



Nufarm Global Supplier Code of Conduct

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1 Introduction

1.1 Purpose

Nufarm strongly believes in acting ethically and responsibly in every aspect of our business. Nufarm has drafted this Global Supplier Code of Conduct to emphasize our expectations that our suppliers also need to act with ethics and responsibility in the areas of business conduct, human rights and labor practices, health, safety and environment. Nufarm expects all suppliers to act in accordance with this Code of Conduct. Sharing these principles plays an important role in supplier selection and the continuous evaluations of our business relationships with our suppliers.

1.2 Scope

This Code of Conduct applies to all suppliers, vendors, contractors, consultants, agents and service suppliers.

2 Business Conduct

- 2.1 Comply with all laws and regulations of each country in which they operate.
- 2.2 Compete fairly without corruption. 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.
- 2.3 Produce products which meet published and agreed quality. Never willingly deceive results of specification analysis.
- 2.4 Provide a confidential, non-punitive mechanism (Whistleblower Protection) for employees to report concerns of unethical or illegal activity.

- 2.5 Adhere to Nufarm's procurement policies on the acceptance of gifts and entertainment. Never should a gift be offered with the intent to influence a business decision.

3 Human Rights and Labor Practices

- 3.1 Provide a work environment that is free of harassment, abuse and discrimination. Employees shall be valued for their contributions and any form of intimidation strictly prohibited. Treat each employee fairly and provide working hours, wages and benefits in accordance with local laws and industry standards.
- 3.2 Prohibit all forms of slavery, forced labor or human trafficking. At no time shall any form of child labor be used which is not in compliance with International Labor Organization (ILO) Minium Age Convention, 1973 (No. 138).
- 3.3 Employ people based on the principles of equal opportunity, without distinction to race, color, gender, religion, affiliation or origin.

4 Health and Safety

- 4.1 Provide a safe and healthy work environment. Consistently identify and manage risks to health and safety of employees.
- 4.2 Have a process in place that investigates worker injuries and seeks long term and effective preventative actions.
- 4.3 Provide potable drinking water and adequate restrooms. Provide easy and fast access to first aid and fire suppression and provide all appropriate safety equipment required for each job function.
- 4.4 Have an emergency response plan in place. The plan is routinely reviewed and necessary updates and improvements made.

5 Environment

- 5.1 Comply with all local laws and regulations relevant to the environment. Treat and handle waste in a manner which minimizes or prevents harm to the environment.
- 5.2 Actively seek improvements to operations which will benefit the environment. Implement and maintain programs such as reuse, recycling, Natural Resources preservation, and landfill reduction.