### 3. The use of foreign workers

Nufarm employs foreign workers from Nepal in its manufacturing plant in Malaysia due to labour shortages. Foreign workers are vulnerable to forced labour and debt bondage, as well as human rights abuses such as wage exploitation, excessive overtime, unsafe working and accommodation arrangements, workplace violence, and restricted freedom of movement.

While this modern slavery risk arises from indirect and labour hire arrangements, it has factors which make it unique such as:

- Lack of transparency of home country recruiting practices
- Workers may have limited access to local social support and government services in the country of employment
- Workers may have no employment mobility in the country of employment due to visa restrictions
- Workers often travel from poorer regions of the world and may lack the means to return to their home country

For Nufarm, this is not a standard employment practice and we recognise it as a separate modern slavery risk that we contribute to in Malaysia.

## Modern slavery risks in our supply chain<sup>2 3 4</sup>

### 4. Upstream raw materials and chemical input sourcing

Nufarm sources raw materials and chemical inputs from a diverse range of suppliers and geographies, including jurisdictions with elevated labour and human rights risks. Certain upstream raw materials are associated with:

- Complex, multi-tier supply chains with limited transparency beyond Tier 1
- Use of labour-intensive production processes
- Higher prevalence of migrant, temporary or contract labour
- Operating in countries where there is a higher prevalence of modern slavery and weaker governance structures to prevent it

These factors can increase exposure to modern slavery risks such as forced labour, debt bondage, and human rights abuses such as excessive overtime and restricted freedom of movement. These practices could potentially enter Nufarm's supply chain through the labour practices of its tier one chemical suppliers and their suppliers of raw ingredients. Nufarm is directly linked to this risk for its materials sourced from China, India, Indonesia, Malaysia, Mexico, South Africa and Türkiye.

### 5. Agricultural and seeds supply chains

In some locations, Nufarm engages agricultural service providers and seed producers to support activities in both its crop protection and seed technologies businesses. Seasonal, rural and migrant labour involved in agricultural activities can face heightened risks due to informal employment, limited worker voice and geographic remoteness. Outsourcing labour hire in this industry can reduce transparency of employment practices.

Modern slavery risk exists in these supply chains in the form of forced and child labour. In this reporting period, Nufarm remained directly linked to modern slavery risk in Brazil and to a lesser extent, in Romania.

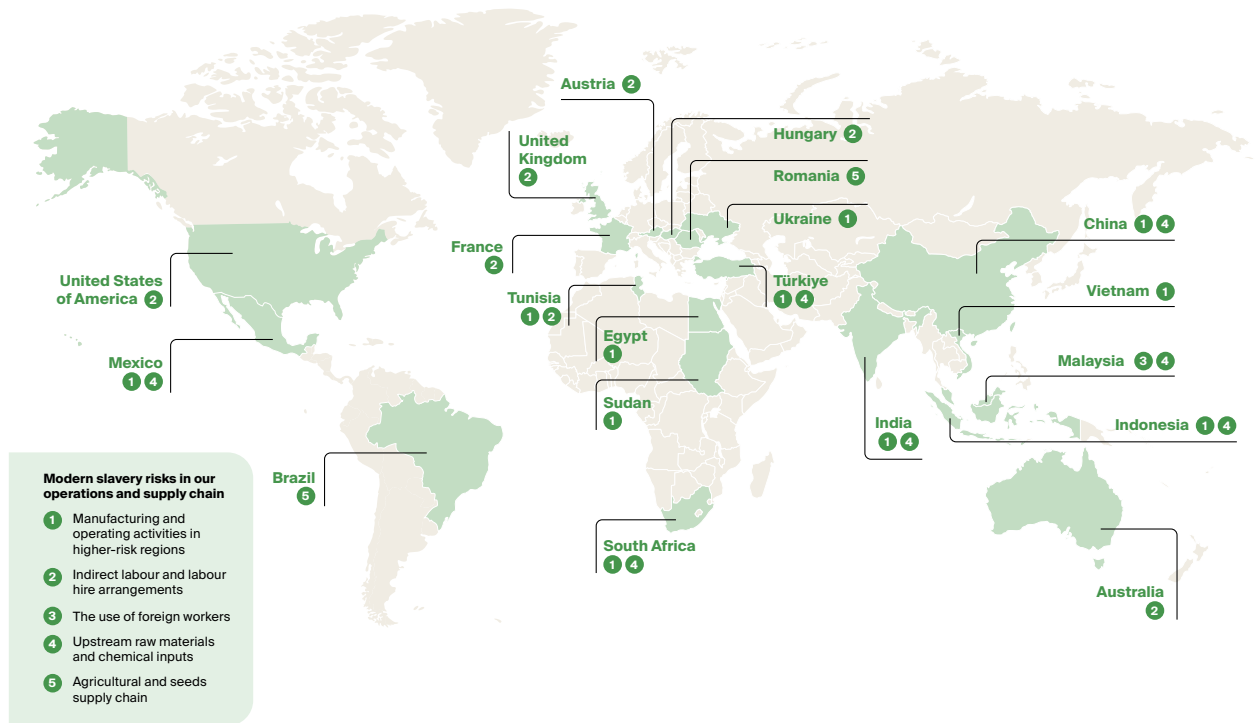
<sup>1</sup> Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. <https://www.walkfree.org/global-slavery-index/>

<sup>2</sup> Office to Monitor and Combat Trafficking in Persons. (2025). 2025 trafficking in persons report. United States Department of State, Washington, DC. Available at <https://www.state.gov/reports/2025-trafficking-in-persons-report/>

<sup>3</sup> Walk Free Foundation. (2023). The global slavery index 2023. Walk Free Foundation. Available at <https://www.walkfree.org/global-slavery-index/>

<sup>4</sup> U.S. Department of Labor, Bureau of International Labor Affairs (ILAB) (n.d.) (2024). List of goods produced by child labor or forced labor. Available at: <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

**Figure 12: Priority modern slavery risk and the locations in which they occurred in FY25**



## Risk management controls across our operations and supply chain

Nufarm manages modern slavery risks through a combination of ongoing governance, due diligence and oversight processes that operate across our operations and supply chain. These ongoing risk management controls are designed to support the identification, assessment and management of modern slavery risks in line with our priority risk areas. The key elements of this system are described in this section.

### Governance and accountability

Modern slavery risk management is a part of Nufarm's broader risk and sustainability governance arrangements. Oversight of modern slavery risks is maintained through established management and reporting structures, with escalation pathways in place to facilitate that material issues are identified, addressed and, where necessary, reported to senior leadership and the Board.

Responsibilities for managing modern slavery risk are disseminated across procurement, operations, sustainability and legal functions.

### Supplier due diligence and on-boarding

Due to the nature of our business, we do not have a significant turnover of supplier base, however when we do seek to engage with new suppliers, modern slavery risk considerations are incorporated into supplier on-boarding and review processes. These controls are designed to:

- Assess supplier risk profiles based on factors such as geography, sector, labour practices and supply chain complexity
- Communicate expectations regarding labour standards and ethical conduct
- Support the informed supplier selection and ongoing engagement

Due diligence processes are applied on a risk-based basis and are prioritised for suppliers operating in higher-risk regions or sectors.

### Ethical sourcing standards and contractual expectations

Nufarm's Supplier Code of Conduct and related policies set minimum expectations for suppliers regarding labour rights, working conditions and ethical recruitment practices. These standards form an important control for managing modern slavery risks and are supported through contractual and commercial arrangements where appropriate.

Using the results of our supplier risk assessment, we engage our suppliers in an environmental social governance (ESG) supplier assessment. While this assessment is broader than modern slavery, it gives us valuable insight into our key suppliers' approach and response to modern slavery risk in their own operations and supply chain.

### Employment conditions

Nufarm manages modern slavery risks associated with employment conditions through established controls governing recruitment, engagement and ongoing employment practices across its operations. These controls include the use of standard employment contracts, provided in a language understood by employees where practicable, compliance with applicable local labour laws, payment of at least minimum wages and provision of all required employment entitlements.

Where we engage workers through labour hire companies, we continue to identify and mitigate modern slavery risks in our supply chain by including modern slavery clauses in the supplier contracts and/or executing our supplier code of conduct.

Where foreign workers are employed, Nufarm applies the same employment terms and conditions as those provided to local employees and supports lawful visa processes and repatriation where employment ceases at the employee's request. Oversight of employment conditions is supported through periodic review and self-assessment at operational sites and joint ventures. Where labour hire or service providers are used, Nufarm applies contractual and ethical sourcing expectations to support compliance with labour standards and mitigate risks associated with indirect employment arrangements.

### Monitoring, review and escalation

Ongoing monitoring mechanisms support the identification and escalation of potential modern slavery risks. These include:

- Review of supplier ESG assessments
- Internal audit processes where applicable
- Review of information obtained through supplier audits, engagement or other due diligence activities

Where indicators of modern slavery risk are identified, issues are escalated through appropriate internal channels for investigation and response.

### Grievance mechanisms and issue reporting

Nufarm maintains mechanisms that enable concerns relating to labour practices or human rights to be raised. These mechanisms are intended to support the identification of issues within our operations and supply chain and provide pathways for escalation and response.

Information arising from grievances and issue reports informs Nufarm's ongoing assessment of risk and control effectiveness.

### Awareness

We provide modern slavery training to our procurement team, being the area where we can most influence modern slavery risk. We also work to build awareness with our senior leaders and people and performance teams, supporting the identification of modern slavery indicators and appropriate escalation of concerns.

### Remediation

Nufarm does not have a specific modern slavery remediation process as we have several other mechanisms within the business 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. This process was also applied when taking corrective actions to address modern slavery risks at our Malaysian operation, refer to Actions to respond to modern slavery risk in our operations (see page 17).

# Actions taken this year

In addition to the ongoing controls we have in place to manage modern slavery risk, we seek to continually improve our controls, identifying and implementing actions to prevent or mitigate the risk.

The following targeted improvement activities were undertaken in the reporting year.

## Actions to respond to modern slavery risk in our operations

### Manufacturing and operating activities in higher-risk regions

To better understand the current status of the risk and our internal controls to prevent modern slavery entering the organisation, this year we completed a due diligence exercise, assessing our material operations in higher-risk countries. We evaluated a number of modern slavery risk factors and identified four minor findings relating to internal controls that could be improved, specifically:

- establishing guidelines for loans to employees,
- confirming expectations on the appropriate language to use in employment contracts,
- retaining copies of age verification documents, and
- providing standard guidelines for on-boarding new labour hire companies.

Building on the modern slavery awareness within our senior management and procurement teams, this year we conducted modern slavery training for our people and performance team. Over 70 per cent of this team completed training in FY25 and we plan for the balance to complete the training in FY26. Training this cohort helps to raise awareness of the risk and the importance of controls that mitigate this risk when recruiting and employing people.

### The use of foreign workers

In FY24 we undertook a third-party audit of our recruitment and employment practices for foreign workers at our site in Port

Klang, Malaysia where we currently employ 21 foreign workers. In FY25, we developed a remediation plan for this location and implemented the following corrective actions:

- We reimbursed workers for recruitment fees paid in their home country
- We relocated workers residing in older accommodation, housing all workers in newer, better maintained accommodation
- We improved our health and safety inspections of worker accommodation
- We strengthened our controls to limit overtime.

The implementation of these actions was verified either through our internal corporate audit program or by our modern slavery committee by reviewing samples of documents such as;

- bank transfer records,
- lease contracts,
- health and safety inspection reports, and
- employee attendance records.

We continue to pursue other medium term risk mitigation actions for this site to strengthen our internal controls and reduce our reliance on foreign workers.

## Actions to respond to modern slavery risk in our supply chain

### Upstream raw materials and chemical input sourcing

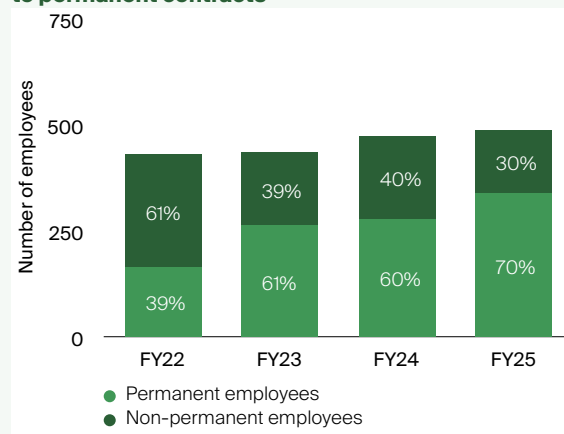
We have simplified the way we conduct supplier sustainability assessments and have reduced compliance costs for suppliers. We expect more suppliers will participate, giving us better visibility of modern slavery risk.

## Providing employment security

We seek to create permanent employment, giving our people greater certainty and security. In FY22 we put in place a three-year plan to progressively transition our non-permanent sales representatives in Indonesia to permanent contracts. We focused on this region as they represented the majority of our non-permanent employees globally.

In FY25 we completed this plan, increasing the proportion of permanent employees from 39 per cent in FY22 to 70 per cent in FY25, this result recognises that we need a minimum number of non-permanent employees to meet changing business needs.

Figure 13: Transitioning our Indonesian employees to permanent contracts<sup>1</sup>



<sup>1</sup> Measured as head count



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# Assessing effectiveness

Nufarm assesses the effectiveness of its actions to address modern slavery risks by improving risk visibility, considering whether controls are operating as intended, and enabling timely identification and escalation of issues across priority risk areas.

## Our approach to assessing our effectiveness

The effectiveness of our actions is assessed using a range of qualitative and quantitative indicators:

- Key performance indicators
- Results of supplier risk assessments, engagement activities and audits
- Findings from internal and third-party audits and assessments of our operations
- Issues identified via escalation pathways
- Feedback from internal procurement and people and performance teams
- Outcomes from improvement actions

The modern slavery steering committee considers these sources and identifies any trends or gaps that present improvement opportunities to reduce Nufarm's modern slavery risk. These form an input to the modern slavery action plan, as does external subject matter experts' reports and peer reviews

## Assessing the effectiveness for priority risk

Table 4 summarises the measures currently used to assess defectiveness of our priority risks, these measures change from time to time as our modern slavery risk management controls evolve. Performance indicators have been provided for the measures we quantify.

**Table 4: Measures considered when assessing the effectiveness of our modern slavery risk management<sup>1</sup>**

Priority risk areas	Measures to identify the effectiveness of risk management	FY24	FY25
<b>1. Manufacturing and operating activities in higher-risk regions</b>	• Outcomes of site-level due diligence, internal reviews and audits	No new assessments	All material operations in higher risk countries reassessed.  4 minor findings
	• Evidence of increased awareness of modern slavery risks among relevant employee groups	14% of the people and performance team had completed modern slavery training by the end of FY24	70% of the people and performance team had completed modern slavery training by the end of FY25
<b>2. Indirect labour and labour hire arrangements</b>	• Execution of our supplier code of conduct or contract clauses	Not available	73% of labour hire companies
<b>3. The use of foreign workers</b>	• Findings from internal and third-party audits and due diligence activities	4 major risks	
	• Progress in implementing remediation actions where control gaps are identified		Immediate corrective actions completed
<b>4. Upstream raw materials and chemical input sourcing<sup>2</sup></b>	• Coverage of our ESG assessment program to more higher risk suppliers	54% of purchasing spend	61% of purchasing spend
	• Evidence of our suppliers' engagement on human rights issues	76% of our assessed purchasing spend took action to address modern slavery  78% of our assessed purchasing spend undertook ESG assessments of their supply chain	75% of our assessed purchasing spend took action to address modern slavery  81% of our assessed purchasing spend undertook ESG assessments of their supply chain
	• Execution of our supplier code of conduct	3% of purchasing spend	9% of purchasing spend
<b>5. Agricultural and seeds supply chains</b>	• Findings from audits and due diligence activities undertaken with higher-risk agricultural suppliers	3 audits conducted  0 findings	

1 KPIs are measured using data sourced from a number of our business systems, such as our human resource information system, our contract management system, etc in addition to internal and external audit reports. They are measured using a consistent methodology in both FY24 and FY25.

2 Measured in our crop protection business. As a part of our transition to a new ESG assessment platform, we anticipate developing some new indicators for measuring the effectiveness for our management of this risk.

We continue to face challenges in identifying and managing modern slavery risk due to the scale and complexity of our supply chain, the breadth of our organisation and the disparate business systems and the lack of transparency in our supply chain beyond our tier 1 suppliers.

# Our engagement with entities covered by this statement

In preparing this statement, Nufarm consulted with entities it owns or controls through a structured internal review process, including review by the Group Executive Growth and Sustainability, the Group General Counsel and Company Secretary, and approval by the Group Executive Supply Chain Operations and Group Executive People and Performance; the statement was then communicated to regional General Managers of covered entities, with modern slavery awareness training extended to relevant People and Performance teams, before final review and approval by the Nufarm Limited Board of Directors.



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## Appendix 1. Entities covered by this statement

Table 5 lists the 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 5: Entities covered by this statement**

Entity	Place of incorporation	Business description
Nufarm Limited	Australia	Ultimate controlling entity
<b>Subsidiaries</b>		
Agryl Holdings Limited	Australia	Holding company
Croplands Equipment Ltd <sup>1</sup>	New Zealand	Crop equipment
Croplands Equipment Pty Ltd <sup>1</sup>	Australia	Crop equipment
Medisup Securities Limited	Australia	Holding company
Nufarm Agriculture Inc	Canada	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 <sup>1</sup>	Japan	Crop protection
Nufarm Malaysia Sdn Bhd	Malaysia	Crop protection
Nufarm Middle East Operations <sup>1</sup>	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
Nufarm Vietnam Co. Ltd.	Vietnam	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 Innovation	United Kingdom	Seeds
Nuseed Global Management USA Inc	USA	Seeds
Nuseed International Holdings Pty Ltd	Australia	Holding company
Nuseed Nutritional Australia Pty Ltd	Australia	Seeds



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Entity	Place of incorporation	Business description
Nuseed Nutritional US Inc	USA	Seeds
Nuseed Pty Ltd	Australia	Seeds
Nuseed SA	Argentina	Seeds
Nuseed Spain, S.L.	Spain	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. <sup>2</sup>	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 6 to 8 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 6: Australian Modern Slavery Act 2018**

Mandatory reporting criteria	References in this statement
Identify the reporting entity	Pages 3-3 and 20
Describe the reporting entity's structure, operations and supply chains	Pages 5-6 and 7-9
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 13-15
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 10-12 and 17
Describe how the reporting entity assesses the effectiveness of these actions	Page 18
Describe the process of consultation with any entities the reporting entity owns or controls	Page 19
Other relevant information	None
Approval by the principal governing body and signed by a responsible member of the reporting entity	Pages 3 - 4
Publish the statement within six months of the organisation's financial year end	This statement was published on 27 March 2026, six months after Nufarm's financial year end on 30 September 2025 and is available on our corporate website <a href="https://www.nufarm.com">Nufarm.com</a> .

**Table 7: UK Modern Slavery Act 2015**

Mandatory reporting criteria	References in this statement
Identify the reporting entity	Pages 3-3 and 20-21
Organisation's structure, business and supply chain	Pages 5-6 and 7-9
Policies in relation to slavery and human trafficking	Pages 11-12
Due diligence processes	Pages 10-12 and 16
Risk of slavery and human trafficking in the business and supply chain and steps taken to assess and manage the risk	Pages 13-15 and 17
Key performance indicators to measure effectiveness of steps being taken	Page 18
Training on modern slavery and trafficking	Pages 17 - 18
Approval by the board of directors (or equivalent) and signed by a director (or equivalent) or designated member	Pages 3 - 4
Publish the statement within six months of the organisation's financial year end on your UK website	This statement was published on 27 March 2026, six months after Nufarm's financial year end on 30 September 2025 and is available on our UK website <a href="https://www.nufarm.co.uk">nufarm.co.uk</a> .

**Table 8: 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.	Nufarm recognises five priority modern slavery risks, only one of these, "4. Upstream raw materials and chemical input sourcing" applies to our Canadian entity, Nufarm Agriculture Inc.  The processes and procedures in place to prevent and reduce this risk apply are outlined on page 17.
Entities structure, activities and supply chains	Nufarm Agriculture Limited is a small crop protection sales organisation. It imports the majority of its products internally, from Nufarm's manufacturing locations. These locations are subject to the processes and procedures referenced above. The Nufarm group supply chain is described in pages 7-9.
Entities policies and due diligence processes in relation to forced labour and child labour	Pages 10-12 and 16
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 13 and 17
Any measures taken to remediate any forced labour or child labour	Page 17
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	During FY25, no measures were taken that resulted in the loss of income to workers or their families, and as a result, no income remediation was required.



Mandatory reporting criteria	References in this statement
The training provided to employees on forced labour and child labour	Pages 17 - 18
How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains	Page 18
Publish the statement by 31 May, following the financial reporting year	This statement was published on 27 March 2026 for Nufarm's financial year ending on 30 September 2025.
Published on the reporting entities website	This statement is available on our Canadian website <a href="https://www.nufarm.com.ca">nufarm.com.ca</a> .

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## 9. Approval and attestation

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Chief Executive Officer, attest that I have reviewed the information contained in the report on behalf of the governing body of Nufarm Agriculture Inc. and the entities listed in Appendix 1 of this statement. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this statement.

Full name: Rico Christensen

Title: Chief Executive Officer

Date: 24 March 2026

A handwritten signature in black ink, appearing to be "Rico Christensen", written in a cursive style.

I have the authority to bind Nufarm Agriculture Inc.

