



Human Rights Policy

June 2017

Grow a better tomorrow.

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Statement of Intent

This policy is Nufarm's commitment to the protection of human rights in our business and supply chain.

Scope

This policy applies to all Nufarm employees in all subsidiaries. It also applies to Nufarm's providers of goods or services when engaging in activities on the behalf of Nufarm.

Responsibilities

The Chief Executive Officer is responsible for reporting on human rights performance in the annual reports.

The Nominations and Governance Committee of the Nufarm Board shall review of the effectiveness of this policy annually.

The Group Executive – People and Performance is responsible for the timely communication, training and deployment of this policy.

It is the responsibility of all senior managers to ensure the requirements of this policy are implemented within their teams.

All employees are required to practice and promote the values of this policy and take reasonable measures to prevent the exploitation of other people.

Policy

Nufarm is committed to a work environment where human and labour rights are respected and upheld. We expect the same standards from our contractors and suppliers.

Nufarm supports human rights consistent with the United Nations Universal Declaration of Human Rights and National Human Rights in each jurisdiction where Nufarm has employees. We seek to build mutually beneficial relationships and opportunities for inclusion. We respect the right of our employees, individuals contracted to us, members of the communities in which we operate and all of our stakeholders.

Safety and Security

The safety of our employees is Nufarm's first priority and we are working to a goal of zero harm; Nufarm's Health, Safety and Environment policy is available on our corporate website.

Harassment, violence, or the threat of violence is not tolerated in our workplaces.

Freedom of Association and Collective Bargaining

Nufarm recognises and respects employee's rights and freedom to join or not to join organisations of their own choosing, to associate freely and bargain collectively. No employee



shall be subject to dismissal, discrimination, harassment, intimidation or retaliation due to their membership in a lawful workers' association or union.

Where the right to freedom of association and collective bargaining is restricted by law, Nufarm shall facilitate open communication and direct engagement between workers and management.

Diversity and Inclusion

We are committed to developing and maintaining a diverse and inclusive work place where every employee is treated fairly and with respect and has the opportunity to realise their full potential and contribute to Nufarm's success.

For more information, please refer to our Diversity and Inclusion Policy on our corporate website.

Equal Opportunity

Nufarm will take reasonable measures to ensure equal opportunities for all employees.

Employment related decisions, including recruitment, promotion, training and development; compensation, disciplinary and termination of employment will be based on merit (work performance, qualifications, capability, knowledge and experience) and business considerations. Decisions based on attributes unrelated to job performance, including but not limited to race, gender, sexuality or family responsibilities, will not be tolerated.

Nufarm acts in accordance with local legislation and cultural considerations that may impact workplace decisions and actions.

Modern Slavery

Modern slavery can take many forms; child labour, forced labour, servitude, slavery, human trafficking and bonded or indentured labour. Nufarm 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.

Nufarm commits to:

- Employing workers who have freely given their consent to employment, who are of a legal age and status to work; and
- To undertake business with suppliers and contractors who share this goal.

Training and Communication

Our employees shall be educated in Nufarm's expectations of them under this policy.

This policy shall be published on both our corporate internet site and internal intranet site.

Policy Compliance

Violations of this policy may result in appropriate disciplinary action.

Approvals and Revisions

Rev	Change	Name and Title of Approver	Signature	Date of Approval
1	Issued	Elbert Prado, <i>Group Executive - Supply Chain Operations</i>		05/06/2017
		John Holding, <i>Group Executive – People and Performance</i>		05/06/2017