2023 Sustainability Report

Nufarm

Grow a better tomorrow

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How we contribute to solving sustainability challenges through agriculutral innovation

Taskforce on climate-related financial disclosures (TCFD) statement

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About this report

This report was prepared by Nufarm Limited (ABN 37 091 323 312) to provide an understanding of how our business processes support our sustainability objectives and how we navigated key sustainability challenges for our financial year ending 30 September 2023 ('FY23' or 'this year'). Nufarm prepares an annual sustainability report, aligned with our financial reporting year. It is prepared for our employees, non-government organisations, investors, financiers, customers, suppliers, and government bodies for information purposes only. Alongside this report, we use various tools to engage with local stakeholders, seeking to address their specific concerns. This report should be read in conjunction with our annual report which provides further insights into our management practices, operations, and financial performance. It was approved by Nufarm's board of directors and published on 8 December 2023.

The report was prepared with reference to the Global Reporting Initiative (GRI) Standards and the Task Force on Climate-related Financial Disclosures (TCFD). An independent assurer undertook limited assurance of our greenhouse gas emissions and energy consumption. The assurance certificate is in Appendix 11.

The information in this report relates to Nufarm Limited and its wholly owned subsidiaries listed in Appendix 3, covering, among other things:

- all of the wholly owned subsidiaries of Nufarm Limited that employ people
- all of the manufacturing sites in our Crop Protection business
- all of the purchasing activities of our Crop Protection business.

More information about the specific environmental, social and governance (ESG) data provided per entity is set out in Appendix 3.

References to 'Nufarm', 'the organisation', 'we', 'our', 'us' are to Nufarm Limited and the wholly owned subsidiaries included in Appendix 3. Nufarm Limited shares trade on the ASX under the listing code of NUF. Any previously published data requiring restatement is included in Appendix 6.

All references to sustainability target delivery dates should be read as the end of our financial year for the reference year; for example, a target delivery date of 'by 2025' means by 30 September 2025.

All financial data is presented in Australian dollars unless otherwise stated.

Forward-looking statements and scenario analysis

This report contains forward-looking statements, including our expected business strategies, business performance and market conditions including with respect to climate change and other environmental and energy transition scenarios. While these forward-looking statements reflect Nufarm's current knowledge, expectations and assumptions at the date of this report, they are not guarantees or predications of future performance or statements of fact and Nufarm does not give any assurance that the assumptions will prove to be correct. They involve known and unknown risks and uncertainties, which may cause actual outcomes and developments to differ materially from those expressed in the statements contained in this report. More information about Nufarm's risks are set out on pages 26 to 30 of our annual report. Past performance cannot be relied on as a guide for future performance.

This report contains scenario analysis related to potential climate impacts. Scenario analysis has inherent limitations, including its reliance on assumptions that may or may not prove to be correct or eventuate, and may be impacted by factors apart from the assumptions disclosed. It is difficult to predict which (if any) of the scenarios might eventuate. Nufarm cautions readers against undue reliance on any forward-looking statements or guidance. Except as required by applicable laws or regulations, Nufarm does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

Contact details

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For information about this report, telephone: +61 3 9282 1000 or visit our website, Nufarm.com

CEO message

'Nufarm is well-placed to deliver the agricultural innovation essential to enabling our industry to meet some of the world's most complex challenges.'

Accelerating plant science innovation is essential to our future

Each year, the world reaches new milestones that only reinforce how critical plant science and innovation are to human and environmental health. Our challenges are increasing across several areas. The global population continues to rise, with India overtaking China to become the world's most populated country, now home to more than 1.4 billion.[1] Climate change is accelerating, leading to more frequent and intense extreme events[2] and the decarbonisation of our economies is disrupting all industries including agriculture, presenting both challenges and opportunities. Nufarm's innovation and solutions lie at the intersection of these megatrends.

Against this backdrop, incremental change is clearly insufficient and bold, step-change solutions are required. We are driven by a belief that a blend of scientific breakthroughs, product innovation, novel business models and value chain collaborations can deliver new solutions and markets to help solve the world's sustainability challenges.

Since 1960, food production has quadrupled with negligible increase in agricultural land use.[3] Without the innovations of the plant science industry, more land would be required to produce the same amount of food. Plant science technologies have helped increase agricultural productivity while reducing land use. These productivity enhancements will continue as we harness new technologies and techniques such as gene editing, DNA encoded libraries, and advanced plant breeding to develop crops customised to local conditions.

Collaborating with world-class partners is at the heart of our approach. We are partnering with partners such as the Commonwealth Scientific and Industrial Research Organisation (CSIRO), the University of Adelaide, Olds College of Agriculture & Technology in Alberta, Canada and US-based novel products discovery company, Enko, to commercialise innovative new technologies.

Nufarm is developing innovative plant-based solutions and crop protection products that help address our changing nutrition and energy needs. We made progress with our new crop protection products that help farmers combat the emerging challenges of increasing pesticide resistance as well as products that will help them to produce more from existing farmland.

A United Nations' report revealed that climate change will further drive the expansion of invasive species, which have played a key role in 60 per cent of recorded plant and animal extinctions costing an estimated US$423 billion every year.[4] As these invasive species grow, the need for crop protection and seed innovation becomes even more critical to protect crops and reduce crop and food loss.

In FY23, our nutritional and bioenergy portfolios reached important milestones. In June 2023, the Norwegian Food Safety Authority approved Aquaterra® Omega-3 oil for use in fish feed applications, opening the world's largest salmon market to our proprietary omega-3 oil. We also advanced our bioenergy platform with the first carinata crop harvested and processed into low carbon oil under our 10-year agreement with bp. We plan to expand carinata production in other countries to increase the supply of sustainable lower carbon oil feedstocks to meet growing global demand for renewable fuels.

Nufarm is committed to keeping all of our employees safe and well and we continue to evolve our wellbeing programs, safety training, audit and governance in this area.

We continue to make progress on our gender commitments, with the number of women in our senior leadership team increasing by four percentage points to 35 per cent. We have focused on improving the leadership team gender balance to demonstrate our commitment and expectation to the entire organisation.

Nufarm is improving the sustainability of its own operations. In FY23 our scope 1 and 2 emissions from our manufacturing sites, our hazardous waste, and our volatile emissions to air were all lower against our FY20 baseline.

The progress we have made this year only reinforces our commitment to delivering tangible sustainability outcomes. FY24 will be an important year for us to reassess our material topics, refresh our strategy and set further targets that will focus our sustainability performance.

As we navigate the megatrends outlined above, Nufarm is confident that our current and future solutions will help farmers, customers and partners deliver the sustainable economic, social and environmental progress we need now more than ever.

Greg Hunt
Managing Director and CEO

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1 United Nations (2023) India to overtake China as world's most populous country in April 2023, United Nations projects, UN Department of Economic and Social Affairs. https://www.un.org/en/desa/india-overtake-china-world-most-populous-country-april-2023-united-nations-projects
2 Intergovernmental Panel on Climate Change (2022) Climate Change 2022: Impacts, Adaptation and Vulnerability, IPCC. https://www.ipcc.ch/report/sixth-assessment-report-working-group-ii/
3 CropLife Australia (2023) Climate change: why we're heading to COP27, CropLife Australia. https://www.croplife.org.au/climate-change/
4 UN Environment Programme (2023) Invasive alien species report, UNEP. https://www.unep.org/resources/report/invasive-alien-species-report

Executive summary

Nufarm's purpose is to 'grow a better tomorrow'. Agricultural sustainability and the sustainability of our operations are integral to achieving our purpose.

Governance

Nufarm is committed to having policies and practices that reflect a high standard of corporate governance. The board considers that Nufarm's governance framework and adherence to that framework are fundamental in demonstrating that the directors are accountable to shareholders, are overseeing the management of risk and promoting a culture of ethical, lawful and responsible behaviour within Nufarm.

In FY23, we evolved our governance structure. Recognising the importance of board-level oversight in driving sustainable outcomes, we established the board sustainability and environment committee. This new committee is specifically charged with overseeing organisational performance in sustainability and environmental affairs, including compliance and risk management.

Our board composition continues to reflect our commitment to diversity and strong governance. We welcomed new independent, non-executive board members Federico Tripodi and Adrian Percy this year. At the date of this report, 43 per cent of the board's non-executive directors are women. At 30 September 2023 (2022: 43 per cent), 33 per cent of our non-executive directors were female. This was part of the board's succession planning which resulted in an overlapping period between the appointment of two men and the planned retirement of two men.

To ensure that the board remains effective and up-to-date, directors undertook training in key areas such as process safety management, anti-trust requirements, cybersecurity risk management and continuous disclosure requirements. Our code of conduct and our speak up (whistleblower) policy set our expectations to do the right thing, and how to intervene if we think someone is not doing the right thing. Nufarm has various other corporate governance and disclosure policies covering areas including conflicts of interest and internal trading in the company's shares. In FY23, we updated our policies on continuous disclosure, risk management and inclusion and diversity and we made progress in areas such as modern slavery risk mitigation, tax transparency and cybersecurity.

We expanded the responsibilities of our Group Executive Growth to include sustainability and added new sustainability professionals into key business units, increasing our capabilities.

Further information on our governance approach is in our FY23 corporate governance statement in our annual report.

Solutions

We deliver commercial solutions that contribute to addressing three sustainability challenges the world faces.[1,2,3]

Strengthening food security and affordability[1]

By 2050, 10B people will need to be fed affordably, reliably and sustainably

Protecting marine biodiversity[2]

Oceans are increasingly overfished to meet growing needs for protein and omega-3

Decarbonising emissions-intensive industries[3]

Aviation is responsible for approximately 3.5 per cent of greenhouse gas emissions

For us, 'agricultural sustainability' means the ability of the agricultural value chain to reliably and securely produce affordable food, feed and fuel in ways that regenerate the environment and protect the ongoing needs of future generations. We strive to enable this by engaging with our customers to understand their needs and bring innovative solutions to market.

We have products in our agricultural portfolio that contribute towards the United Nations Sustainable Development Goals (UN SDGs), 'Zero hunger' and 'Life on land'. Our products protect crops from weeds, diseases and pests and contribute to a more reliable and affordable food system.

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1 Ranganathan, J et al. (2018) How to Sustainably Feed 10 Billion People by 2050, in 21 Charts, World Resources Institute. https://www.wri.org/insights/how-sustainably-feed-10-billion-people-2050-21-charts

2 World Ocean Review (2021) The Ocean, Guarantor of Life – Sustainable Use, Effective Protection, World Ocean Review. https://worldoceanreview.com/en/wor-7/

3 Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.

Our nutritional portfolio provides renewable plant-based sources of protein and nutrition while also preserving the biodiversity of our oceans, contributing to the UN SDGs, 'Life below water' and 'Life on land'. Our Nuseed Omega-3 oil produces higher quality outputs in fish and nutritional supplements.[1] Our product has been recognised by Friend of the Sea® for its contribution to biodiversity protection.

Our bioenergy portfolio of carinata and energy cane provides a source of renewable fuel, contributing towards the UN SDGs, 'Climate action' and 'Life on land'. Nuseed Carinata is an accredited sustainable aviation fuel that can be used with existing infrastructure for liquid fuels.

People

At Nufarm, our employees are central to our operational success and the achievement of our long-term strategic goals.

Safety is our highest priority and we strive to continuously improve our approach to process safety management, personal safety and wellbeing. Our objective is that 'everyone goes home safely' every day, whether working in the manufacturing plants or out on the road meeting with customers. Our wellness initiatives further extend to both physical and mental health, offering programs that range from fitness activities to mental health support.

While our internal safety audit program continues to demonstrate progress and identify areas for further improvement in our safety behaviours and culture, disappointingly we saw an increase in the number of lost time injuries (LTIs). About half of the reported LTIs were incurred in business areas other than our crop protection manufacturing sites (including in a newly acquired business). We aim to increase our safety culture and awareness and training effort in our non-crop protection manufacturing business. The Serious Injury Frequency Rate has remained at a similar level: 2.92 in FY23 compared with 3.07 in FY22.

We were fined £300,000 in August 2023 for an incident in 2021 where two employees at our Wyke facility were accidentally exposed to chlorine gas and required hospital treatment. This was a serious incident, prompting a thorough internal investigation into the circumstances surrounding it and corrective actions have been implemented.

We aim to foster a workplace where diversity is celebrated and our employees feel included. We understand that diverse thinking helps contribute to our innovation agenda, among other things. Our activities in this area include targeted hiring policies, ongoing cultural sensitivity training, and specific gender equality programs. FY23 saw us increase the number of women in our senior leadership team by 4 percentage points, bringing our gender ratio up from 31 per cent to 35 per cent. Our target for FY30 is to have a gender balance that is 40:40:20 for our senior leadership team (CEO-1 and CEO-2), meaning 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. Overall, we increased the total proportion of women in Nufarm this year by 1 percentage point, with women now making up 28 per cent of our employee population. We have identified that supply chain, manufacturing and commercial remain three areas where our representation of women is lower and we will need more targeted initiatives to make a difference in our gender metrics in these areas.

Our employees remain engaged in our business, with our latest employee survey resulting in an engagement score of 78[2], which is top quartile compared with other organisations.[3]

Planet

We have made steady progress in responding to our environmental challenges. We have worked to align our climate-related disclosures with the Taskforce on Climate-related Financial Disclosures' (TCFD) recommendations.

We recorded a 19 per cent reduction in our greenhouse gas emissions from our FY20 baseline, on track towards our 30 per cent reduction target by FY30. This year's reduction was largely due to reductions in volume in our synthesis plants at Laverton, Australia and Wyke, UK, which is why we continue to focus on our decarbonisation pathways. We completed our power purchase agreement (PPA) strategy at Pipe Road, Laverton and aim to establish the PPA in FY24. We also continue to monitor the development of hydrogen for our Wyke site in the UK.

We understand the importance of a risk-based approach to environmental management. Our activities include training our workforce and conducting regular environmental audits, to ensure compliance with our environmental obligations. However, in FY23, we received a US$8,500 fine at our Chicago Heights facility for exceeding a license limit on the site's domestic sewage discharge.

We are on track to meet our target for 10 of our 11 manufacturing sites to achieve ISO 14001 certification by the end of FY25. Currently, five of our 11 crop protection manufacturing sites are ISO 14001 certified. This initiative aims to embed strong governance and process around environmental management at our manufacturing sites.

We aim to use materials responsibly, reduce waste, and increase recycling rates. This year, we achieved a 12 per cent reduction in hazardous waste and we are on track to reach our target of reducing hazardous waste by 20 per cent by 2025 from our FY20 baseline.

Our efforts in air emissions management have been progressing, focusing on reducing volatile organic compounds (VOCs) to minimise impacts on local communities and the environment. Progress on the output metric has been slower, with reduction in FY23 reaching 7 per cent against our baseline of FY20. Our goal remains a 25 per cent reduction in VOCs by 2025 and we are in the process of evaluating the optimal engineering option for our operations to help us achieve this goal in a way that balances economic and environmental benefits.

We recognise the need to protect ecosystems and have incorporated biodiversity considerations into our operations and product development. Where applicable, we evaluate the potential impact of our products on biodiversity as a part of the registration process, to minimise risk of harm from the use of our products.

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1 Ruyter, B et al. n-3 Canola oil effectively replaces fish oil as a new safe dietary source of DHA in feed for juvenile Atlantic salmon, National Library of Medicine. https://pubmed.ncbi.nlm.nih.gov/31506120/#:~:text=The%20results%20demonstrated%20that%20DHA,%3B%20n%2D3%20Fatty%20acids

2 This is an employee satisfaction score out of 100.

3 We have partnered with GLINT to facilitate our employee engagement surveys. We benchmark Nufarm against GLINT's 900-strong customer base.

Our planned sustainability activity for FY24

While we are proud of our progress in FY23, we are well aware there is still much to do. We have secured new resources and skills to accelerate our sustainability program. In FY24, we will aim to complete four goals:

1 expand our emissions reporting and prepare our business for anticipated mandatory climate-related financial disclosure obligations expected to apply to Nufarm in the FY25 reporting year

2 refresh our materiality study to ensure we understand and prioritise sustainability issues with the greatest impact on our stakeholders

3 evolve our corporate strategy to integrate our strategic sustainability priorities

4 review our sustainability targets.

We estimate our manufacturing sites cover approximately 80 per cent of our greenhouse gas emissions and this is where we have focused our reporting resources in the past.

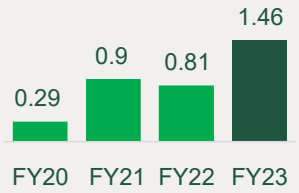
In FY24, we aim to expand our reporting activities to capture the balance of our scope 1 and 2 emissions, ready for external reporting in FY25. We will also consider our approach to scope 3 emissions for FY26 reporting. We aim to strengthen our approaches in the four areas of climate governance, strategy, risk management and metrics and targets.

We look forward to engaging with a broad set of stakeholders to undertake our materiality assessment in the new year and we aim to consider the broader concepts of double materiality in scoping the activity. This is an important input into our corporate strategy, helping set out the pathway for agricultural innovation in a responsible and sustainable manner that considers the broader dimensions of natural capital and protecting human rights. As part of that strategy refresh, we aim to take the opportunity to examine our current public targets and align with our stakeholders' respective expectations.

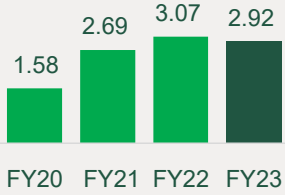
Summary of our sustainability performance

This year we made progress on our climate targets and gender diversity goals.

People 1

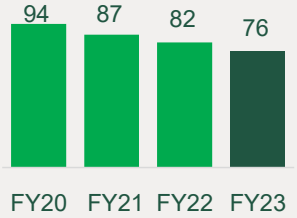


Lost time injury frequency rate of 1.46

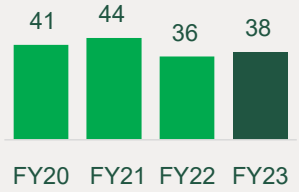


Serious injury frequency rate of 2.92

Planet 2

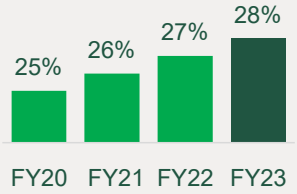


19% reduction in greenhouse gas emissions (tonnes)

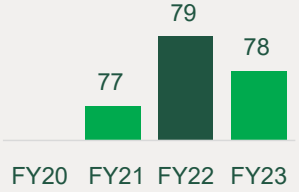


7% reduction in volatile organic compounds to air (tonnes)

People 3

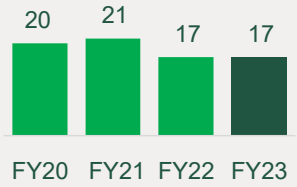


28% of employees are women



Our employee satisfaction is 78

Planet 4



12% reduction in hazardous waste (tonnes)

5/10

Manufacturing sites with ISO 14001 certification

1. The lost time injury frequency rate (LTIFR) is the number of days of work lost due to workplace injury per million hours worked. Our LTIFR has increased this year from 0.81 in FY22 to 1.46. The serious injury frequency rate (SIFR) is the number of serious injuries per million hours worked. Our SIFR has fallen this year from 3.07 in FY22 to 2.92. Both metrics include Nufarm employees and contractor injuries.
2. Our greenhouse gas emissions target is to reduce our scope 1 and 2 emissions from our crop protection manufacturing sites (over which we have both operational and financial control) by 2030 from our FY20 baseline. This year our greenhouse gas emissions were 19 per cent lower than our baseline, compared with 13 per cent lower in FY22. We have a target to reduce our volatile organic compounds (VOCs) to air by 25 per cent by 2025. This year our emissions increased compared with FY22; however, they are 7 per cent lower than our FY20 baseline.
3. Our gender goal is to achieve no less than 35 per cent representation of either gender by 2025. This year we increased the percentage of female employees from 27 per cent in FY22 to 28 per cent. Our target for 2030 is for 40:40:20 representation in our senior leadership team (40 per cent identifying as women, 40 per cent identifying as men and 20 per cent identifying as men, women or other). We achieved our employee satisfaction goal of 78, as measured by GLINT; however, this is down one point from FY22 (79). FY21 was the first year of our continuous listening strategy measuring employee satisfaction frequently throughout the year. Prior to this we were capturing employee satisfaction every two years in a different way; as such, we do not have a measure of employee satisfaction for FY20.
4. We have a target to reduce our hazardous waste by 20 per cent by 2025. This year our hazardous waste increased compared with FY22; however, it is 12 per cent below our FY20 baseline. We also have a target to obtain ISO 14001 certification at our crop protection manufacturing sites (excluding Cairo) by 2025.

External recognition of our sustainability journey

Our accreditations, certifications and industry recognitions acknowledge our continuous improvement and sustainable solutions.

Corporate sustainability

Nufarm Limited

- Awarded a **silver rating in FY23** by **Ecovadis** a global leader in supplier corporate social responsibility
- **Advanced rating** from bronze in FY22
- **Improved across all key areas** of assessment (score out of 100)

  Up from 50 to 60
  - Environmental, ethics, human rights

  Up from 40 to 70
  - Sustainable procurement

Plant-based omega-3

Aquaterra® & Nutriterra®

- Have been **certified** as **Friend of the Sea®**, the leading certification standard for products and services which respect and protect the marine environment
- Were the **first products** to earn Friend of the Sea's **new plant-based certification**
- Have achieved **accreditation** in the USA and Australia through the Excellence Through Stewardship (ETS) program.[1]

Sustainable aviation fuel

Carinata

- **Recognised** by the International Civil Aviation Organization (ICAO) as enabling GHG reductions
- **Listed as a feedstock** for ICAO's Carbon Offsetting and Reduction Scheme for International Aviation (CORSIA) sustainable aviation fuels (SAF)
- **Certified** by the Roundtable on Sustainable Biomaterials (RSB)

1. ETS is a global non-profit organisation that promotes the universal adoption of product stewardship programs and quality management systems for the full lifecycle of agricultural biotechnology products.

About us

Our business

The agricultural industry and Nufarm are evolving to meet global sustainability challenges.

Nufarm is a global company based in Australia. For more than 100 years, we have been helping farmers, locally and globally, meet changing nutrition and energy needs. We are focused on crop protection and seed technology solutions to help our customers meet new global challenges through innovation and technology.

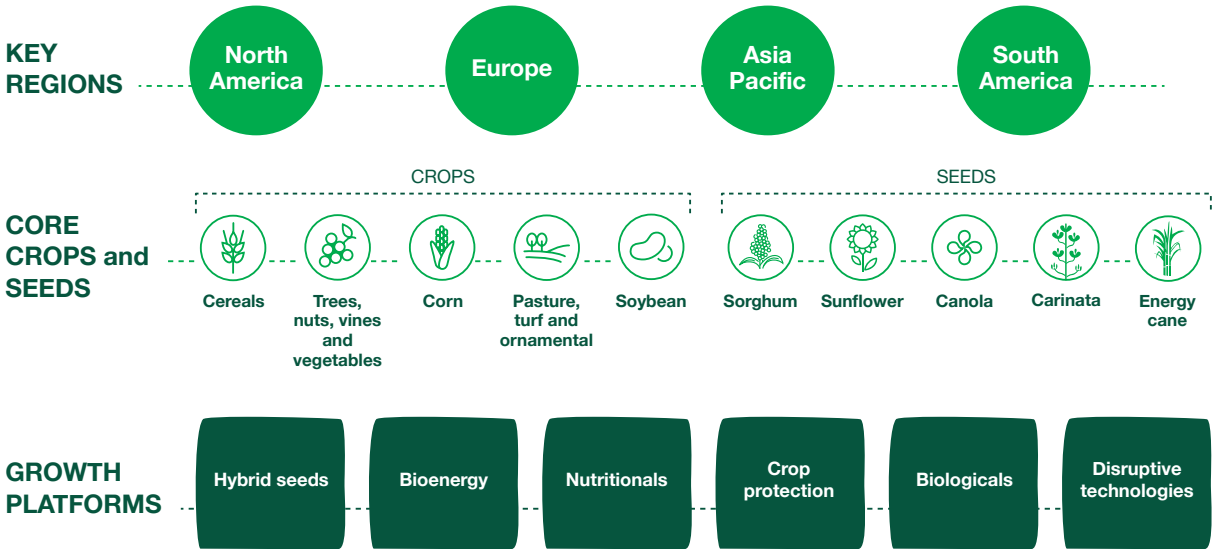
Today, Nufarm takes an integrated approach to crop science innovation. We leverage our unique capabilities across chemistry, production, seeds, digital sciences and alliances to deliver the products our customers depend on, and to unlock new solutions, business models and value chains, and help growers produce more while conserving natural resources.

Across our crop protection and seed technologies platforms, we invest in technologies that deliver innovative solutions to combat weeds, pests and disease, and we deliver new crops, traits and hybrid varieties that generate new sources of value and will serve entirely new markets.

Our group strategy focuses on four key regions (North America, Europe, Asia Pacific and South America)[1] and 10 core crops and seeds where we can provide most value. These have been carefully selected based on our portfolio, market position and the potential for growth.

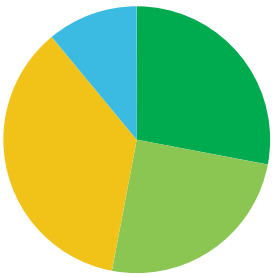
Our platforms also strengthen agricultural sustainability, which to us means reliably producing more affordable food, feed and fuel in ways that support farmer livelihoods and regenerate the environment. As we increasingly steer our business towards innovation, we are forging partnerships with agricultural collaborators and world-class innovators. We are thinking bigger and bolder. Nufarm is the first company to develop and commercialise plant-based omega-3 and we have developed and commercialised advanced bioenergy feedstock technology.

Focused on markets, crops and segments where we can be most successful



We have four revenue-generating operating segments. In FY23, North America was our largest contributor to revenue with 36 per cent, followed by Asia Pacific with 28 per cent and then Europe with 25 per cent. Our seed technologies operating segment, which is global, contributed 11 per cent of revenue in FY23, up from eight per cent in FY22.

Our FY23 underlying revenue was A$3,481m



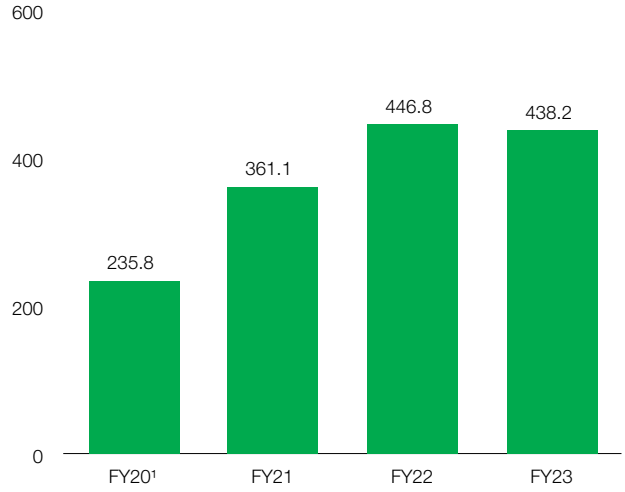
Percentage contribution

Asia Pacific	**28%**
Europe	**25%**
North America	**36%**
Seed technologies	**11%**

[1] Our major geographic segments are Asia Pacific, which includes Australia, New Zealand and certain parts of Asia; Europe, which includes the United Kingdom, the European Union, and certain other countries in Europe; the Middle East and Africa; North America, which includes the United States of America, Canada and Mexico; and South America, which includes Brazil. Argentina and certain other countries in South America.

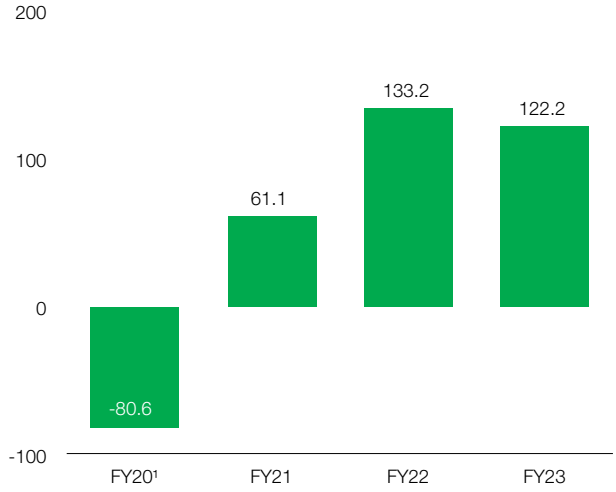
We have grown our EBITDA over the last four years. Our teams worldwide have worked to improve the financial health of Nufarm. We see this as a critical component of our ongoing sustainability as a business.

Underlying EBITDA ($M)



1 In FY20, Nufarm Ltd changed its financial year from a 31 July to 30 September reporting date. FY20 numbers reported here reflect the 12 months ended 31 July 2020.
2 Underlying EBITDA is earnings before net finance costs, taxation, depreciation and amortisation excluding material items.

Underlying NPAT ($M)



1 In FY20, Nufarm Ltd changed its financial year from a 31 July to 30 September reporting date. FY20 numbers reported here reflect the 12 months ended 31 July 2020.
2 Underlying NPAT is net profit/(loss) after tax excluding material items.

Our operations span the globe

In FY23, we employed 3,059 people[1] in 32 countries. We have two synthesis sites at Wyke, UK and Laverton, Australia. We formulate crop protection products in 11 manufacturing sites across the world. Our largest most significant sites with respect to sustainability impacts are located in Laverton, Australia; Linz, Austria; Wyke, United Kingdom; and Chicago Heights, United States.

[1] Measured as full-time equivalent (FTE) employees

We have three seed innovation centres in Horsham, Australia; Sacramento, USA; and Venado Tuarto, Argentina. We have five seed R&D facilities: three in North America, one in Brazil and one in Serbia. We have a global procurement hub in Shanghai, China.

Our approach to sustainability

Nufarm's purpose is to grow a better tomorrow. Agricultural sustainability is integral to achieving our purpose.

Our platforms and solutions help to:

- improve farm productivity and strengthen agriculture's resilience
- protect crops and soils to reduce food loss and enable practices such as no-till farming
- reduce pressure on oceans for marine sources of omega-3 oil
- provide plant-based renewable fuel sources through bioenergy
- provide farm inputs that safeguard the supply of affordable food, feed and fuel.

For us, agricultural sustainability means the ability of farmers to reliably and securely produce affordable food, feed and fuel in ways that regenerate the environment and protect the ongoing needs of future generations.

We engage with our stakeholders to better meet their needs

Stakeholder relationships are at the heart of our business. We listen to, engage with and gain insights from our diverse stakeholder groups. As we venture into new markets, our stakeholder base is expanding. We have grouped our stakeholders into 10 groups that are listed and described here:

Shareholders and potential investors

Our shareholders and prospective investors have access to our head of investor relations and senior management, and we attend investor conferences to present on Nufarm's growth strategy and performance. We work to be transparent and accountable for our execution and performance.

Employees and prospective talent

This group includes all our current employees, contractors, labour relations organisations, and those who are considering joining Nufarm. We listen to our employees through our regular employee survey, which we conduct three times a year. Our people leaders discuss the survey results with their teams, and regularly communicate about the activities resulting from the survey.

Research and development partners

We work with a range of research institutions, universities and commercial partners that are developing novel technologies. We engage on a project by project basis as solutions are explored and developed. This builds a strong foundation of trust. In FY23 we expanded our range of partners supporting our strategy.

End market customers

We design our solutions for how our end market customers will use them. Each growth platform considers specific end market customers. We regularly engage with end market customers to better understand their current and future needs and pain points, and to gauge their reactions to products we are developing.

Distribution partners

We have a range of distribution partners that differ by the growth platforms, countries and industry structures we operate in. We work with our distribution partners, taking orders and supplying them with the required products. For our key accounts, we develop joint plans around their priorities, and we conduct regular 'voice of customer' surveys.

Local communities

We keep local communities front of mind. While local needs differ widely across our business, we aim to align on local priorities and engage on how we can best support those priorities.

Suppliers

We have a broad range of suppliers from raw materials, to contract growers to those that provide services such as crushing, logistics and technology financial and consulting services. We have a sustainability supplier program that reviews supplier practices and seeks to accredit suppliers to Nufarm's standards. The assessment forms the basis for ongoing engagement and actions to improve supplier practices.

Market influencers

This diverse group includes agronomists who influence seed and chemical choices for farmers; human nutrition and seafood trade associations; and accreditation and certification agencies for sustainable aviation fuel and those organisations that provide independent sustainability scoring.

Industry bodies and NGOs

We work with industry bodies and non-government organisation (NGOs) to discuss the evolution of policy and standards, especially where we are contributing to the creation of new markets, such as in the bioenergy and aquaculture spaces. Examples of this include national farming organisations (e.g. the National Farmers' Federation), industry taskforces (e.g. Croplife), NGOs (e.g. Friend of the Sea®) and others. These vary by our growth platforms and our local markets.

Policy makers and regulators

We interact with governments and regulators who form and influence policy around agricultural practices. We engage with local regulatory authorities to ensure our core crop protection and seed technology products are being brought to market in accordance with local standards. In FY23 we focused our time on policy work in the aquaculture and bioenergy markets.

Our material sustainability topics

We undertook a sustainability materiality assessment in FY17, engaging with a range of internal stakeholders, and extended it in FY20 by engaging with key external stakeholders. To supplement this assessment, we have surveyed at least one of our key stakeholder groups in the intervening years and also overlaid our insights from discussions with sustainability and financial analysts.

In FY23, we focused on understanding our channel partners' and growers' needs in Australia. As we expand our business in the nutritional and bioenergy markets, we are also engaging a different set of stakeholders, such as fuel companies and oil crushers.

Recognising that our business strategy and stakeholders have evolved, we plan to conduct a fresh materiality assessment in FY24, which will consider the needs of each of our stakeholder groups and the evolving nature of global reporting standards.

Our engagement with stakeholders has helped us identify sustainability matters that are material to our business. Each material topic falls into one of four areas of focus (see table). For more information, see Appendix 1. Material sustainability topics.

Nufarm's material sustainability topics

1 Governance

- Governance, ethics, anti-corruption and anti-bribery
- Emerging sustainable risk identification
- Transparency

2 Solutions

- Regulatory compliance
- Responsible product use
- Customer relations
- Product and process innovation that responds to sustainability challenges
- Sustainable supply chain management

3 People

- Employee and contractor occupational safety, health and wellbeing
- Hazardous and toxic materials management
- Occupational health and safety management systems
- Attraction, retention and development of talent and employee engagement
- Community safety, health and wellbeing
- Human and labour rights

4 Planet

- Pollution prevention
- Climate change adaptation
- Environmental management systems
- Waste management
- Limiting biodiversity loss and environmental degradation
- Climate change action

We contribute to the UN Sustainability Development Goals (SDGs)

We contribute to the world's sustainability challenges by focusing on six of the 17 United Nations Sustainable Development Goals (SDGs).

We contribute in two distinct ways:

First, the very core of what we do leverages agricultural solutions to meet sustainability challenges. Our agricultural portfolio contributes to achieving zero hunger. Our nutritional portfolio contributes to protecting marine biodiversity and our bioenergy platform provides a plant-based alternative to fossil fuel-based liquid fuels, contributing to climate action. We consider how our products impact life on the land, with some of our portfolio having direct benefits to the life on the land and others promoting farming practices that have a broader life on the land benefit, such as no-tilling which retains soil health.

Nufarm's contribution is detailed further in the Solutions section of this report.

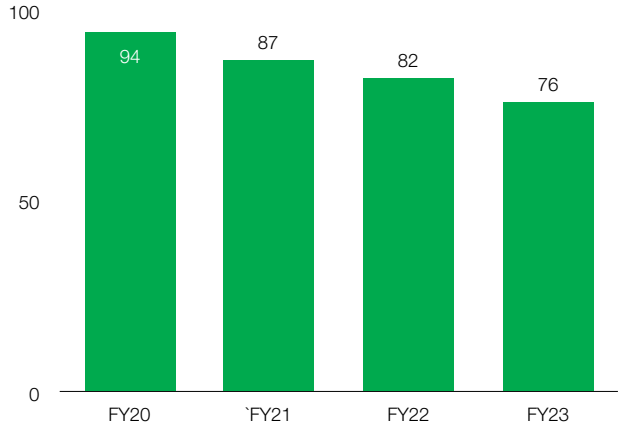
Second, we strive for sustainable operations. We have established targets aimed at reducing our environmental footprint and fostering equality and inclusion. These targets align with the SDGs on gender equality, responsible consumption and climate action. We will further contribute to these three UN SDGs in FY24, and have committed to a comprehensive review of our sustainability targets, ensuring they are in line with expectations.

We currently have five public targets to drive changes in our business and improve the sustainability of our operations.

1. Greenhouse gas emissions target:[1]

As an organisation, we are taking steps to reduce our greenhouse gas emissions. Our current target is to reduce scope 1 and 2 emissions by 30 per cent from our FY20 levels at our manufacturing sites by 2030.

Our greenhouse gas emissions [1](000s tonnes)

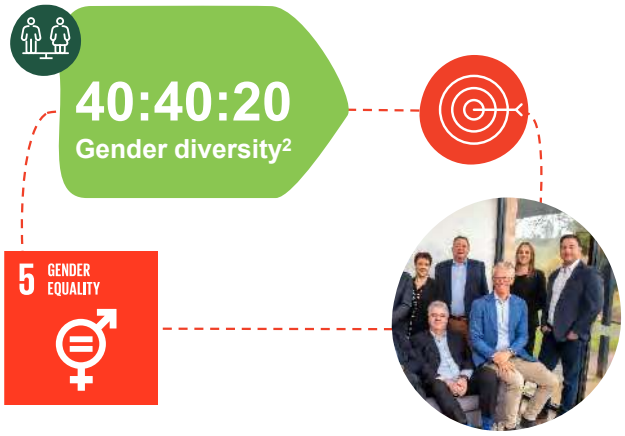


1 Scope 1 and 2 greenhouse gas emissions from Nufarm's 11 manufacturing sites

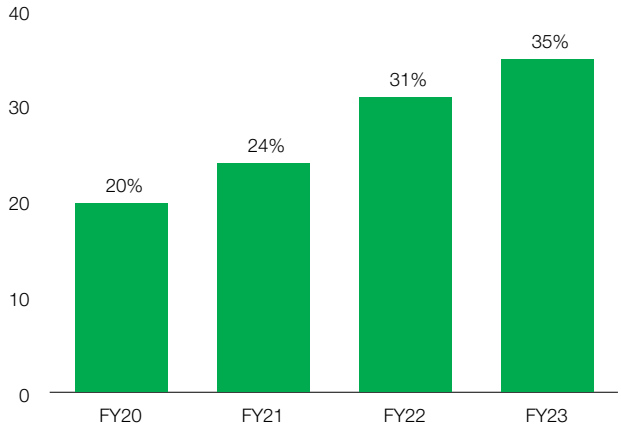
At the end of FY23, our GHG emissions are 19 per cent lower than our FY20 baseline. The reduction in emissions in FY23 was largely due to decreases in volumes in our synthesis plants in Laverton, Australia and Wyke, UK. Next year we anticipate that emissions will be lower again as we are planning a shutdown of our Laverton operations to carry out important maintenance.

2. Gender target:[2]

We are targeting a gender composition of 40:40:20 in our senior leadership team by 2030. This means 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, promoting balance and inclusivity within Nufarm's leadership.



Percentage of women in Nufarm's senior leadership team



[1] Our greenhouse gas emissions target is to reduce our scope 1 and 2 emissions from our crop protection manufacturing sites by 2030 from our FY20 baseline.
[2] Nufarm's gender target is for 2030 and applies to its senior leadership team which is CEO-1 and CEO-2.

3. We have three other environmental targets:[3]

For volatile compounds to air we are targeting a 25 per cent reduction by 2025 from our FY20 baseline; for our hazardous waste we are targeting a 20 per cent reduction by 2025 from our FY20 baseline and we are also pursuing ISO 14001 environmental management system certification for the majority of our manufacturing sites.

25 %
reduction in volatile compounds to air by 2025

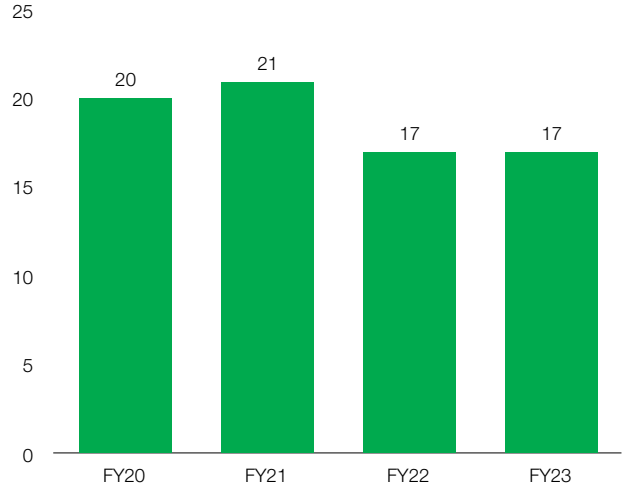
10 of our 11 sites certified to
ISO 14001
by 2025

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

20 %
reduction in hazardous waste by 2025

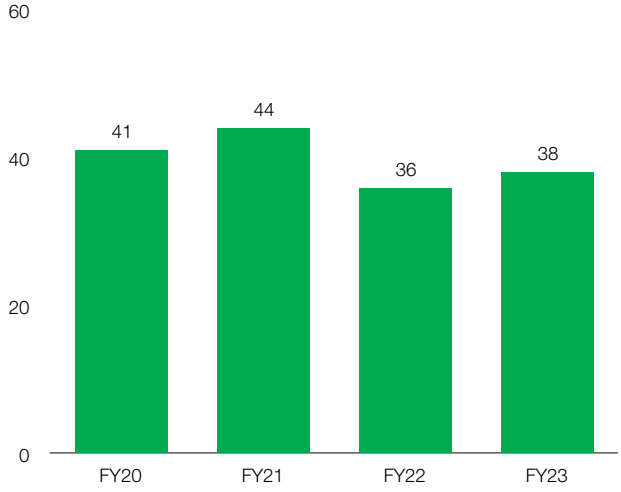
Our hazardous waste has lowered by 12 per cent from our FY20 baseline.

Hazardous waste (000s tonnes)



Our volatile organic compounds to air have reduced by 7 per cent from our FY20 baseline.

Volatile organic compounds to air emissions (tonnes)



[3] Our volatile compounds to air and our hazardous waste targets are against our FY20 baseline values. Our Cairo facility is not part of our ISO 14001 certification target due to its small size.

1 Governance

Our approach to governance

Nufarm is committed to ensuring that its policies and practices reflect a high standard of corporate governance. The board considers that Nufarm's governance framework and adherence to that framework are fundamental in demonstrating that the directors are accountable to shareholders, are appropriately overseeing the management of risk and promoting a culture of ethical, lawful and responsible behaviour within Nufarm.

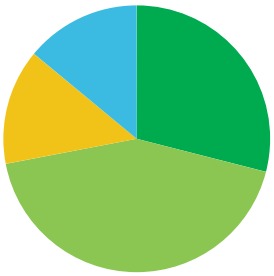
The corporate governance statement (Statement), published in our FY23 annual report, outlines the governance framework of Nufarm Limited and its controlled entities (Nufarm or company) for the year ended 30 September 2023. Further detail about our governance structure can be found in the Statement.

As part of its governance approach, the board is committed to regularly reviewing its own performance and effectiveness, as well as those of the committees and individual directors. The board conducted an externally facilitated review during FY23 which resulted in a new board committee structure and the introduction of our sustainability and environment committee.

During FY23, the board completed the final phase of its board renewal program to ensure a diverse mix of skills, experience and tenure that is aligned with the future of our business. During the year, Federico Tripodi and Adrian Percy were appointed as independent non-executive directors and longstanding non-executive directors Gordon Davis and Peter Margin retired effective 15 November 2023.

During FY23, nine out of 10 members served as independent non-executive directors. The gender representation distribution was 33 per cent women and 67 per cent men, as detailed in Table 33. The retirement of Gordon Davis and Peter Margin reduced the board's size to eight members, seven of whom are non-executive. Following these retirements, female representation on the board is 43 per cent, consistent with FY22. The average tenure of our board members is 4.7 years which reflects the planned board renewal.

Tenure of non-executive directors



0 - 1 years	**29%**
1 - 3 years	**43%**
3 - 5 years	**14%**
5 - 10 years	**14%**

Our board and our board committees

The board is responsible for our strategy, including our commitment to delivering shareholder value and progressing our environment, social and governance (ESG) objectives. The board believes it, and its committees, have the necessary experience and independence to oversee the company's management and are also sufficiently agile to plan for and respond to external changes. Our board committees review matters and provide recommendations on the management of Nufarm's impacts on the economy, environment, and people. They each support the board, by providing oversight of the following functions:

Sustainability and environment committee	To assist the board in relation to sustainability and environment related performance, risks and reporting, including compliance with related laws, regulation and policies, sustainability and environmental related risks (including climate change), human rights and the annual sustainability, modern slavery and environmental reporting program.
Audit and risk committee	To assist the board in fulfilling its responsibilities in respect of the company's financial statements and corporate reporting, the effectiveness of internal and external audit processes, internal control systems, treasury and taxation practices, oversight of financial and non-financial risk management and the company's insurance program, and oversight of compliance with relevant legal and regulatory and best practice requirements within the responsibility of the committee. Any reporting requirements around sustainability that are mandated will also come under the scope of the audit and risk committee, including the modern slavery statement.
People, safety and remuneration committee	To assist the board to perform its functions in relation to remuneration policies and practices for directors, the CEO and key management personnel (KMP). It also assists in the development, retention and termination of the CEO and KMP, succession planning for the CEO and senior executives, equity-based remuneration plans for employees, management of inclusion and diversity and management of occupational health and safety. The scope of the committee's responsibilities also includes approving the inclusion and diversity policy.
Innovation committee	To assist the board in the oversight of the company's strategy, policies and procedures with regard to the development and adoption of innovation solutions and technologies in crop protection and seed technologies.
Nominations committee	To assist the board to oversee the composition, performance, succession planning of the board as well as the induction and ongoing training for directors.

Independent directors chair the board committees. Each committee has a charter that sets out the membership structure, roles and responsibilities and meeting procedures. These are available on our corporate website.

We maintain and develop board knowledge and skills

We appreciate the fresh perspectives that directors bring to our board. When considering new appointments, our nomination committee carefully evaluates relevant skills and seeks to address any gaps identified in our board skills matrix. Our induction program for new board members covers Nufarm's governance frameworks, code of conduct, and core governance policies.

Board directors participate in annual training that aims to keep relevant skills current and to supplement their own personal continuing education. In FY23 the board was trained in:

- process safety management
- anti-trust requirements
- cybersecurity risk management
- continuous disclosure requirements.

Our board manages conflicts of interest

Nufarm's conflict of interest policy mandates directors to disclose any conflicts, ensuring their proper resolution. If a director has a real or potential conflict, they are excluded from receiving relevant board or committee documents, unless the chair decides otherwise. Directors must also recuse themselves from discussions and voting on related matters.

Our leadership team's sustainability responsibilities

The board delegates responsibility for Nufarm's day-to-day management activities to our CEO Greg Hunt. The CEO has delegated critical components of our sustainability responsibilities across the executive team:

- **Chief Financial Officer,** Paul Townsend – financial matters, risk and internal audit
- **Group Executive, Growth and Sustainability**, Michelle Monteiro[1] – sustainability, strategy development, execution and reporting
- **Group General Counsel and Company Secretary**, Kate Hall – governance and compliance
- **Group Executive, Supply Chain Operations**, Dave Allen – health, safety and environment matters
- **Group Executive, Portfolio Solutions**, Rico Christensen – crop protection product strategy, including product development
- **Group Executive, People and Performance**, John Holding – human resources and inclusion and diversity strategy
- **Group Executive, Customer and Commercial**, James Barkhouse – product stewardship
- **Group Executive, Technology & Information**, Sonia Greguol – digital strategies, privacy and cybersecurity
- **Group Executive, Nuseed**, Brent Zacharias – seed technologies, nutritionals and bioenergy solutions.

Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Management's approach to sustainability governance

ESG governance at Nufarm is outlined below, with appropriate governance mechanisms set up to monitor and mitigate the risks and opportunities of specific ESG topics.

Executive risk and compliance committee

The executive risk and compliance committee supports the board sustainability and environment, audit and risk, and people, safety and remunerations committees. The committee meets three to four times a year and during these meetings management are briefed on health, safety and environmental incidents, compliance matters, audit findings, key performance indicators and progress against our targets. The committee also has oversight of the group risk framework, which includes matters such as cybersecurity risk and modern slavery.

The committee is made up of the CEO, CFO, Group Executive, Supply Chain Operations, Group Executive, Growth and Sustainability and other select members from the executive leadership team.

Inclusion and diversity governance

Supporting the board people, safety and remuneration committee is the executive I&D steering committee, which is a vehicle for visible leadership, commitment and accountability, and positions inclusion and diversity as a core strategic priority for Nufarm. It also evaluates our policies and offers recommendations to the people safety and remuneration committee to foster a diverse and inclusive organisational culture. Meeting quarterly, the executive I&D steering committee aims to ensure we meet our diversity and inclusion objectives.

Each of our regions has its own I&D council, which is where action plans are developed and our people drive locally relevant and globally aligned initiatives. The three objectives of our I&D program are to increase I&D awareness, strengthen I&D leadership and attract and retain diverse talent.

[1] Michelle Monteiro took on the responsibility for sustainability on 1 July 2023.

We have strengthened our capability

In Q4 FY22, Alexandra Gartmann was appointed as a non-executive director. Alexandra chairs our newly established sustainability and environment committee. With over 25 years of experience in rural and agricultural sectors, Alexandra offers valuable industry insights. She currently chairs the Victorian Agriculture and Climate Change Council and has previously served as the CEO of Rural Bank, where she focused on sustainable practices and climate change solutions.

This year, we expanded the role of Michelle Monteiro, one of our longstanding executive team members, to Group Executive for Growth and Sustainability. Michelle's experience in performance improvement and growth positions her well to lead our sustainability efforts. Her strategic insight and understanding of our business will support the further integration of sustainability into our operations. This adjustment is an example of our investment in the area of sustainability in both strategic planning and daily activities.

Alexandra Gartmann, Non-executive Director

Michelle Monteiro, Group Executive, Growth and Sustainability

We have hired new employees into areas of risk management, government affairs and policy development.[2] We have deliberately sought ESG skills and experience for targeted new roles in the business and are building a community of sustainability professionals.

Shareholders

Board of directors

Sustaiability and environment committee	Audit and risk committee	People, safety and remuneration committee	Innovation committee	Nomination committee

Chief executive officer

Executive leadership team

Executive risk and compliance committee	Inclusion and diversity committee

Senior leadership team, encompassing management from each business function, each region and corporate management

People leaders

All other employees

[2] Sustainability Strategy & Engagement Lead - Bioenergy; Sustainability Industry and Government Relations Lead - APAC; Procurement Sustainability Lead - Global

How we do business matters

Our code of conduct guides our daily actions

Nufarm's code of conduct applies to all directors, employees, contractors, agents and representatives of the company.

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; and
- business must be conducted honestly and ethically, with skill and the best judgement, and for the benefit of customers, employees, investors and the company alike.

Our code of conduct outlines the expectations that guide the daily actions of our employees. It requires Nufarm to promote high standards of integrity by conducting our affairs honestly, ethically and responsibly. 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 audit and risk committee.

In October and November 2023, we delivered a training program in multiple languages for our code of conduct and whistleblower (speak up) policy. This program is required to be completed by all active employees by the end of 2023. By the end of November 2023, more than 90 per cent of active employees had completed their training in both our code of conduct and our speak up policy.

We review and update our policies

Policy owners keep the policies fit-for-purpose by reviewing them for relevance and effectiveness and compliance. The board approves core governance policies after the relevant board committee's review. Embedding policies across the organisation is an ongoing process.

In FY23, we updated three of the core group policies that underpin our code of conduct, in line with their standard review cycle. We plan to review our code of conduct in 2024.

These policies were:

- continuous disclosure policy and procedure (updated September 2023)
- group risk policy (updated September 2023)
- inclusion and diversity policy (updated November 2022).

Refer to Appendix 2. Our policies for more information on our core group policies.

We work towards a culture where all employees feel comfortable to speak up

Nufarm has in place a speak up (whistleblower) policy to provide a clear and transparent way for employees and contractors to report unethical, unlawful or irresponsible behaviour without fear of intimidation or recrimination. Our speak up program is designed to be accessible and inclusive, with multilingual support. We provide the means for individuals to come forward and, if they wish, to anonymously express their concerns about suspected misconduct or any actions that seem unethical, illegal, or simply out of place with our values. The audit and risk committee oversees the application of the speak up policy, including review of reporting trends.

Our approach to tax management

We seek to meet our responsibilities as taxpayers, adhering to tax obligations in all the jurisdictions where we conduct operations. Following tax rules wherever we do business means paying the correct amount of tax in the right place and at the right time. It involves sharing necessary details with tax officials and taking advantage of available incentives such as research and development tax credits.

Our board audit and risk committee oversees our tax strategy framework, which guides our decisions related to taxation and shapes our interactions with tax professionals and authorities. We have a commitment to openness, honesty, integrity, and transparency in all tax matters.

Our approach to compliance

We strive to meet all legal requirements and regulations in the countries and regions in which we do business as the expected minimum standard for our operations. In FY23, we had no material non-compliance issues in our operations.

We were fined £300,000 in August 2023 after pleading guilty to an incident in 2021, where two employees at our Wyke facility were accidentally exposed to chlorine gas and required hospital treatment. As a result of this serious incident, we voluntarily took steps to avoid recurrence, including purchasing personalised gas meters for use on site and updating relevant processes such as isolation procedures, process alarm management and training on hazardous substances.

We work to have constructive relationships with our regulatory authorities and comply with our regulatory obligations, however, in FY23, we received a US$8,500 fine at our Chicago Heights facility for exceeding a license limit on the site's domestic sewage discharge.

Our approach to managing risk

We regularly assess risks and opportunities affecting our business and the delivery of our strategy. This allows us to manage our challenges and take advantage of the opportunities for growth.

We have a comprehensive risk management program integrated across all business operations, which involves regular identification, assessment of likelihood and impact, and mitigation of financial and non-financial risks, including those relating to ESG. We refresh this regularly, to ensure it remains relevant to our current strategy and changing external elements such as geopolitical movements, current affairs, and societal and business trends.

Our approach is based on the principles embodied in ISO 31000:2018 Risk Management – Guidelines and the ASX Corporate Governance Council Principle 7: Recognise and Manage Risk.

The company's risk management framework, policies and procedures set out the roles, responsibilities and guidelines for managing financial and non-financial risks associated with the business. The framework, policies and procedures have been designed to provide effective management and governance of material risks at a level appropriate to Nufarm's global business. The risk framework, policies and procedures will continue to be enhanced as the group's operations develop and its range of activities expands.

The internal audit function and internal controls are the responsibility of the board audit and risk committee, which oversees and monitors the identification, assessment, management, prioritisation and reporting of financial and non-financial risks. An internal audit schedule is developed annually, and audits are conducted across the Nufarm Group to provide assurance over risks, processes and controls. Audit outcomes and progress to address audit actions are reported regularly to the board audit and risk committee.

More detail about our approach to risk and our risk management framework can be found in the Corporate Governance Statement of our FY23 annual report.

We continued our work to manage cybersecurity

The global increase in digitalisation and technological advancements can create significant business opportunities. However, our interconnectedness and dependence on digital infrastructure also expose us to the threat of digital piracy and the unauthorised release of sensitive information. Safeguarding our customers' data is paramount for us to retain their trust.

Our Group Executive, Technology & Information, Sonia Greguol, is responsible for all aspects of information technology, including cybersecurity. She provides regular reports to the executive risk committee and the board audit and risk committee regarding information security matters.

In FY23, we improved our overall system control maturity and decreased cyber risk in critical areas. We focused on the fundamentals: protecting our systems, assets, data, and identities, and making modifications as the cyber threat landscape changed. This has led to a reduction in the number of gaps or weaknesses in applications, operating systems and databases that could be exploited by a cyber attacker to gain access to systems or data vulnerabilities.

In FY23, there were no known instances of direct data breaches. However, we did encounter two cyber attacks, which were promptly identified and halted during their initial stages. Both these attacks exploited points of external vulnerability, and we have taken steps to remedy the vulnerabilities.

In the highly interconnected digital landscape of today, threat actors are constantly on the lookout for systems with weaknesses to exploit. By reducing our system's vulnerabilities, we are effectively minimising the opportunities for these threat actors to infiltrate our network. This improves the safeguards for our system's operations and enhances the trust our customers place in our ability to manage their information.

We identify modern slavery risks and act to address them

Modern slavery encompasses practices such as forced labour, debt servitude, compulsory marriage, and human trafficking.

We have put in place due diligence processes and controls to reduce the risk of modern slavery in our operations and supply chain. We follow the requirements of the UK and Australian Modern Slavery Acts and publish an annual modern slavery statement, with the most recent one (FY22) published in March 2023.

In May 2023, the Canadian Government introduced a new act, *Fighting Against Forced Labour and Child Labour in Supply Chains 2023*, which Nufarm will comply with and report against from FY23 onwards.

In this year's review of our supply chain and operations, we progressed our action plan to better understand and mitigate our potential modern slavery risks. During the year, we completed a number of actions, such as:

- launching a supplier ESG risk assessment platform to prioritise suppliers for assessment and expanding our supplier ESG assessment program
- implementing our raw material supplier audit program in India, and conducting in-person visits to those suppliers to assess various ESG policies and practices
- starting the transition of non-permanent employees in Indonesia onto permanent contracts to provide secure employment to this group of employees
- extending our short-term incentive program to foreign workers in Malaysia, to close the gap in employment conditions between foreign and national workers, and receiving approval from the Malaysian Ministry of Health to continue to employ foreign workers under the new Malaysian employment regulations
- conducting three on-farm audits in Turkey.

Our FY23 modern slavery statement will be published in early 2024.

Investigating modern slavery risks in agricultural supply chains

We have adapted our seed production model to suit local agricultural supply chains. In Turkey, we work with seed producers who contract small-holder farmers from local villages to grow our seed.

We review modern slavery risk factors and their effect on our supply chain and operations. In FY22, we identified a higher risk of modern slavery in agriculture in Turkey (when compared with other jurisdictions in which we operate) due to the presence of Syrian refugees residing in refugee camps. These individuals are particularly vulnerable to exploitation and forced labour, leading us to plan for in-person audits during the FY23 growing season.[1]

This year, our European Agronomy Manager conducted on-site audits for the first time, visiting three of our local Turkish seed producers. The audits examined factors such as the minimum age of workers, their legal status, whether workers incurred any debt in securing work, whether they were free to leave their place of work, and whether they were paid a fair wage for their work.

These audits gave us good insight since we could enter the fields where our seeds are grown, observe operations, and talk directly with labourers. The audit identified no issues of modern slavery.

We will continue on-farm audits in Turkey through early FY24, moving to farms closer to the Syrian border and aligning with the farming season.

[1] Office to Monitor and Combat Trafficking in Persons (2022) 2022 trafficking in persons report, United States Department of State, Washington, DC.

2 Solutions

We accelerate agricultural innovation

We deliver commercial solutions that contribute to addressing three of the many sustainability challenges the world faces.[1,2,3]

Nufarm's crop protection technologies and seed varieties are practical tools that farmers can rely on to help solve important farm management issues while addressing global challenges. We help farmers grow crops reliably and affordably. We invest time understanding the lifecycle of our core crops, and the pain points for growers and value chain stakeholders from planting to end-market consumption. It is this understanding that helps us create new, relevant solutions. Our Nuseed Omega-3 Canola, carinata and energy cane platforms are examples of where we are creating new solutions and business models that are unlocking new markets for agricultural products by leveraging the potential of plant science for local and global challenges.

Challenge 1: Providing food security and affordability to contribute to zero hunger

The challenge

By 2050, the world must feed 10 billion people using existing resources and land.[4] Innovative approaches to produce more food on less land with fewer resources is one of the contributing factors to making nutritious, safe, and healthy food accessible and affordable.

Nufarm's contribution

Nufarm provides practical crop protection products and seed variety solutions to help farmers grow crops reliably and affordably. As we look to the future, where resources will be even more limited, we are employing advanced assays and analytics to engineer active components and products that are effective in protecting crops from weeds, disease and pests, helping to protect yields. We are expanding our range of natural and biological products that complement synthetic chemistry solutions. Our product development efforts include developing new delivery methods and technologies that reduce drift and waste.

We use science to develop seed varieties crafted for local conditions, aiming to improve crop productivity through advancements in trait-specific germplasm. These advancements, combined with novel phenotypes, trait pairings, and data-driven recommendations, help advance our seed solutions.

Our subsidiary, Nuseed, has invested in breeding and technology that has led to the launch of improved varieties that align with grower and market needs. Our global breeding centres support crop advancements around the world in canola, sunflower, sorghum, carinata and energy cane.

As our customers seek solutions that protect yields with reduced chemical use, we are expanding our 'adjacent' solutions portfolio. Our collaboration with CROP.ZONE has produced NUCROP – Hybrid Electric Crop Protection, an innovative approach to weed control and crop desiccation that reduces chemical usage. Following field trials,[5] NUCROP is now commercially available in Europe.

WEED-IT, provided by our subsidiary Croplands in partnership with Rometron, the developer of the technology, offers a sustainable spraying solution that supports no-till farming practices. In FY23, Croplands formed a partnership with Robotics Plus to introduce an autonomous, electrical, small physical footprint sprayer for tree crop and viticultural markets, helping growers reduce their equipment GHG emissions and mitigate labour shortages.

Sustainability impact

Nufarm's solutions aim to maintain the long-term health of the land, combating the rise of resistance in weeds, pests and fungi. Effective resistance management is a part of our approach to extending the efficacy of our crop protection products. Introducing new products with novel modes of action is a way Nufarm helps to support farmers to manage resistance effectively.

By offering cost-effective resistance solutions, Nufarm enables growers to sustain high yields and keep food production costs affordable. This directly supports UN SDG 2: Zero hunger. Additionally, by maintaining yields on existing agricultural land, our solutions help reduce the expansion into new land, which aligns with UN SDG 15: Life on land.

Progress this year

In FY23, Nufarm's crop protection portfolio received 80 new registration approvals[6] and 24 label extensions.[7] We continue to advance our pipeline of products anticipated for release in the coming years. For our seed portfolio, the strong adoption of our new varieties indicates that we are meeting grower needs, with over 50 per cent of our Australian seed revenue in FY23 stemming from varieties launched in the past three years. Consequently, one in every two hectares of canola in Australia is sown with Nuseed genetics.[8]

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1 Ranganathan, J et al. (2018) How to Sustainably Feed 10 Billion People by 2050, in 21 Charts, World Resources Institute. https://www.wri.org/insights/how-sustainably-feed-10-billion-people-2050-21-charts
2 World Ocean Review (2021) The Ocean, Guarantor of Life – Sustainable Use, Effective Protection, World Ocean Review. https://worldoceanreview.com/en/wor-7/
3 Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.
4 How to Sustainably Feed 10 Billion People by 2050, in 21 Charts | World Resources Institute (wri.org)
5 Potato Link (2021) Technology test drive: Crop.Zone integrated weed management, Pototo Life, Spring 2021. https://crop.zone/wp-content/uploads/2023/03/PotatoLink-Edition-2_Spring-2021-1.pdf
6 Each country has unique rules around registrations and this number reflects in some cases the same product registered for multiple countries.
7 Label extensions require that we have proven the efficacy and safety of our product for additional crop uses.
8 Based on internal calculations combining data from the Australian Bureau of Agricultural and Resource Economics and Sciences (ABARES), our sales volumes and Nuseed's end point royalty (EPR) collection data

Nufarm's new products help address resistance challenges

Nufarm's latest advancements in herbicide technology, exemplified by Duplosan™ and Terrad'or, are making progress in addressing the challenges of herbicide resistance in agriculture. Through the integration of Duplosan™ in products such as Oxbow, Nufarm is offering an innovative solution for controlling tough weeds in cereals and fallow lands. This technology is particularly effective against kochia, a stubborn weed that has been challenging for North American farmers.

In 2021, Nufarm introduced Terrad'or to the Australian agricultural sector, providing Australian farmers with an affordable and effective weed control. Terrad'or is a herbicide designed to boost the performance of existing broad-spectrum herbicides. Its formulation targets challenging weeds, including those with moderate resistance levels, accelerating action and broadening the spectrum of control.

Australian grower Tim Squire and agronomist Darren Marquis have testified to Terrad'or's efficiency and cost-effectiveness. They stated:

'Terrad'or delivered a fantastic result at the 20g rate and it was really fast – we got complete knockdown in less than a week on the established radish we'd been struggling to control. Value for money was probably what stood out most for us. If we're not getting decent results for our weed control spend, it can have a significant impact on the bottom line. We were absolutely blown away when we saw what the Terrad'or did, particularly given where it sits in terms of cost. Nothing else we've used at this price point has given us such a consistent result so quickly.'

Together, these two products are examples of Nufarm's innovative approach to combating herbicide resistance, providing farmers with tools that are both effective and economically viable.

Challenge 2: Protecting marine biodiversity to improve life under water

The challenge

Over 80 per cent of the global population does not receive adequate amounts of omega-3,[1] an essential nutrient vital for eye, brain, and heart health. Wild fish stocks, the primary source of omega-3 for human consumption, are in decline and require conservation. Overfishing can seriously impact marine biodiversity. Around 34.4 per cent[2] of the world's fish stocks are currently overfished, which will lead to fewer fish for future generations and reduced biodiversity.

Nufarm's contribution

Nufarm has developed the world's first plant-based source of omega-3. Australian researchers from the Commonwealth Scientific and Industrial Research Organisation (CSIRO) and the Grains Research and Development Council (GRDC) have developed a way to produce a canola with the omega-3 producing capabilities of microalgae. Our Nuseed Nutritional's Aquaterra® and Nutriterra® are plant-based oil products derived from Nuseed Omega-3 Canola, tailored to fulfil human nutritional requirements.

Prior to this invention, the aquaculture industry would source from other fish the oil that is needed for fish to grow. Similarly, the nutraceutical market would also use small fish as a source for the omega-3 oil in its nutraceuticals products. Nuseed's proprietary Omega-3 Canola presents a viable alternative omega-3 source that can be grown like other crops and still meet the needs of the aquaculture and nutraceutical markets.

Nutriterra and Aquaterra are both certified as a Friend of the Sea® and were the first products to earn the new plant-based certification. Friend of the Sea is the leading certification standard for products and services which respect and protect the marine environment.

We achieved Excellence Through Stewardship (ETS) accreditation in the USA and Australia. ETS is a global non-profit organisation that promotes the universal adoption of product stewardship programs and quality management systems for the full lifecycle of agricultural biotechnology products. Accreditation involves multiple modules of operating procedures, quality assurance, site reviews and audits.

Sustainability impact

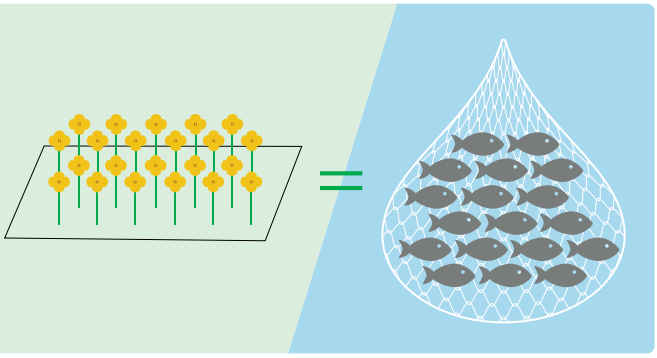
Utilising less than 5 per cent of the land currently dedicated to canola cultivation, Aquaterra and Nutriterra have the potential to double the global supply of omega-3 nutrition.[3] Omega-3 canola is processed in the same facilities as conventional canola, streamlining Aquaterra's and Nutriterra's production and market distribution. The cultivation of the crop used for Aquaterra and Nutriterra is less demanding on resources compared with traditional marine algal oil extraction and just one-two hectares of Nuseed Omega-3 Canola can produce as much docosahexaenoic acid (DHA) as 10,000 kg of wild caught fish.[4]

Progress this year

Marking an advancement in sustainable aquaculture, the Norwegian Food Safety Authority (NFSA) has this year approved the inclusion of Aquaterra omega-3 oil in fish feed. This decision affirms the product's safety and its significance for Norway's salmon sector. The endorsement paves the way for Nufarm to supply the Norwegian aquaculture market with a sustainable, plant-derived omega-3 source.

excellence through STEWARDSHIP

Just one-two hectares of Nuseed Omega-3 Canola can produce as much docosahexaenoic acid (DHA) as 10,000 kg of wild caught fish.[4]



[1] Stark, K et al. (2016) Global survey of the omega-3 fatty acids, docosahexaenoic acid and eicosapentaenoic acid in the blood stream of healthy adults, Science Direct. https://www.sciencedirect.com/science/article/pii/S0163782715300333
[2] Food and Agriculture Organization of the United Nations (2022) State of World Fisheries and Aquaculture 2022 (SOFIA) report, UN FAO. https://www.fao.org/documents/card/en?details=cc0461en
[3] Xhou, X et al. (2023) New sustainable oil seed sources of omega-3 long-chain polyunsaturated fatty acids: a journey from the ocean to the field, MDPI. https://www.mdpi.com/2071-1050/15/14/11327
[4] Fazer, S. (2018) OM(e)G(a)! Omega-3 canola gets the green light, CSIRO, https://blog.csiro.au/omega-omega-3-canola-gets-green-light/

Norway market opens for Aquaterra®

Norway leads the world in farmed salmon production, producing more than 1.6 million tonnes each year.[5] Central to the health and welfare of these farmed salmon is the provision of omega-3 oils, a critical component whose scarcity has become a bottleneck for the industry's expansion. Nuseed's Omega-3 Canola presents a commercial solution, with the potential to produce the same amount of DHA as 10,000 one-kilogram wild fish from just one to two hectares of cultivation.

Aquaterra, a product of biotechnological ingenuity, has earned the distinction of being the first product of its kind authorised for use in fish feed applications under the food act by the Norwegian Food Safety Authority (NFSA). Brent Zacharias, Group Executive at Nuseed, celebrates this achievement, '*This approval is groundbreaking and further validation of Aquaterra's safety and importance to Norway's salmon industry.*'

The efficacy of Aquaterra is backed by collaborative research with NOFIMA, Norway's esteemed applied research institute in aquaculture. Studies indicate that salmon fed with Aquaterra-enriched diets yield fillets of superior quality, enriched with higher omega-3 levels.

With aquaculture accounting for over half of the fish consumed globally,[6] advancements in aquaculture practices can have meaningful impact. Benita Boettner, Global General Manager of Nuseed Nutritional, shares her enthusiasm, '*Advancing the seafood industry is essential because farmed fish are less resource-intensive and have a lower carbon footprint compared with other proteins.*'

[5] Jensen, B & Evans, J (2023) New ranking of the world's top salmon farming companies shows some big shifts, IntraFish. https://www.intrafish.com/salmon/new-ranking-of-the-worlds-top-salmon-farming-companies-shows-some-big-shifts/2-1-1455113

[6] National Oceanic and Atmospheric Administration Fisheries (n.d.) Aquaculture, US Department of Commerce. https://www.fisheries.noaa.gov/topic/aquaculture#:~:text=Globally%2C%20aquaculture%20supplies%20more%20than,percentage%20will%20continue%20to%20rise.

Challenge 3: Decarbonising emissions-intensive industries to contribute to climate action

The challenge

There is an urgent need to produce renewable feedstocks to help decarbonise hard-to-abate sectors such as aviation.[1] Greener alternatives that can replace the liquid fossil fuels we will rely on to meet our ongoing transport needs will be an important part of the solution to reduce our carbon emissions from air, land and sea transport. The International Energy Agency anticipates a 22 per cent rise in global biofuel demand within the next five years, with the United States, Canada, Brazil, Indonesia, and India driving 80 per cent of this increase.[2]

Nufarm's contribution

Our Nuseed Carinata is an independently certified,[3] non-food cover crop, cultivated in the intervals between main crop cycles and processed for its oil to create a lower-carbon biofuel, with the by-product serving as a source of traceable, non-GMO plant protein. This crop serves as a protective layer for the soil during the off-season, capturing atmospheric carbon and restoring soil carbon as it grows. Our Nuseed Carinata program incentivises farmers to follow the required sustainability criteria as set out by the RSB and does not require additional acres of land.

Nuseed Carinata is recognised by the International Civil Aviation Organization (ICAO) as having similar industry-leading greenhouse gas (GHG) savings as waste, like used cooking oil. The product is listed as a feedstock for ICAO's carbon offsetting and reduction scheme for international aviation (CORSIA) sustainable aviation fuels. Nufarm has secured a 10-year off-take agreement with bp, who transform the carinata oil into a sustainable biofuel, offering a greener alternative to fossil fuels. The airlines who then buy and use that fuel would see the benefit of emission reductions when compared with using traditional fossil fuels.

Another development for Nufarm's bioenergy platform is energy cane. Energy cane is a specially bred crop that produces a greater ethanol and bio-electricity per hectare of production than traditional sugar cane. Energy cane also has the ability to be grown on degraded land that is not suitable for primary food production.

Sustainability impact

Nuseed Carinata, a non-edible crop, is cultivated on existing farmland during the intervals between main food crop cycles. The crop not only yields oil but also produces a by-product that is a source of traceable plant protein. The entire production process of Nuseed Carinata is tracked, independently audited and certified by the Roundtable on Sustainable Biomaterials (RSB). Farmers benefit financially from adopting these certified sustainable practices. Beyond serving as a sustainable, lower-carbon fuel source that can replace fossil fuels and cut emissions, Nuseed Carinata also captures atmospheric carbon and enhances soil carbon, thus improving soil health.

Energy cane stands out from sugar cane with its distinct sustainability benefits. It boasts 150 per cent more biomass than conventional sugar cane, which can increase ethanol output by 20-30 per cent per hectare. Additionally, its growth characteristics allow for 8-10 harvests, compared with 4-5 for traditional sugar cane, effectively doubling the crop's longevity.

As a versatile, low-cost feedstock, energy cane is capable of producing ethanol, electricity and biogas, even in areas of lower rainfall and poorer soil quality, demonstrating its biomass advantage under challenging conditions.

Progress this year

We are advancing the scale of our commercial production of Nuseed Carinata. In January 2023, the inaugural shipment of Nuseed Carinata, towards the bp offtake agreement, departed from the port of San Pedro, Argentina, bound for France, where Saipol will undertake further processing. Commercial production is expanding geographically. We extended the carinata program to include Argentina, Uruguay and southern United States in 2022. These efforts aim to boost production in the future to satisfy the increasing demand for certified low-carbon feedstock. Additionally, research and market development initiatives are in motion in Europe, Brazil and Australia, marking a further step in our global expansion strategy.

Reaching aviation markets

In 2022, Nufarm and bp formed a new relationship through a long-term strategic off-take and market development agreement. Under this 10-year initial term, bp will purchase Nuseed Carinata oil.

Nuseed is set to further develop its network of dedicated growers and partners, ensuring the delivery of carinata oil to bp or its affiliates. To maintain its Roundtable on Sustainable Biomaterials (RSB) certification, Nufarm's network of growers complies with the high standards set by the RSB.

The carinata oil will be refined and marketed by bp or its affiliates and introduced into markets for the production of sustainable biofuels. Here, bp's global Trading and Shipping (T&S) team plays a crucial role, leveraging their extensive reach to help with the market adoption of Nuseed Carinata.

Carol Howle, Executive Vice President of T&S, highlights the essence of this collaboration: '*Sustainable biofuels have a vital role to play in decarbonising transport. Working with Nuseed enables us to utilise their sustainable feedstock to tackle carbon emissions in challenging sectors such as aviation, fostering the growth of sustainable aviation fuel and other biofuels.*'

CORSIA

RSB CERTIFIED

[1] Masum, FH et al. (2023) Supply chain optimization of sustainable aviation fuel from carinata in the southeastern United States, Renewable and Sustainable Energy Reviews, Vol 171, January 2023, 113032.

[2] International Energy Regulator (2023) Will energy security concerns drive biofuel growth in 2023 and 2024?, Renewable Energy Market Update. https://www.iea.org/reports/renewable-energy-market-update-june-2023/will-energy-security-concerns-drive-biofuel-growth-in-2023-and-2024 – Renewable Energy Market Update - June 2023 – Analysis - IEA

[3] Carinata is certified by the Roundtable on Sustainable Biomaterials (RSB)

We collaborate with partners to develop new solutions

We collaborate with research and development organisations, including universities, to innovate and expedite the delivery of new solutions to the market. Our strategy leverages the specialised knowledge of these partners, enhancing our research and development efforts.

Driving sustainable agriculture in western Canada

In 2023, Nufarm entered into a partnership with Olds College of Agriculture & Technology in Alberta, Canada. This collaboration marked a step towards advancing agricultural innovation and sustainable farming practices in western Canada.

The agreement establishes a strategic framework for the development and testing of agriculture technologies, plot trials of chemistry and biological technologies, agronomic training, and applied research projects related to smart agricultural technology. It provides Nufarm with up to 80 acres of land at the Olds College Smart Farm, facilitating research and development.

This partnership brings together the expertise of both entities to harness the full potential of the AgSmart Ecosystem. The Smart Farm provides a platform to test and develop novel techniques and products, accelerating the transition to more sustainable farming practices.

Through this collaboration, Nufarm aims to develop services and products specifically designed for the growing conditions in western Canada. This regional focus ensures that the solutions developed are not only innovative but also practical and effective for farmers across western Canada.

Extending the NuBio range of products in Europe

This year Nufarm signed an exclusive distribution agreement with Brandon Bioscience for SEALICIT® in Europe. SEALICIT is a biological plant bio-stimulant.

SEALICIT plays an important role in increasing crop yield in oilseed rape. The yield a grower can achieve from this crop is limited by the plant's mechanism to efficiently and successfully disperse its seed for natural propagation. Pod shattering is particularly exacerbated by weather conditions, such as heavy wind and rain. In the UK it is estimated that pod shattering can result in 15-25 per cent loss in crop yield.[1]

SEALICIT is based on an extract from the seaweed *Ascophyllum nodosum* and is able to reduce the activity of key pod shatter genes in the oilseed rape. As a result, the pods are more resistant to pod shatter.

The use of SEALICIT helps to increase crop yields; farmers can maximise yield by waiting for their plants to completely ripen before harvesting and they can plan the harvest timing to best suit farm operations, rather than needing to react to heavy winds and rainfall events. Reduced pod shatter also results in fewer volunteer oilseed rape plants, which normally need to be controlled in the subsequent season.

SEALICIT is a good example of Nufarm building collaborative partnerships to bring solutions to market.

[1] Łangowski, Ł, et al. (2019) A plant biostimulant from the seaweed Ascophyllum nodosum (Sealicit) reduces podshatter and yield loss in oilseed rape through modulation of IND expression. Sci Rep 9, 16644. https://doi.org/10.1038/s41598-019-52958-0

We practice responsible product stewardship

Our crop protection teams work across the end-to-end value chain in four major areas of product stewardship.

Our product stewardship is defined by robust governance and processes, ensuring productivity and sustainability from initial development through to post-launch oversight. We cover all lifecycle stages, including pre-development, development, advancement, and product launch, with a focus on optimal and safe usage education. The outcome is products that deliver effective results, enhance customer productivity and consider sustainability issues such as impact to the environment, human health and economic impact for farmers.

Product stewardship delivers value for Nufarm and our customers and supports our joint sustainability goals

- Develop, test and register products to country and Nufarm's standards
- Procure and manufacture to quality and environmental standards
- Provide technical and application product knowledge and advice
- Provide options for safe return, reuse and disposal

In seed technologies we are committed to stewardship by protecting our proprietary crops and strengthening industry compliance.

Nuseed Nutritional aims to uphold the highest stewardship standards as a member of Excellence Through Stewardship (ETS). ETS is a global non-profit organisation advocating for the adoption of stewardship programs and quality management systems throughout the agricultural technology product lifecycle. Our Nuseed Omega-3 Canola, from which Aquaterra® for aquafeeds and Nutriterra® for human nutrition are derived, has passed an independent ETS Stewardship Audit.

This annual audit verifies that our operations adhere to the necessary stewardship programs and robust quality management practices. Nuseed Omega-3 Canola is traced through the identity-preservation system. This system maintains strict records at each checkpoint, tracking lot and seal numbers, field locations via GPS, and bin locations, coupled with sample testing for quality, genetics, and fatty acids during the transition from field to receiver.

We also maintain a series of accreditations for our carinata oil, providing assurance that it is cultivated in accordance with the established industry standards.

We develop, test and register products to the required standards

Nufarm is committed to safety and environmental conservation, ensuring our products contribute to securing crop yields and upholding registration standards. In each of the countries where our products are registered, we follow the standards that are set out by the regulatory body that grants the approval of those products being applied to a particular crop in a particular way. While regulatory standards and procedures for product registration vary by country, the overarching goal is consistent: to ascertain product safety for human and environmental health across the markets in which we operate.[1]

We comply with environmental legislation and our internal policies. Every crop protection product we offer is labelled in accordance with local regulatory standards, ensuring approval by the respective authority.

We aim to procure and manufacture to quality and environmental standards

We are committed to responsible procurement

We have a large supplier base and a spend this year of over A$2.5 billion. We work to build long-term relationships with our suppliers to support the extended time horizons we face in developing, registering, and bringing our products to market.

One of the measures we have begun, and intend to roll out to all suppliers, is to require our suppliers to commit to our global supplier code of conduct. This sets out our expectations to suppliers on matters such as human rights, legal and ethical business practices, health and safety standards and environmental sustainability.

We have established and trained our procurement team in our sustainable procurement policy and delivered training on modern slavery to help navigate the many sustainability risks and benefits that need to be understood and balanced as part of the sourcing process. This complements our procurement policies on responsible business conduct.

We partner with Ecovadis, a global leader in supplier corporate social responsibility (CSR) assessment, to evaluate key current and new suppliers. Our ethical sourcing metrics can be found in Appendix 10. Our ethical sourcing data.

We aim to manufacture to our quality and environmental standards

Our customers are at the centre of everything we do so it is important that our commitment to high-quality, safe, effective and reliable seed and crop protection products is carried through our entire supply chain, starting from the raw ingredients we buy, continuing to our manufacturing processes and finally through to healthy and productive crops.

We work to deliver on this ambition through building a culture that is committed to quality assurance. In addition to assessing our suppliers' CSR performance, we evaluate the quality of their products and quality assurance processes. At our locations, we operate to industry standard and quality procedures and processes through the implementation of our corporate quality policy and standard. Our sites at Merak, Indonesia; Gaillon, France; and Wyke in the UK have ISO 9001 quality management systems in place.

We apply our HSE policy, environmental standards and procedures at our locations to minimise adverse environmental impacts. More detail on our approach to environmental management can be found in Section 4 Planet.

Progressing ethical sourcing with Ecovadis

This year we extended our use of Ecovadis' supplier corporate social responsibility (CSR) assessment platform with the addition of Ecovadis' IQ Plus.

With a large supplier base of over 7,000 direct and indirect suppliers, it is important for us to find ways to efficiently understand our suppliers' sustainability risks so we can focus our efforts to drive the most change.

IQ Plus brings sustainability risk intelligence to our supplier management process, using Ecovadis' large supplier sustainability database to more quickly provide a sustainability risk rating of our suppliers. This has enabled us to assess 5,500 suppliers for sustainability risks so far.

We now have the ability to engage with higher-risk suppliers and determine whether a more comprehensive CSR assessment is warranted, offering a detailed view of our suppliers' ethical, social, and environmental impacts, risks and controls and rating the companies on these sustainability themes.

We expanded our ethical sourcing program from almost 100 in FY22 to more than 400 in FY23, an increase of over 300 per cent that sees 44 per cent of our total supplier spend in our ethical sourcing program.[2]

[1] Testing requirements to bring a product to market vary by market, type of product, crop, formulation type and active ingredient.
[2] Refer to Appendix 3. Entities included in this report for list of entities included in this calculation.

We practice responsible product stewardship continued

We provide technical and application product knowledge and advice

Within established industry frameworks we support growers' training in the safe use of our products, and also produce safety data sheets (SDS) for each product. These contain detailed emergency response information and are complemented by technical notes that advise on approved crops, correct usage rates, and optimisation strategies.

Our field teams, which we establish in the communities using our products, can address technical queries from growers, agronomists, and channel partners, as well as undertake on-farm visits to offer bespoke guidance. As part of technical support we facilitate field days and demonstration events where growers, agronomists and channel partners can learn how to maximise the benefits of our products.

Tailored product stewardship initiatives, such as SprayWise Decisions® in Australia and Spraywise in the UK are responsive to regional needs, enhancing farmers' knowledge and application techniques. As part of Agsafe in Australia, we contribute to the training on safe chemical handling, while our virtual learning series in the United States offers comprehensive online education. In Indonesia, we are developing mobile applications to assist farmers in addressing their challenges and understanding Nufarm's solutions.

We provide options for safe return, reuse and disposal

Our labels provide guidance on product use and disposal to protect people and the environment. Market conditions vary, influencing return and reuse options, yet we actively collaborate with industry groups to forge effective, unified solutions. Simplified and accessible methods have led to a higher adoption rate among growers.

To reduce packaging waste, we have partnered with some of our suppliers to shift from packaged raw materials to bulk containers. When bulk containers are not feasible, waste service providers clean large steel and plastic drums for recycling or reuse. Intermediate (1,000 L) bulk containers used for raw material storage and product distribution are typically dismantled; their steel cages are reused, and the plastic bladders recycled when they've reached the end of their useful life.

We engage with local service providers and charities in some of our locations to collect empty product containers from farmers, participating in initiatives such as drumMUSTER in Australia, ACRC in the US, PAMIRA in Germany, and COVADA-Adivalor in France. Customer support extends to retrieving old or damaged products through entities such as Agsafe's ChemClear in Australia and Cleanfarms in Canada, ensuring the safe disposal of obsolete chemicals.

Our involvement in crop protection container return programs offers convenient drop-off points for growers to dispose of our used packaging, which is then collected, cleaned and recycled. These programs are successfully diverting plastic containers from landfills.

3 People

Our people make a difference

At Nufarm, we recognise that our employees are central to our success.

We aim to create a culture that encourages all of our people to be safe, stay curious, own their growth, and come as they are. We believe these are the attributes that will enable us to deliver on our ambition to be an agricultural innovator.

Nufarm's approach to people is one where we aim to ...

- … uphold safety and wellbeing
- … live our values everyday
- … actively listen to our employees
- … empower our employees to own their growth
- … value inclusion and diversity and want our employees to 'come as you are'
- … foster a collaborative workplace

These elements combine to create Nufarm's unique culture, which our employees and customers value.

Our workforce is global

As an agricultural innovator, it is crucial that we cultivate a diverse workforce and inclusive workplace. We are proud to have people from over 80 different nationalities working across 32 countries. Our teams mirror the diversity found among our customers, the markets we engage in, and the communities we support.

We grew our global team in FY23 and are now a community of 3,059 full-time equivalent (FTE) employees, up from 2,811 in FY22. This nett year-on-year increase of 248 roles, predominantly in the supply chain, sales, and portfolio functions, is helping us to implement our business growth strategy.

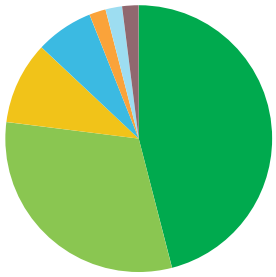
Our commitment to stable employment remains strong, with 93 per cent of our team being permanent employees, compared with
89 per cent last year. The remaining 7 per cent are contract or non-permanent employees, down from 11 per cent in FY22. This change is a direct result of progress made to transition our large non-permanent sales force in Indonesia to permanent contracts. This three-year plan was identified as part of our modern slavery risk management activities and provides greater employment security to this group of employees.

Wherever practicable, we support flexible work arrangements: 3 per cent of our workforce work in part-time roles, the same proportion as last year, with men making up 28 per cent of our part-time workforce, up from 23 per cent in FY22. Women still lead in this space, with 72 per cent of our part-time roles being filled by women, down from 77 per cent last year.

We also employ casual and contract labour for short periods to support our manufacturing operations during high seasonal demand. In FY23, we estimate this was 6.0 per cent of our workforce (measured as headcount).

More information on our employee demographics, gender and employment practices is in tables 28 to 38 in Appendix 9. Our employee data.

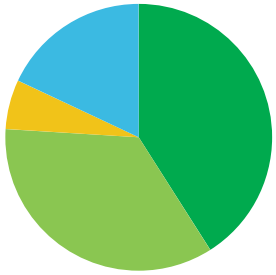
Our employees' functional departments[1]



Supply chain	46%
Sales	31%
Portfolio solutions	10%
Finance	7%
Corporate	2%
Information technology	2%
Human resources	2%

1 Measured as full-time equivalent (FTE) employees.

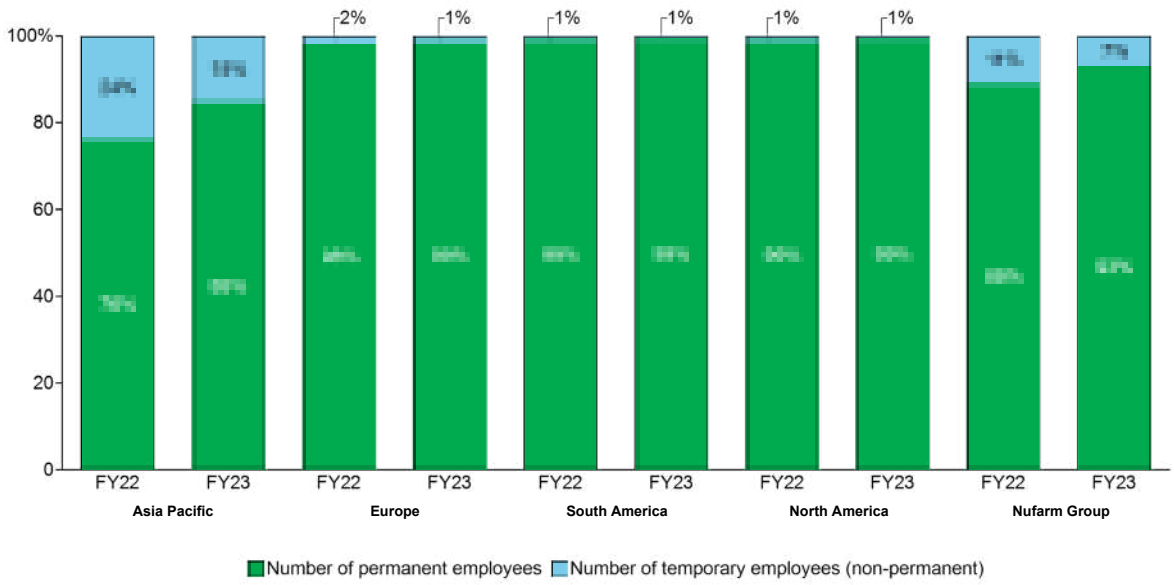
Our employees' locations[1]



Asia Pacific	41%
Europe	35%
South America	6%
North America	18%

1 Measured as full-time equivalent (FTE) employees.

Our employee's employment contracts per region



We value safety above all else

At Nufarm, we value the safety of our team, our products, our customers, and our community. We believe that every incident is avoidable, and we all play a vital role in ensuring a safe environment for everyone who works with us or visits our sites. We know that by putting safety first, we're not just protecting today, but we're also paving the way for a better tomorrow.

Our approach to health and safety governance

The board has assigned the responsibility of overseeing and monitoring the identification, assessment, management, prioritisation and reporting of occupational health and safety risks to the board's people, safety and remuneration committee. Process safety management is overseen by the board's audit and risk committee. Our executive risk and compliance committee assists in this process in its role overseeing the implementation and operation of the risk management framework and internal compliance and control system across Nufarm to ensure effective management of financial and non-financial risks including health and safety. These committees meet regularly to review any health and safety incidents, compliance issues, audit findings and performance metrics.

Our safety management system (SMS) embodies our corporate health, safety and environment (HSE) policy, HSE standard, HSE procedures, and site-specific HSE procedures, with a particular emphasis on process safety. This systematic framework cascades from our corporate office down to regional and site locations. A key feature of our SMS is its inclusivity: it extends to all Nufarm employees and non-employees whose work or workplace is under Nufarm's control. The SMS encompasses important health and safety elements such as incident and injury reporting and investigation, management of change, training and competency, and emergency planning and response and is supported by our extensive network of qualified and industry-experienced health and safety professionals and line managers.

Each of our crop protection manufacturing sites has an HSE management team that ultimately reports to our group executive for supply chain operations.

The sites also have site-specific health and safety committees. These committees, consisting of employees and managers, monitor performance and identify safety improvements and distribute the learnings. Complying with regional regulatory requirements, these committees often include employee-elected representatives with defined roles and powers. The committees typically meet monthly or quarterly.

Our HSE standard requires all employees and non-Nufarm personnel to halt any activity they perceive as potentially harmful or dangerous and to report these conditions to management. We aim to foster a culture where safety risks are reported without fear of negative repercussions. Our speak up (whistleblower) policy supports this approach, and our integrity helpline is available as a confidential avenue for reporting safety concerns.

At site, regional and global levels, monthly reports track health and safety performance indicators, including process safety metrics. These include serious injury frequency rate (SIFR) and lost time injury frequency rate (LTIFR) calculated per million hours worked for employees and contractors. Process safety metrics that measure the efficiency of our process safety management system are also reported, covering loss of containment incidents, asset integrity, change management, and operational safety measures.

There were no material incidences of non-compliance with health and safety regulations identified during FY23; however, we received a fine from the Health and Safety Executive in the UK relating to an incident in FY21. More information about this incident can be found on page 22.

We are focused on reaching our target of zero injuries

Our leaders and teams work together to deliver on our objective that 'everyone goes home safely' every day.

This year, we are pleased to report that eight of our 11 crop protection manufacturing sites achieved a lost time injury (LTI)-free year. Despite the continued efforts of the manufacturing sites that achieved an LTI-free year, disappointingly we saw an increase in the LTIFR across our business over the past five months, with a year-on-year increase in the LTIFR from 0.81 in FY22 to 1.46 in FY23. About half of the reported LTIs were incurred in business areas other than our crop protection manufacturing sites, including in a recently acquired business. We aim to increase our safety awareness and training effort on the non-crop protection manufacturing sites going forward. Where data is available we obtain benchmarks within our regions and industry. The LTIFR of Australian chemical industries as reported by Chemistry Australia was 3.74 in 2022.[1]

We made a modest improvement in the number of serious injuries (SI) this year, with 18 in FY23 compared with 19 in FY22. The SI comprises the total number of medical treatment injuries (MTI) and lost time injuries (LTI). Although the LTIFR increased this year, the number of MTI cases was less than in FY22. The SIFR has consequently remained at a similar level: 2.92 in FY23 compared with 3.07 in FY22.

Turning around our injury trend remains a priority, and we will strive to improve our safety culture, performance and training, and continue investing in safe and sustainable operations. Prioritising safety is non-negotiable. As a business and collectively as an industry, it is our responsibility to learn from these incidents and prevent their reoccurrence.

Our detailed health and safety performance data can be found in tables 7 to 11 in Appendix 7. Our health and safety data.

Serious injury frequency rate (SIFR) and lost time frequency rate (LTIFR) – rolling 12-month averages (per million hours worked)

1 All injury rates include injuries of employees and workers whose work/workplace is controlled by Nufarm. They are calculated using the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm. While workers whose work/workplace is controlled by Nufarm includes professional service providers and technical contractors, we include injuries for these groups but not hours worked as we do not have a business system that captures this information globally.

[1] Chemistry Australia (2022) Health and safety performance report 2022, Chemistry Australia. https://www.chemistryaustralia.org.au/docs_mgr/Health__Safety/HS_Performance_Report_2022_FA1_Digital.pdf https://www.chemistryaustralia.org.au/docs_mgr/Health__Safety/HS_Performance_Report_2022_FA1_Digital.pdf

We are committed to responsible process safety

As operators of licensed major hazard facilities, one of our most significant challenges relate to the handling and processing of chemicals. Our process safety management program facilitates a systematic approach to identifying and controlling hazards at manufacturing sites where a loss of containment could affect employees, the environment or local communities.

We actively manage our process safety risks using a hierarchy of controls

A hierarchy of controls for a major hazard site is a structured approach to managing and reducing risks. It begins with the highest priority, which is eliminating hazards entirely, followed by replacing hazardous materials or processes with safer alternatives. If elimination or substitution is not possible, engineering controls are put in place to contain and mitigate risks. Administrative controls establish procedures and protocols, while personal protective equipment (PPE) offers the last line of defence. This hierarchy aims to provide a systematic and effective approach to minimise potential harm to people, property, and the environment in major hazard environments.

Hierarchy of controls flow diagram

We train our people in safe work practices

Health and safety training is important for building capability and responsibility. All employees and non-Nufarm personnel (such as contract workers) undergo occupational health and safety induction training when they join the company. Depending on a person's role and the potential hazards on the job, they may receive additional training. Workers on a chemical manufacturing site receive training in areas such as chemical safe handling procedures, confined space entry, chemical and electrical isolation procedures, fire safety, permit to work, and dangerous goods.

We use training needs assessments and competency-based training techniques. Training varies, and may include online, classroom-style, on-the-job training or a combination of these, supervised by qualified personnel. We maintain individual training records, and our training systems schedule follow-up refresher training as required.

In the past year, we have delivered an average of 18 hours of health and safety training to over 2,000 (65 per cent) Nufarm employees. Additionally, more than 1,400 non-Nufarm personnel, including contractors, engineers and maintenance staff who typically work on our sites temporarily, received an average of 2 hours of health and safety training.

Enhancing road safety with our driver safety training program

At Nufarm, we are aware that driving, especially for business purposes, presents a considerable non-manufacturing risk. A portion of our workforce, particularly our sales representatives, spends a substantial amount of their working hours on the road visiting customers. From time to time other employees may also need to drive for work, often in unfamiliar locations or using rental vehicles. Recognising these risks we have implemented a comprehensive driver safety training program to promote safe driving practices.

Our yearly program is an online, interactive course designed to be self-paced, accommodating the various schedules of our employees. It involves 12 modules (one per month) and it is expected that the approximately 350 current participants will complete the training in July 2024. The primary focus is on defensive driving techniques, equipping our employees with the knowledge and skills to respond effectively to unexpected situations on the road. The underlying principle of this initiative is simple yet impactful: by educating our employees about safe driving habits and preventative measures, we aim to reduce the risk of road accidents.

We broadened the reach of this program beyond our workforce. Each employee can invite an immediate family member to take part in the course. We have 25 family members signed up so far. This gesture not only reinforces our commitment to safety but also helps us promote safe driving habits within our local community.

In essence, our driver safety training program is more than just a risk mitigation strategy; it embodies our dedication to fostering a safer community, both within and outside our organisation.

We clearly communicate potential hazards

Safety and hazard communication plays a key role in keeping us safe. This involves prominently labelling hazardous materials and processes throughout our facilities. We ensure that crucial resources such as safety data sheets (SDS) and other informative documentation are readily available. This gives our employees and emergency responders the knowledge they need to navigate our work environment safely.

We regularly review our emergency preparedness and response

Our sites regularly review their operations and assess credible emergency scenarios. Based on these scenarios, they establish appropriate emergency response plans to guide emergency responses. Emergency response plans consider potential impact on neighbouring facilities, engagement with emergency responders and general response strategies for different scenarios, including incident control, employee evacuation, communications and assessments for return to work or resumption of operations.

These emergency response plans are used in employee training. For example:

- At our manufacturing site in Malaysia this year, we trained all internal ERT members in fire fighting according to the emergency plan.
- At our manufacturing sites at Wyke and Gallion this year, we conducted emergency response exercises with the external fire and rescue services. These exercises involved our emergency response teams (ERT) coordinating with the external emergency responders to attend to credible emergency scenarios.

Community of practice: process safety management at Nufarm

Nufarm is committed to improving its process safety management around the world. We have an internal audit program focused specifically on health and safety. An important goal of the program is to identify gaps and areas for improvement in our process safety management (PSM) system to ensure the safety of our workforce and the integrity of our operations.

In August this year, we held a four-day workshop at one of our manufacturing sites in Chicago. The workshop brought together process safety experts from the company's global sites to exchange knowledge and practices, fostering our culture of continuous improvement in safety. The collaborative nature of the event resulted in a wealth of insights and ideas that will be used to improve the company's overall safety performance.

Recognising that safety leadership starts at the top, we also provided specific process safety awareness training to our executive leadership team and board members. This training aimed to enhance the understanding of process safety elements and their role in mitigating risks. This proactive approach to safety management will help us to better understand our potential risks and implement measures to manage and mitigate them effectively.

A robust process safety management system, continuous learning, and strong safety leadership are all important in creating a safe and efficient operational environment and safety culture.

We manage and monitor our safety risks

We use quantitative and qualitative risk assessment methodologies to understand our inherent risk levels and determine management strategies to reduce them to an acceptable level. These range from the relatively simple Take 5 type approach to hazard and operability studies (HAZOP) and human factors analysis for more complex situations. We analyse complex, low frequency, high consequence scenarios that could occur at major hazard facilities.

We maintain an incident management system

We maintain a record of hazards and incidents in our incident reporting and investigation system, which is accessible to all our staff. We take a participatory approach to investigations, with the methods employed depending on severity of the hazard or event or its potential impact. Each of our operational sites conducts incident management training programs, and we have dedicated HSE professionals who are trained to facilitate more complex investigations using methodologies such as root cause analysis. In cases of significant incidents, we ensure timely notification to the Nufarm CEO within 24 hours. Our commitment to safety extends to contracted labour and service providers, who fall under the umbrella of Nufarm's safety management system. Any incidents involving contractors are recorded in our incident reporting system and are included in our injury statistics.

In FY24, we will introduce a new business system for reporting and managing incidents. This initiative should not only enhance our ability to report and analyse HSE incidents but also strengthen our approach to compliance and risk management. One of the primary objectives of this new system is to strengthen the reporting of hazards and near misses, thereby fostering a culture of continuous improvement in injury prevention.

We review our performance

During FY23, we conducted corporate health and safety audits at five of our 11 crop protection manufacturing locations, including sites in Australia (Pipe Road), the UK (Wyke), Malaysia (Port Klang), Indonesia (Merak), and the US (Chicago Heights). We evaluated the sites against our process safety management (PSM) standard, which encompasses15 elements such as hazard identification risk assessment and control (HIRAC), permit to work, management of change, and asset integrity.

Government and other regulatory and statutory authorities regularly audit our sites to confirm compliance and we also use external auditing organisations on an ad-hoc basis to test particular sites.

We cultivate a culture of safety and responsibility

This year, we bolstered our team by putting new health and safety experts in various regions. In addition, we recently refreshed our seven non-negotiable life-saving rules to help protect every Nufarm worker. These rules encompass important safety protocols, including life-saving safety procedures, machinery safety, handling suspended loads, managing ignition sources, addressing drugs and alcohol, prioritising personal protective equipment (PPE), and reporting incidents.

87

Safety climate score[1]

Our people agree that safety is a top priority at Nufarm.

[1] From our 2023 Nufarm Voice survey results; scored out of 100. At the end of FY22 our safety climate score was 88.

We provide wellbeing support for our employees

We provide health and wellbeing services globally

Nufarm works towards creating a stronger and healthier workplace and offers health and wellbeing services to our employees across all our global operations. These services vary depending on the size and nature of each manufacturing site, as well as the availability of local medical facilities. For some sites, we have dedicated on-site medical centres that are staffed with company occupational health nurses and other healthcare professionals. In other cases, we collaborate with local providers to deliver these services. Our employees have access to these services during their working hours on site.

We implement specialised medical surveillance programs tailored to our manufacturing processes, the materials involved, and potential exposures at our sites. These programs adhere to the standards set by relevant health authorities. Confidential employee medical records are maintained in accordance with established medical standards and practices.

In FY22, we introduced Lifeworks (now called TELUS Health) as Nufarm's employee assistance program provider, which delivers global health and wellbeing services across physical, mental and financial health. We offer this service to employees and their immediate families.

This year over 1,000 employees and 40 family members participated in online wellness programs, such as those to help people manage stress, grief, working from home, work-life balance and more. TELUS provides a Total Wellbeing Index (TWI), with Nufarm participants ranking 70 against a median benchmark score of 63.

We have a wellbeing program

Aligned with global initiatives, we acknowledge mental health is a universal human right. In FY21, we kicked off our mental health month, which was so successful each year that we have now extended it to a broader 'wellbeing month'. Our first wellbeing month took place in October 2023; the beginning of FY24.

Around the world, our teams embraced our latest wellbeing month with activities to help our people improve their mental health and wellbeing. In New Zealand, our team adopted walking meetings, a simple change that promotes both physical and mental health. In Australia, our team focused on nutrition and sleep hygiene, and in Indonesia, our team set up a dedicated recreation lounge for employees as a place where colleagues can pause and reconnect. As we continue to evolve as a business, we remain committed to employee wellbeing.

We seek to retain and attract diverse talent

We recognise that achieving our business goals hinges on attracting and keeping talented people and empowering them to unearth their potential.

We have a culture that our employees value

At Nufarm, our organisational culture sets us apart. While we maintain a strong focus on professionalism and excellence, we also embrace an informal atmosphere that encourages open dialogue, creativity, and genuine relationships. This balanced approach aims to foster a strong sense of community among our diverse global team.

Our values are responsibility, agility, respect and empowerment, all of which drive our actions and decisions towards our colleagues, customers, stakeholders, and the environment, ultimately shaping us as a resourceful and entrepreneurial organisation.

R Responsibility

We are accountable for our decisions and our actions. We recognise trust is at the foundation of relationships, and acting ethically, safely and responsibly creates that trust.

A Agility

We are resourceful and adaptable in meeting the needs of our customers and our organisation.

R Respect

We respect others – colleagues, customers and stakeholders – and our environment. We care for all our resources.

E Empowerment

We are an innovative, entrepreneurial organisation where individuals and teams work to do what is best for the customer, the organisation and our stakeholders.

Our employee value proposition

Our employee value proposition encompasses the value we offer our people and highlights the distinct characteristics of the Nufarm culture. This proposition is built on three fundamental principles that drive our efforts in attracting, retaining, and developing our exceptional workforce:

Come as you are

We trust and respect one another and celebrate our differences. Feel empowered to be who you are and unlock your potential.

Own your growth

We encourage employees to take advantage of opportunities where together we can all make a difference.

Stay curious

We want our people to explore new ideas, get creative and be heard.

Our values and behaviours anchor and guide our actions.

We listen to our employees

Through Nufarm Voice, our comprehensive employee engagement platform, we facilitate a continuous listening strategy that involves regular, anonymous surveys. Employee feedback uncovers opportunities to improve and strengths to leverage towards building a more inclusive culture and a better Nufarm. This year, we conducted three surveys and introduced new on-boarding surveys to expedite performance and foster a sense of belonging.

Nufarm Voice empowers managers to respond to employee feedback promptly and engage in constructive dialogues. We use frequent concise surveys so managers can directly act upon the insights from their teams. We support these survey results with recommendations for improvements, accessible resources and action checklists to instigate immediate positive change.

We invite our permanent and non-permanent employees to participate in the survey and, while participation is voluntary, it is consistently high, with an average participation of 78-80 per cent. Our overall employee satisfaction score is our key measure of employee engagement and remains in the top quartile according to the GLINT database (2023).[1] Our employee engagement survey considers multiple drivers that shape our culture and contributes to employee satisfaction. Our highest indicators, when compared with the top quartile benchmark, are:

Safety climate:	Safety is a top priority here.	**87**
Authenticity:	I feel comfortable being myself at work.	**83**
Belonging:	I feel a sense of belonging at Nufarm.	**79**
Empowerment:	I feel empowered to make decisions regarding my work.	**79**
Challenge status quo:	I feel free to challenge the way things are done here.	**75**
Change adaptation:	I feel supported in my efforts to adapt to organisational changes.	**75**

These survey results are key to understanding our progress towards a more inclusive culture. Nufarm Voice has helped us to measure the positive advancements in our inclusion and diversity efforts, with most identified inclusion parameters meeting or exceeding top quartile benchmarks. Despite slightly lower engagement reported by women across all identified inclusion areas we have seen a consistent year-on-year improvement in women's responses compared with men's since the inception of the survey in 2020.

78[2]

Employee satisfaction

This score tells us our employees are happy to work at Nufarm, and the score remains in the top quartile benchmark in the GLINT database (2023:77).

[1] We have partnered with GLINT to facilitate our employee engagement surveys. We benchmark ourselves against GLINT's 900-strong customer base.
[2] Measured as 78 out of 100.

We remain agile and committed to employee development

Nufarm employees are continually learning how to be more effective communicators and leaders within their teams. One approach we have taken to build capability is partnering with Harvard Business Publishing Corporate Learning to have our senior managers and other Nufarm employees participate in tailored learning programs, such as 'Leading change and inspiring others' and 'Leading a customer centric organisation'. During FY23, at least 10 per cent, or approximately 300, of our people participated in specific leadership training; 32 per cent of those were women.

Our performance and career development program, Grow Plan Succeed, is now recognised as a key business process and aligned with our business strategy and leadership principles. This is a company-wide program that aligns employee priorities and career development goals with business objectives. We encourage all employees to participate in this program, which includes continual check-in conversations with managers and matrix managers to discuss progress against agreed goals, providing employees with real-time feedback to support performance achievements and development objectives. This year, 37 per cent of our employees participated in and recorded their performance reviews and check-ins. Refer also to table 35 in Appendix 9. Our employee data.

We continue to sustain and grow our graduate and internship initiatives, aimed at fostering a diverse pipeline of future talent, across our regions. Our early in-career programs focus on regional prioritised capabilities. North America has partnered with the University of Georgia to develop technology internships and will start recruiting in early FY24. Australia continues to grow its graduate program and expand operational internships to multiple sites. Europe is facilitating multiple early in-career engineering programs and creating partnerships with local schools to provide education on potential career pathways.

After the Nufarm Voice survey revealed that some departments fell below our company average in terms of growth opportunities, we initiated career-focused conversations with targeted segments of our workforce. Recognising the impact of career satisfaction on overall wellbeing, the program equips both managers and team members to engage in meaningful dialogues about career goals.

We believe renewal helps fuel innovation

We continue to bring new ideas and perspectives into our business through our programs to attract talent. This year we brought 643 new people into the Nufarm community which is a new employee hire rate of 21 per cent compared with 19 per cent in FY22. This larger workforce will bring new skills and experience to help us to implement our business growth strategies. We have also seen a reduction in our employee turnover again this year, falling from 14 per cent in FY22 to 13 per cent in FY23, returning to our pre-COVID baseline turnover rate.

Boosting our leadership skills with JUNO Adaptive Leaders Program

In FY23, a small group of employees were given the opportunity to participate in the JUNO Adaptive Leaders Program, a unique initiative designed to shape leaders for the future and equip them with adaptive thinking skills. This innovative program zeroes in on unlocking individual potential, urging participants to push their boundaries and adopt a solution-oriented mindset in their professional journeys. Built on experiential learning, the program pairs organisational participants with a protégé from the local community who is seeking meaningful employment. This hands-on approach enables participants to immediately apply their newfound knowledge by mentoring their protégé who in turn gains valuable insights into the often-confusing landscape of job seeking.

Involvement in the JUNO Adaptive Leadership Program yields substantial growth and development for our employees. One of our participants shared their perspective, stating: 'Guiding my protégé to push boundaries, recognise her diverse skill set, boost her confidence, and, most importantly, shift her mindset from focusing on problems to outcomes was incredibly fulfilling'. Another participant highlighted the program's unique goal, stating, 'Realising early on that the program isn't only about finding employment for my protégé, but understanding their multifaceted journey, was a stand-out feature'.

Nufarm's active participation in the JUNO Adaptive Leadership Program underscores our dedication to fostering leadership and encouraging personal growth within our workforce. The tangible benefits of such a program are evident: it nurtures a culture of innovation, resilience, and adaptive thinking, qualities essential in today's dynamic and rapidly evolving business landscape.

We value inclusion and diversity (I&D)

We are stronger when our operations and solutions reflect the thinking of all our people, representing a broad range of backgrounds, cultures and experiences. As a global agricultural innovator, we value a diverse and inclusive work environment that fuels innovative thinking and decision-making. We do this by cultivating a workplace where everyone is valued and can 'come as they are'.

In this past year, we made significant progress in achieving our FY22-FY25 inclusion and diversity goals, under the guidance of our executive inclusion and diversity (I&D) steering committee. Their leadership is instrumental in embedding the principles of inclusion and diversity into our global operations.

This year's achievements include:

- Through Nufarm Voice, our ongoing listening strategy, we've elevated employee voices, ensuring that every viewpoint is recognised and valued.
- Our global wellness platform and employee assistance program, now available in 48 languages, have made wellness and support more readily accessible.
- We have revitalised our executive I&D steering committee, infusing it with new perspectives to guide our future direction.
- Driven by the dedicated members of our regional I&D councils, our employee representative groups continue to thrive.
- We are facilitating mentorship opportunities for women, both within Nufarm and externally, broadening their scope and prospects.
- Our global celebrations of diversity, ranging from International Women's Day to Black History Month in North America and European Diversity Week, were unified and impactful.

Our focused efforts to attract a diverse talent pool are evident in our initiatives such as inclusive interview training, curated shortlists, and balanced gender representation on interview panels. We have also improved our referral programs to encourage the inclusion of under-represented talents across all regions.

We were recognised by Work 180 in both Australia and North America, and are honoured to be acknowledged as a gender-diverse employer. However, we know that this is an ongoing process. Our aim is to evolve into a more inclusive and diverse Nufarm, where everyone feels a sense of belonging and is empowered to contribute to our shared future.

We are committed to gender equality

We are committed to gender equality as demonstrated by reaching two of our three FY25 objectives ahead of schedule, with at least 35 per cent of our senior leadership now being women. While this is a milestone, we acknowledge that there is more work to be done to achieve our 35 per cent representation target across the entire organisation. We are actively working to elevate representation of women in all areas of the business.

Improving gender equality

Our target for 2030 is for 40:40:20 representation in our senior leadership team (40 per cent identifying as women, 40 per cent identifying as men and 20 per cent identifying as men, women or other).

Our gender goals	Our performance	Our outcomes
The board to have not less than 40 per cent of either gender represented by 2025	**Board 43%**	At the date of this report 43 per cent of the board's non-executive board members are women. Thirty-three per cent of our non-executive directors were women at 30 September 2023 (2022: 43 per cent). This was a part of the board's succession planning, which resulted in an overlapping period between the appointment of two men and the planned retirement of two men.
Senior leadership team to have not less than 35 per cent of either gender represented by 2025	**Senior leadership 35% (Up 4 percentage points since FY22)**	The percentage of women in our executive and senior management employee category, which includes our executive key management personnel, increased by 4 per cent, up to 35 per cent, compared with 31 per cent in FY22. 45 per cent of all executive and senior management appointments were women, compared with 80 per cent in FY22; however, 40 per cent of those came from within our internal talent pool, which is up from 13 per cent in FY22.
Our workforce to have not less than 35 per cent of either gender represented by 2025[1]	**Nufarm 28% (Up 1 percentage point since FY22)**	The percentage of women in our business increased to 28 per cent this year, compared with 27 per cent in FY22: • 33 per cent of all new appointments went to women, down from 37 per cent in FY22. • 27 per cent of employees who left were women, down from 28 per cent in FY22. • Women made up 34 per cent of promotions, compared with 35 per cent in FY22.

1 Our workforce includes all Nufarm permanent and non-permanent employees (where they are paid through Nufarm's payroll in our human resource information system). It does not include our non-executive board members.

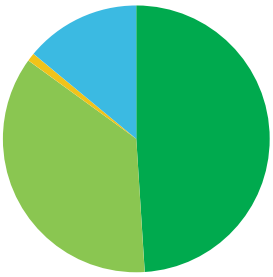
We saw a positive increase in representation of women across Europe and South America, and maintained steady numbers in North America and Asia Pacific. We have also witnessed an uplift in representation of women in all functions where women are under-represented. There are certain functions where we know we have under-representation of women, namely our commercial and manufacturing functions.

We are culturally diverse

Our global footprint gives us a culturally diverse workforce of leaders and teams serving customers from more than 100 countries:

- Forty-three per cent of non-executive board members.[1] (FY22: 14 per cent), and 46 per cent of CEO-1 executive team members reside outside Australia.
- Our executive and senior management team remain culturally diverse, representing at least 20 different nationalities.
- Nufarm's employee self-disclosed data indicate that our workforce comes from over 80 different countries and can speak over 40 different languages.
- From this self-disclosed data we know 21 per cent are currently working in a country other than that of their birth, up from 18 per cent in FY22. This population represents 11 per cent of our organisation, compared with 9 per cent in FY22.
- Of the employees who are working in a country other than that of their birth, 41 per cent are women and 59 per cent are men, which is essentially unchanged since FY22.

Location of our employees working in a country other than that of their birth



Asia-Pacific	49%
Europe	36%
South America	1%
North America	14%

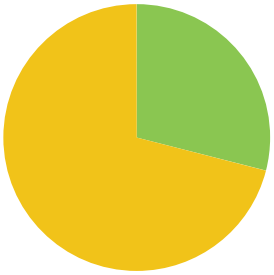
We value people from all life stages

Diversity in the workplace includes people of all ages, and we hire individuals from across the age spectrum. This approach contributes to a rich mix of experience and perspectives, fostering an environment of innovation and growth.

In FY23, we continued to recruit across the career lifespan, with 46 per cent of new hires aged under 30 years, 22 per cent aged between 30 and 50 years, and 11 per cent aged over 50. This aligns with our longer-term intent to increase younger employees to grow and develop our internal talent pool.

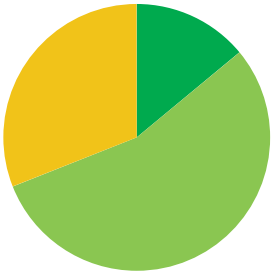
Our detailed diversity and inclusion performance data can be found in tables 28 to 38 in Appendix 9. Our employee data.

Age of non-executive directors



Under 30 years old	0%
30-50 years old	29%
Over 50 years old	71%

Age of our employees



Under 30 years old	14%
30-50 years old	55%
Over 50 years old	31%

[1] At the date of this report 43 per cent of the board's non-executive board members resided outside of the country compared with 33 per cent at 30 September 2023. This was a part of the board's succession planning, which resulted in an overlapping period between the appointment of two US-based directors and the planned retirement of two Australian-based directors.

We strive for a collaborative workplace

We aim for a positive and collaborative workplace for our people and we are committed to providing a safe, respectful and fair workplace for all employees.

We continued to foster workplaces free from discrimination

We actively champion equal opportunities and are focused on cultivating a discrimination-free work environment. This commitment is upheld by our policy and is integrated into our daily operations. We educate employees on the importance of these principles, and we have established avenues for reporting and investigating any unacceptable conduct. We take disciplinary action for confirmed breaches of our non-discrimination standards.

In line with local laws and cultural norms, we proactively make workplace decisions that have a positive impact. Our independently operated integrity helpline allows concerns about potential discrimination to be raised anonymously. For FY23, we are pleased to report zero confirmed incidents of discrimination.

Our talent management strategies are designed to minimise bias and actively promote equal opportunities. The results of this year's Nufarm Voice survey closely align with the global GLINT benchmark for high-performing organisations. Our employees rated us highly for equal opportunity and freedom to speak their mind, scoring us 3 points above the top quartile benchmark in both themes in the 2023 GLINT database.[1]

In recruitment we actively promote gender-neutral practices. Women are consistently included on interview panels and shortlists for senior roles. Through evidence-based assessments and calibrated group perspectives, we actively counteract unconscious bias, ensuring a fair and equitable hiring process.

We respect employee rights and freedoms

We support labour rights, including the right to freedom of association and collective bargaining. We take pride in fostering supportive work environments and maintaining open communication with our employees regarding fair treatment. In the countries where we have manufacturing operations, our employees are legally able to join collective representative organisations, such as unions. Our employees can choose to negotiate directly with Nufarm or seek help from collective representative organisations.

In FY23 we estimate that approximately 27 per cent of our employees were covered by a collective bargaining agreement. These employees are primarily based at our manufacturing sites. This compares with approximately 25 per cent in FY22.

[1] We have partnered with GLINT to facilitate our employee engagement surveys. We benchmark ourselves against GLINT's 900-strong customer base.

We make a difference in our communities

We are part of both the global community and the local communities where our people work. Building respectful relationships with these communities is key to maintaining our licence to operate. We provide sustainable employment and support relevant local priorities.

Some of our manufacturing sites are in industrial zones but others have interfaces with local communities. Our sites have community complaints and resolution processes in place and at some locations our representatives participate in local community groups.

Community engagement and career development: Nufarm's partnership with Wyke school

Located on the fringes of Wyke, a small village in West Yorkshire, our UK manufacturing site is deeply integrated into the local community—a commitment our Wyke leadership team takes seriously. We have established a partnership with a nearby school to help students transition effectively into their post-school lives.

The focus is not just on encouraging interest in STEM fields, but also on highlighting the array of training and job opportunities available to the students.

Our year-long initiative features six key events, such as career panels, Q&A sessions, speed networking, and interview preparation and practice. In July, Nufarm facilitated 249 mock interviews as part of this program. The experience was mutually beneficial: 93 per cent of student participants reported increased awareness of career options in the manufacturing and engineering sectors, and our Nufarm team members also found the engagement rewarding.

Fostering a career in STEM

Rahath Faiz joined Nufarm as a development chemist at Wyke, but her story with Nufarm starts almost a decade ago when she was a schoolgirl pondering her career choices.

At age 15 Rahath knew she enjoyed science and had been inspired by her science teacher, an Iranian woman who had worked in the chemical industry before moving to education, but Rahath didn't know what her options were for a career. Her school had organised a careers fair, and one of the presenters was a plant manager from Nufarm who had studied chemistry and joined the company straight from university a decade previously. She 'inspired me as a woman and a woman of my ethnicity that there are careers in chemistry and perhaps I could go down this route,' Rahath explained.

Rahath then progressed to study at university, completing a masters in chemistry with industrial experience and went on to work at Unilever. During her final year at university, she was mentored by a female manager at Unilever, met a variety of people who helped her to understand the different roles and responsibilities in the industry, and gained valuable work experience which boosted her confidence. After working at Unilever for a few years, Rahath was looking to expand her experience and skillset and applied for a role at Nufarm.

Rahath shared that these experiences built a foundation for her career and so she now wants to give something back by encouraging other girls to follow their passion into science careers.

Mental health support for agricultural communities

Nufarm is committed to delivering sustainable agricultural solutions, with an emphasis on fostering a safer and healthier environment for farmers. A critical issue for Australian farming communities is the escalating rates of depression and suicide.

One of our community partnerships is with *Are You Bogged Mate?*, a charity specifically established to address mental health crises in Australia's rural and agricultural communities. The charity raises awareness about suicide among farmers and offers practical solutions including mental health workshops, one-on-one counselling, and resources for stress management.

We collaborate with Grain Producers Australia (GPA) on their Farmer Mates Mental Health program. This initiative, supported by Lifeline WA, Rural Aid, and GrainGrowers, aims to diminish stigma and increase awareness around mental health and suicide prevention.

We sponsor Active Farmers, a charity that unites farmers and local residents through regular group fitness activities across multiple regions of Australia. These sessions are specifically designed for farmers with limited access to fitness expertise and equipment. Active Farmers also offers workshops on mental health first aid, nutrition, and mindfulness, promoting physical health, mental wellbeing, and overall community strength.

4

Planet

Our climate journey is ongoing

Our journey to respond to the challenges and opportunities presented by climate change is just beginning, but we are looking ahead to consider the positive contributions we can make.

Nufarm is working towards its target to reduce its scope 1 and 2 greenhouse gas emissions through economically sustainable options to source or implement renewable electricity and improve energy efficiency. Through our seeds technology we are developing a bioenergy platform to help produce renewable fuel feedstocks. In parallel, we are working to expand our emissions measurement and progressively align our climate-related financial disclosures with non-mandatory and mandatory reporting frameworks.

FY21

- We established our climate change policy.
- We set a target to reduce our scope 1 and 2 greenhouse gas emissions by 30 per cent from our manufacturing sites by 2030 from our FY20 baseline.
- Carinata was recognised by the International Civil Aviation Organisation (ICAO)[1] as a renewable fuel feedstock into the sustainable aviation fuel market.

FY22

- We completed a scenario analysis and qualitative climate risk assessment for our key regions.
- We obtained limited assurance for our scope 1 and 2 emissions and energy consumption.
- We prepared a decarbonisation strategy for our facility at Wyke.
- We established a strategic 10-year agreement with bp through which we will accelerate the adoption of Nuseed Carinata as a low-carbon renewable fuel stock.
- We added GranBio energy cane to our bioenergy platform.

FY23

- We developed a power purchase agreement (PPA) strategy for supply of renewable electricity to our Pipe Road, Australia facility.
- We prepared a roadmap to respond to new climate-related reporting frameworks.
- We delivered our first shipment of Nuseed Carinata as a low carbon energy feedstock.

FY24 ONWARDS

- We aim to expand our emissions reporting for mandatory climate reporting.
- We aim to establish a PPA for renewable electricity at Pipe Road.
- We aim to expand our Nuseed Carinata in Brazil, South East United States, and in France and Spain in Europe.

1. ICAO is a United Nations agency that develops policies and standards, undertakes compliance audits, and other activities to build aviation capacity across 193 countries. Recognition by ICAO provides a supportive framework for Nuseed Carinata as a low and scalable greenhouse gas feedstock solution for sustainable aviation fuel (SAF).

Our progress on climate-related financial disclosures

In FY22, we began implementing the TCFD recommendations with some key actions relating to governance, strategy, risk management, and metrics and targets.

We completed the first phase of this work through partnering with an experienced service provider who conducted a qualitative climate-related risk and opportunity assessment over Nufarm's value chain. As a consequence of that process, we recognised the need to make some incremental improvements to our climate-related governance frameworks, embed climate scenario analysis and risk assessment into business processes and expand our emissions measurement and reporting. Our first step towards implementing these changes was through the development of a roadmap in FY23.

Governance

Board oversight

Our board is responsible for our strategy and approves Nufarm's sustainability report and our climate change policy, which includes our commitment to addressing climate change. The board is also responsible for Nufarm's overall climate change approach.

Our newly established board sustainability and environment committee (formed on 1 July 2023) is responsible for:

- overseeing material environmental and sustainability risks and opportunities, including climate-related risks
- reviewing and advising on climate objectives and declarations
- monitoring Nufarm's strategic progress towards its sustainability and environment goals.

During FY23, and prior to the creation of the board sustainability and environment committee, oversight of climate-related risk was tasked to the board risk and compliance committee. In FY23, the risk and compliance committee received four reports on Nufarm's activities to progress towards its 2030 carbon reduction target.

More detail on board oversight and committee responsibilities is in our FY23 annual report and the corporate governance section of our website.

Management's role

The executive risk and compliance committee has oversight of climate-related risks. It convenes three to four times annually to (among other things)::

- guide and endorse the risk management framework
- oversee internal compliance and control systems, including those encompassing climate-related risks
- review reports from Nufarm's Group ESG manager on progress towards the 2030 carbon reduction target and updates on climate-related reporting frameworks.

In addition, Nufarm has local environmental teams who monitor and report scope 1 and 2 greenhouse gas emissions from our manufacturing sites. This information is reported regularly to the executive risk and compliance committee and through to the governing board committee.

Strategy

Our approach to climate change scenario analysis

In identifying the risks and opportunities from climate change, we undertook a qualitative climate change scenario analysis in FY22 that looked across selected geographies in which Nufarm products are distributed and used, as well as key regions in which Nufarm has supply chain operations.

We used future climate-related emissions scenarios developed by the Intergovernmental Panel on Climate Change (IPCC), namely the Representative Concentration Pathways (RCP) and the Shared Socio-economic Pathways (SSP), and selected two scenarios of potential climate outcomes. One of these responds to the COP21 committed goal, and the other is the potential worst case outcome scenario:

- **Low emissions scenario** (high transition impact) – global average temperature < 2° C warming relative to pre-industrial levels[1]
- **High emissions scenario** (high physical impact) – global average temperature > 3° C warming relative to pre-industrial levels by 2100.[2]

The assessment used a short-term and a long-term time horizon:

- **The short-term horizon** was defined as 2030, aligning with Nufarm's own and international decarbonisation targets and the transition risks expected to materialise over the short term.
- **The long-term horizon** was defined as 2030 to 2050, aligning with further materialisation of physical risks, especially material to Nufarm's grower demand, and with key international targets.

Risks and opportunities

Risks arising from our scenario analysis were rated using our group risk management framework. A qualitative climate change risk assessment was undertaken in FY22 which helps us to identify the potential impacts to Nufarm if climate change progressed in the manner described by these scenarios rather than providing forecasts of impacts. We also identified where we are already taking steps which may help to mitigate risk. We aim to periodically review this analysis.

Table 1 summarises the climate-related risks, opportunities and strategies identified through this exercise. More information is in our supplementary climate change risk assessment document, available on our website.

[1] RCP2.6: "Very Stringent" pathway; SSP1: Sustainability (Taking the Green Road)
[2] RCP8.5: "Worst case" pathway; SSP5: Fossil Fuelled Development (Taking the Highway)

Table 1: Summary of climate-related risks, opportunities and strategies

	Description – Risk	Description – Opportunity	Strategy and mitigating actions
Transition risks	**1. Changes in product demand – driven by changes in the market, and in policy and regulation**		
	Transition: Policy, legal and regulation; Market		
	Risk Scenario: Low emissions **(<2° C)** Time horizon: 2030 *Impact: Reduced volume of sales*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2050 *Impact: Increased revenue*	Manufacturing and selling products that enable sustainable farming practices such as no-tillage farming.
	2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation **2b. Operational cost/cost of goods increase – suppliers passing on transition costs**		
	Transition: policy, legal and regulation		
	Risk Scenario: Low emissions **(<2° C)** Time horizon: 2030 *Impact: Increased capital and operational expenditure*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Reduced operating costs, access to new suppliers and sources of finance, reduced climate-related impact on revenue*	Seeking to minimise our emissions through transitioning to renewable energy and reducing energy consumption. See pages 59i to 59i in this report for more information on how we are progressively planning for and implementing measures to reduce our environmental footprint.
Physical risks	**3a. Changes in product demand – driven by climate unsuitability (chronic physical)** **3b. Changes in product demand – driven by acute physical events**		
	Physical		
	Risk Scenario: High emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Reduced sales*	**Opportunity** Scenario: Low **(<2° C)** and high emissions **(>3° C)** Time horizon: 2050 Refer to the opportunities outlined under: 1 Changes in product demand – driven by changes in the market, and in policy and regulation	The climate change risk assessment gives us insights into how climate change may impact our core crop selection and geographies. We expect to integrate these insights into our longer-term strategic planning process.
	4. Impacts on our operations (including supply chain) – driven by changes in climate and weather events		
	Physical		
	Risk Scenario: High emissions **(>3° C)** Time horizon: 2030–2050 *Impact: Increased operational expenditure*	**Opportunity** Refer to the opportunities outlined under: 2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation 2b. Operational cost/cost of goods increase – suppliers passing on transition costs	Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities. The longer-term suitability of our manufacturing footprint and supply chain arrangements is assessed through our strategic risk management process.

Strategic implications

Some of the opportunities for Nufarm from climate change are investing in new products to meet low-carbon demand, such as products with less environmental impact, and low-carbon lifecycle products that limit the contribution to climate change. We have already begun creating new opportunities.

Our partnership with CROP.ZONE has seen the successful development of the NUCROP hybrid electric crop protection technology, which supports no-till agriculture and no residue weed control.

No-till agriculture helps to maintain soil structure and retains the previous years' stubble helping to prevent erosion and preserve stored sub-soil moisture during droughts. It also enhances carbon sequestration, crop productivity and mitigates GHG emissions through appropriate crop residue and nutrient management strategies.[1] The Food and Agricultural Organisation of the United Nations (FAO) estimates that no-till farming reduces on-farm fuel emissions by up to 60 per cent, compared with conventional agriculture.[2]

Our Nuseed Carinata is a low-carbon renewable oil feedstock that can replace fossil fuels for those sectors that are difficult to abate, such as aviation and heavy transport. International Civil Aviation Organisation (ICAO) recognised carinata as being similar to recycled cooking oil in terms of GHG savings.

We have a 10-year agreement with bp and are working to accelerate market adoption of Nuseed Carinata for low-carbon renewable fuel feedstock. The first shipment of Nuseed Carinata was made this year.

Expanding our bioenergy platform, we acquired energy cane assets from GranBio group in FY22 and have a long-term strategic alliance with GranBio.

Nuseed's role in this partnership is to accelerate breeding product development and broad scale commercial adoption into the existing ethanol + bioelectric cane industry in Brazil and other world markets.

1 Jayaraman, S & Dalal, RC (2022) No-till farming: prospects, challenges – productivity, soil health, and ecosystem services. Soil Research 60, 435-441. https://www.publish.csiro.au/SR/SR22119

2 Food and Agricultural Organization of the United Nations (2018), The state of agricultural commodity markets, 2018, FAO. https://www.fao.org/documents/card/en?details=I9542EN

The transitional and physical impacts of climate change may require some adaptation of our supply chain and operations:

- Under the low emissions scenario, regulatory changes to address climate change in some locations may affect our manufacturing and processing facilities. Opportunities also exist to achieve greater resource efficiency and resilience to climate variability under the low emissions scenario.
- Physical events may disrupt our operations. Repeated disruptions may render parts of our supply chain and manufacturing arrangements unviable in the long term. Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities. We assess the longer-term suitability of our manufacturing footprint and supply chain arrangements through our strategic risk management process.

We address global challenges with innovative solutions

Nufarm is committed to playing its part by providing solutions that enable sustainable agriculture and help our growers respond to climate change and its impacts. As such, we are progressing our commitment to UN SDG 13 – Climate action.

13 CLIMATE ACTION

Risk management

Our risk management framework

Nufarm is working towards managing climate-related risks in an integrated manner. This will embed the process of periodically refreshing our scenario analysis, identifying climate-related impacts, reassessing the risks and opportunities and developing migrative plans, into our existing business cycles. Continuously improving risk assessments supports decision-making and helps us focus our resources on our most significant risks.

Comprehensive information on Nufarm's risk management practices is available in our FY23 annual report.

Metrics and targets

We measure our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites over which we have both financial and operational control. We do not yet measure emissions across our entire business footprint but are planning to expand our current measurement and reporting of scope 1 and 2 emissions in FY24, ready to report our entire emissions footprint in FY25. We estimate that we are currently reporting an estimated 80 per cent of our total scope 1 and 2 emissions based on the scope of our operations globally and the anticipated energy entities of the activities carried out at each location. We do not yet measure or report scope 3 emissions.

Our emissions calculations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not produce perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3) emissions.

We are working to reduce our own operational climate impacts and set a target to reduce scope 1 and 2 emissions from our manufacturing sites by 30 per cent by 2030. This is an absolute reduction, measured from our FY20 baseline, which was our most current annual emissions data at the time we established the target.

Looking ahead

We are on a journey to progressively expand our emissions measurement and reporting and to further embed climate scenario analysis and risk assessment into our strategic and financial processes.

In anticipation of potential mandatory climate-related financial disclosure obligations, which may apply to Nufarm in the FY25 reporting year, we developed a roadmap which identified the steps we need to take over the next five years to fully implement these requirements. The steps we will endeavour to take in FY24 and FY25 to align with these reporting obligations are:

- fully scope and implement processes to measure and report scope 1 and 2 emissions across our entire business
- complete a pre-assurance audit of our climate governance framework and our processes for measuring and reporting the expanded emissions footprint
- expand our qualitative scenario analysis to encompass the broader business and review our assessment of climate-related risks and opportunities
- undertake a qualitative assessment of our long-term business strategy to understand its resilience to climate change.

30% by 2030

Our target is to reduce our scope 1 and 2 greenhouse gas emissions from our manufacturing sites by 30 per cent by 2030.

We are working to reduce our greenhouse gas emissions

Our material emissions

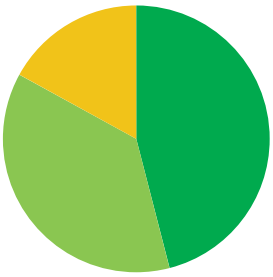
The majority of our emissions come from energy use in our synthesis plants and the heating of raw materials for processing. Our Pipe Road site in Laverton, Australia is our most significant emitter, responsible for 46 per cent of our crop protection manufacturing emissions this year. The primary source of emissions at this site is scope 2 electricity emissions, which are generated during chlorine production, a key ingredient in 2,4-D synthesis.

Our second major emitter is our Wyke site in the United Kingdom, accounting for 37 per cent of our total measured emissions in FY23. This site has its own gas-fired combined heat and power (CHP) plant, which produces steam and electricity for manufacturing. Since January 2023, when we took over ownership and operation of this plant from a third party, the site's emissions profile shifted from mainly scope 2 to scope 1 emissions.

Together, the Wyke and Pipe Road sites make up over 80 per cent of our measured emissions, making them the focus of our emissions reduction efforts. All other sites contribute only 17 per cent because their manufacturing processes are less energy intensive.

Despite being one of our largest facilities, our Linz site in Austria has a very low emissions intensity and contributes only 0.1 per cent (less than 80 tonnes) of our reported emissions footprint. Using 100 per cent renewable electricity and waste heat, it meets most of its energy needs in this sustainable manner. For this site, our approach is to focus on energy reduction opportunities in the short-term, rather than emissions reduction.

Our material greenhouse gas emissions[1]



Percentage of measured emissions	
Pipe Rd	46%
Wyke	37%
Balance of sites	17%

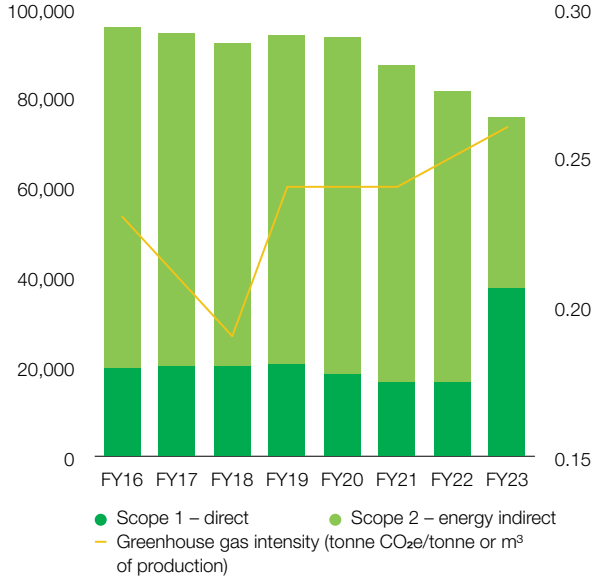
1 Percentage of measured emissions.

Our emissions fell this year

This year we recorded greenhouse gas emissions of 75,809 tonne CO_2e, representing a decrease of approximately 7 per cent compared with FY22 and 19 per cent lower than our FY20 baseline, which is used a reference for our target. The decline in this year's emissions mainly stems from lower production at both our Pipe Road and Wyke facilities, as well as a lower emissions factor for electricity used at our Pipe Road site.[1]

There was a notable rise in our scope 1 emissions this year (over 120 per cent) coupled with a decrease in our scope 2 emissions. This shift is due to Nufarm taking ownership of the CHP plant at Wyke, making us the generator of power from this facility and therefore increasing our total scope 1 emissions and decreasing scope 2.

Our greenhouse gas emissions (tonnes)



See tables14 and15 in Appendix 8. Our environmental data for a detailed emissions breakdown.

Our decarbonisation approach

Our strategy for lowering emissions and progressing towards our reduction goal is primarily through a power purchase agreement (PPA) to provide electricity to our Pipe Road site. In FY23 the site's scope 2 emissions contributed 35 per cent of our crop protection manufacturing emissions. As planned, we finalised our PPA strategy this year and we aim to establish an agreement in FY24.

The combined heat and power (CHP) plant at Wyke is powered almost entirely by natural gas, making it more challenging to transition to a renewable energy source in the short term. In FY22 we developed a decarbonisation strategy for the site, identifying hydrogen as the preferred alternative fuel source to eventually replace natural gas. While the UK Government is advancing its hydrogen strategy, we do not anticipate hydrogen being available at the site until the end of this decade or the early 2030s. In addition, as the technology is still developing for commercial use, we do not yet know whether it will deliver the emissions reductions required. In the short-term, the site is focusing on energy efficiency and electrification initiatives. We continue to monitor hydrogen developments and if any of the fundamental assumptions change we will reconsider its suitabilty.

As we plan to expand our operations in Wyke in the coming years, our goal is to boost production without increasing the site's emissions. We appointed a specialised sustainability project leader in early FY24 to champion emissions reduction efforts for the site in the near term.

We obtained limited assurance for our emissions

We obtained limited assurance from Bureau Veritas for our FY23 reported scope 1 and 2 emissions and energy consumption. Our certificate of assurance is available in Appendix 11. Independent assurance report.

[1] Scope 2 electricity emissions factors are set annually for each state in Australia by the Clean Energy Regulator under the National Greenhouse and Energy Reporting Act 2008 (NGER Act). The FY23 emissions factor is lower than it was in FY22 due to an increase in the proportion of renewable electricity in the electricity grid supplying our Pipe Road site.

We take a risk-based approach to environmental management

We seek to prevent or minimise potential adverse environmental impacts from our operations.

Our corporate environmental management framework sets the environmental standard for our operating sites. It addresses soil and water protection, pollution prevention, waste management, potential community impacts, and resource efficiency. Our operating sites maintain risk-based environmental aspects and impacts registers, which help to establish and prioritise improvements of environmental controls.

This year we developed a new group health, safety and environment (HSE) policy, which reflects our ambition to conduct our business without negative effects on our staff, the community, the environment, and to protect resources through sustainable consumption and reuse. Our executive risk and compliance committee approved this policy for implementation in early FY24.

Our sites have environmental management systems which broadly align with the key aspects of ISO 14001. To instil a discipline of environmental risk and compliance management, and drive continuous environmental improvement, we set a goal to achieve ISO 14001 certification at 10 of our crop protection manufacturing sites by 2025.[1] Our five sites in Europe and Asia are already certified and our sites in North America and Australia are progressing towards this goal.

Our target is to achieve ISO 14001 certification at 10 of our 11 manufacturing sites by 2025[1]

We provide environmental training

We want our workforce to be aware of our potential environmental impact and the measures in place to mitigate it. To this end, we tailor environmental training to the specific competency needs of each role and responsibility within our organisation. This training extends beyond our employees to include non-Nufarm personnel, such as contractors. It helps to ensure that the people who can influence our environmental impacts are aligned with our environmental standards.

In the past year, we have delivered an average of 2.3 hours of environmental training to over 600 (20 per cent) Nufarm employees.

Additionally, more than 500 non-Nufarm personnel, including contractors, engineers and maintenance staff who typically engage with our sites temporarily, received an average of 1 hour of environmental training.

We conduct regular environmental audits

Nufarm maintains an internal environmental audit program to provide assurance of compliance with our established standards and procedures. Initiated in FY20, the program commenced its second cycle this year, with audits conducted at four crop protection manufacturing locations. The majority of the audited sites demonstrated a stepwise improvement in lowering their environmental risk profile.

Additionally, we have site-specific audit programs where local management teams conduct environmental reviews in line with corporate standards and operational procedures. Our sites with ISO 14001 certification undergo recertification every three years which, along with annual interim assessments, are all performed by external auditors. Routine inspections by local environmental authorities are also part of our oversight process. Our sites in Merak, Indonesia and Wyke, UK were recertified in FY21, while Port Klang, Malaysia; Gailllon, France; and Linz, Austria were each recertified in FY22.

Compliance with environmental obligations

Our facilities operate in accordance with their environmental licenses and undertake extensive monitoring to maintain compliance with their regulatory requirements. While we aim to adhere to all environmental obligations, this year our Chicago Heights facility received US$8,500 in fines for exceeding a license limit on the site's domestic sewage discharge. Upgrades to the site's boiler water treatment are underway to correct this issue.

We contribute to UN SDG 12 – Responsible consumption and production

Our environmental management systems manage our chemicals and waste across their lifecycle.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

[1] Our Cairo site is an exception to this goal. It's a modest formulating and repacking facility, contributing less than 0.25 per cent of our total manufacturing volume. However, it must adhere to our corporate environmental standards and procedures.

We strive to use materials responsibly and reduce waste

Responsible material use and waste reduction are central to sustainability efforts as the global community seeks to curb natural resource consumption and transition towards a circular economy.

Our facilities have pollution prevention plans that identify environmental outputs, such as waste, and focus on initiatives that meet regulatory requirements and can yield either material environmental or economic outcomes.

We manage and reduce our waste

To maintain regulatory and quality standards, we clean our plant and equipment with water and solvents between production runs. Whenever possible and permitted by regulations, we recycle these cleaning materials for use in future production, although we do not report the volume of materials reused here. When reuse is not feasible, the cleaning liquids, classified as hazardous waste due to chemical contamination, must be incinerated at most of our locations. This type of waste constitutes approximately 70 per cent of our hazardous waste output.

In addition to hazardous waste, we produce non-hazardous waste, typically comprising plastic, cardboard packaging, and damaged wooden pallets. Non-hazardous waste accounts for 23 per cent of our total waste, of which almost 40 per cent is recycled or reused. Diverting this waste from landfill or incineration helps contribute to a circular economy.

Our facilities monitor waste disposal volumes at least quarterly. Waste management practices, including on-site waste storage and disposal procedures, undergo regular inspections and are evaluated through our corporate environmental audit program.

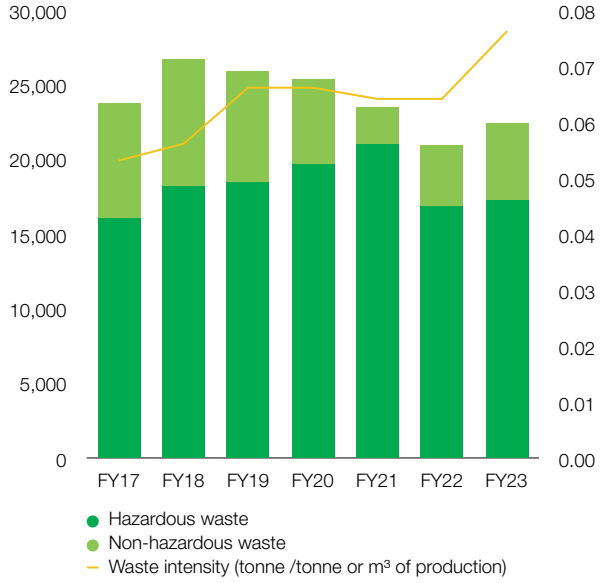
We have a target to reduce our hazardous waste by 20 per cent by 2025. Our current progress against this target is a 12 per cent reduction compared with our FY20 baseline. Our Chicago Heights location in the United States is the primary source of our hazardous waste. We are concentrating our efforts there to implement process improvements and explore the potential installation of waste water treatment technology.

Our target is to reduce hazardous waste by 20% by 2025

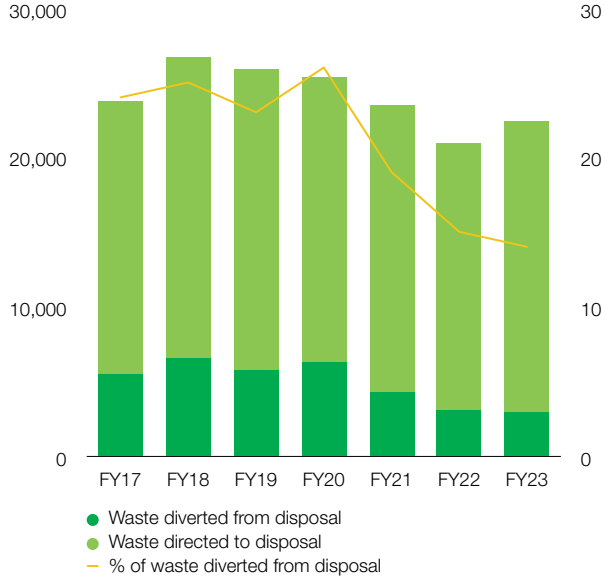
This year our hazardous waste increased by 2 per cent from almost 17,000 tonne in FY22 to over 17,300 tonne. This is mostly due to a concerted effort to inventory all waste at our manufacturing locations. Consequently, our stored hazardous waste, reported in table 27, increased from just under 400 tonnes in FY22 to 1,200 tonnes. This year we introduced a global KPI to monitor stored waste and our operating sites have initiated their disposal plans for this material which will continue in FY24. This year our hazardous waste intensity metric also increased; this is mostly because of lower production volumes at our larger sites.

Refer to tables 24 to 27 in Appendix 8. Our environmental data for further details on our waste.

Waste (tonnes)



Destination of hazardous and non-hazardous waste (tonnes)



We audit and manage waste suppliers

We evaluate waste service providers as part of the contracting process to assess their compliance with local regulatory requirements and environmental standards. We prioritise our hazardous waste suppliers for our waste supplier audit program and endeavour to audit these suppliers every three years.

This year we fell short of this goal and audited 26 per cent of our hazardous waste suppliers, evaluating topics such as licences and certifications, business practices, environmental procedures and controls, worker health and safety, and regulatory non-compliances.

Our employees are leading our waste improvement initiatives

In the pursuit of sustainable operations, our organisation conducts ongoing assessments to identify methods for material and waste reduction, reuse, and recycling. This endeavour is supported by our employees.

At our Linz, Austria facility we have an established program which invites employees to propose process improvements. These proposals undergo a review by our technical team, and contributors are promptly informed of the decisions regarding their suggestions.

An example of this proactive approach is the recent adoption of a formulation operator's recommendation. The Linz site initiated a procedure to repurpose wash water from the formulation plant to dilute concentrate formulations. Our quality control team oversees this task to ensure adherence to our stringent standards.

Across the year, this initiative conserved approximately 150 kilolitres of fresh water, which was previously used for dilution purposes and over the same period, diverted approximately 150 tonnes of hazardous waste away from incineration, aligning with our environmental objectives and demonstrating the tangible benefits of employee engagement in enhancing sustainability practices.

Wyke's Green Team is a self-organised group on a mission to make positive changes to reduce impacts on the environment. The team have identified a number of initiatives to make incremental improvement at Wyke, these include equipping each employee with a personal reusable lunchbox, cutlery and cups to reduce canteen waste and developing a glass recycling program for laboratory glass ware. In FY24 the team will be pursuing an employee electric bike scheme and making improvements to onsite recycling segregation to increase recycling.

We are working to reduce our air emissions

We strive to reduce or eliminate air emissions from our operations to protect the health of our employees, local communities, and the environment.

Our significant facilities hold environmental permits for process emissions, including volatile organic compounds (VOCs) and particulate matter (PM), as well as combustion emissions such as carbon monoxide (CO) and nitrogen oxides (NOx). Our strategy to manage air emissions involves the use of scrubbers, filters and incinerators, alongside continuous online and internal compliance monitoring, complemented by regular third-party reviews.

We take global warming potential into account when selecting refrigerants to use in our processes and air conditioning systems. We have established maintenance programs to prevent or minimise leaks from these systems, and minimise the release of ozone-depleting substances.

We effectively eliminated our point source hazardous air pollutants (HAPs) by improving our emissions controls and are now aiming to reduce our VOCs emissions by 25 per cent by 2025, from our FY20 baseline. Currently, we have achieved a 7 per cent reduction towards our target.

Organic solvents are used in certain extraction processes and are present in some of our products. Our site in Linz, Austria is the primary source of these emissions due to a specific herbicide manufactured at that location. We have encountered technical challenges in addressing these emissions, with several alternatives assessed and deemed unsuitable. The site continues to explore solutions.

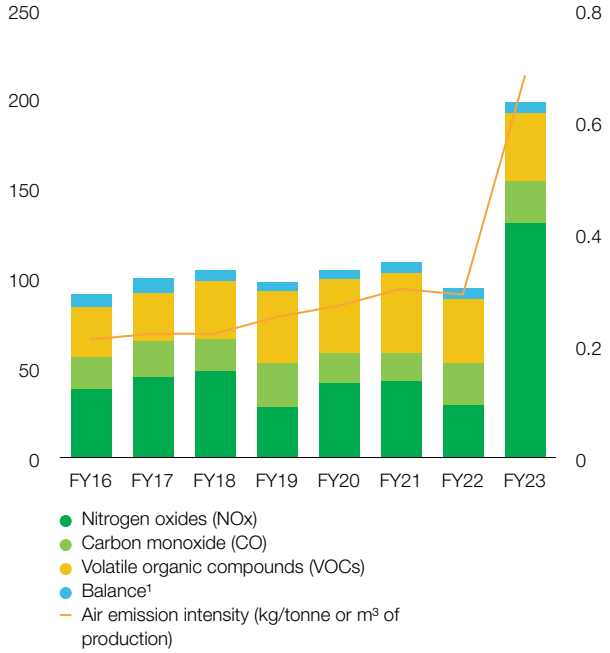
This year, we saw a rise in NOx emissions of over 300 per cent, from 30 tonnes in FY22 to 132 tonnes, which is due to the change in ownership of the combined heat and power (CHP) plant at Wyke. Previously reported by the plant's operator, these emissions are now within our reporting boundary. We upgraded two of our three boilers at Wyke during the year and plan a major upgrade on the remaining boiler in FY24. This will contribute to reducing NOx and CO emissions.

Some of the chemicals we process are odorous and, in abnormal operating conditions, have the potential to impact local communities. We have procedures in place to promptly address any public concerns regarding our operations. This year, at our Wyke (UK) and Pipe Road (Australia) locations, we received mostly odour complaints. Out of these, two were verified and 27 were investigated; the latter were either not traced back to our site or the odour source remained unidentified, indicating it could have originated from either our site or nearby facilities.

Where possible, we engage with complainants to identify odour sources and take corrective action. At Pipe Road in Australia, we conducted a fugitive air emissions study to aid these efforts and we actively participate in local community groups to better understand and address community concerns.

See tables16, 17 and 23 in Appendix 8. Our environmental data for our detailed air emissions information.

Air emissions (tonnes)



1 'Balance' refers to the sum of sulphur oxides (SO_x), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.

Our target is to reduce our volatile compounds by 25% by 2025

Our energy consumption was lower this year

Our crop protection product manufacturing operations are the most energy-demanding, with synthesis processes accounting for nearly 80 per cent of our total energy use. Other crop protection sites are primarily formulation facilities, and formulating is a less energy-intensive activity than synthesis.

Synthesis involves chemical reactions, whereas formulation is the blending of chemicals. The primary energy-consuming elements of our manufacturing sites are:

- boilers, which generate steam to heat materials or provide space heating
- electricity to produce chlorine and power process equipment
- fuel for vehicles such as forklifts.

We operate synthesis facilities at Pipe Road, Australia; Wyke, United Kingdom; and at Linz, Austria,[1] Chicago Heights, in the US, a formulation facility, is also a large electricity-consuming site.

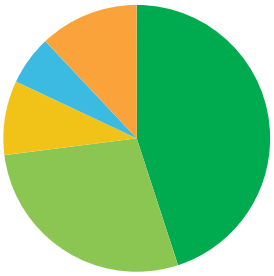
In January, we assumed control of the combined heat and power (CHP) plant at Wyke, an efficient system for generating steam and electricity from gas, and now sell surplus electricity to the national grid.

The Linz site uses 100 per cent renewable hydro-electricity and utilises waste heat from the industrial complex in which it is located. The discontinuation of the 2,4-D synthesis operation at Linz in March 2021 led to a reduction in our energy and renewable electricity usage. This year, our energy consumption was about 960,000 GJ, a 2 per cent decrease from last year, mainly due to reduced activity at our synthesis facilities.

Refer to tables 12 and 13 in Appendix 8. Our environmental data for our energy indices.

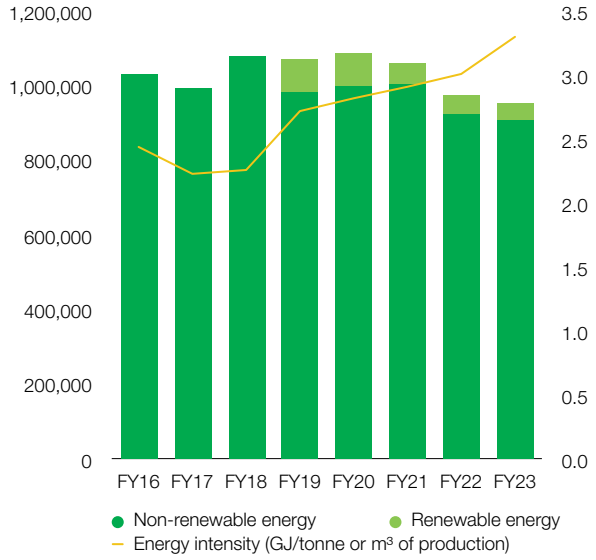
We obtained limited assurance for our FY23 energy consumption. Our certificate of assurance is available in Appendix 11. Independent assurance report.

Our material energy-consuming sites



Percentage of measured energy	
Wyke	45%
Pipe Rd	28%
Chicago Heights	9%
Linz	6%
Balance of sites	12%

Energy consumption (GJ)



[1] We stopped synthesis of 2,4-D at Linz in March 2021, some synthesis activities remain comprising approximately 30 per cent of the site's production output.

We use water for production

Water is not only an important ingredient in many of our formulations, it is also essential for our manufacturing plants for creating steam, enabling cooling, and cleaning.

The majority of our sites use water supplied by third parties, with the exception of our Gaillon, France location, which extracts groundwater, and our Linz, Austria site, which draws water from the Danube River, both for cooling purposes. These two sites account for nearly 80 per cent of our total water withdrawal. While the water stress[1] at both locations has been evaluated as low,[2] at Gaillon we have achieved year-on-year reduction in water withdrawal of 24 per cent, or 100 ML, at the site. This has been through improvements to vessel washing procedures, cooling efficiencies and the use of variable speed drives on water pumps.

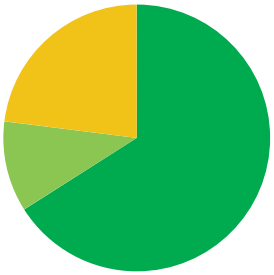
Our operations return the once-through, uncontaminated cooling water to the Seine River at Gaillon and the Danube River at Linz. We adhere to stringent regulatory discharge limits and maintain controls to ensure we meet these standards. Monitoring and third-party impact assessments confirm that our discharge has a negligible environmental impact on these rivers.

Our synthesis facilities at Pipe Road (Australia), Wyke (UK), and Linz (Austria) are equipped with on-site treatment plants where we process wastewater before sending it to external treatment facilities for further processing. Where necessary to meet discharge limits, our sites also use solvent extraction and activated carbon filtration to minimise organic compounds in our wastewater.

Our manufacturing facilities have secondary containment to capture spills as well as rainwater, which is collected and treated at our effluent treatment plants. In Gaillon, we treat and release rainwater into the Seine River, while our Kwinana, Australia site follows a similar process, discharging to a soak well. Given that Kwinana is in a region of extremely high water stress,[2] this practice is important for aiding the replenishment of the local water catchment. These actions are authorised water discharges.

The sites that discharge effluent, do so under licence. We conduct tests on all effluent before discharge, comparing it against both the licence requirements and our own internal standards to comply with our water discharge obligations.

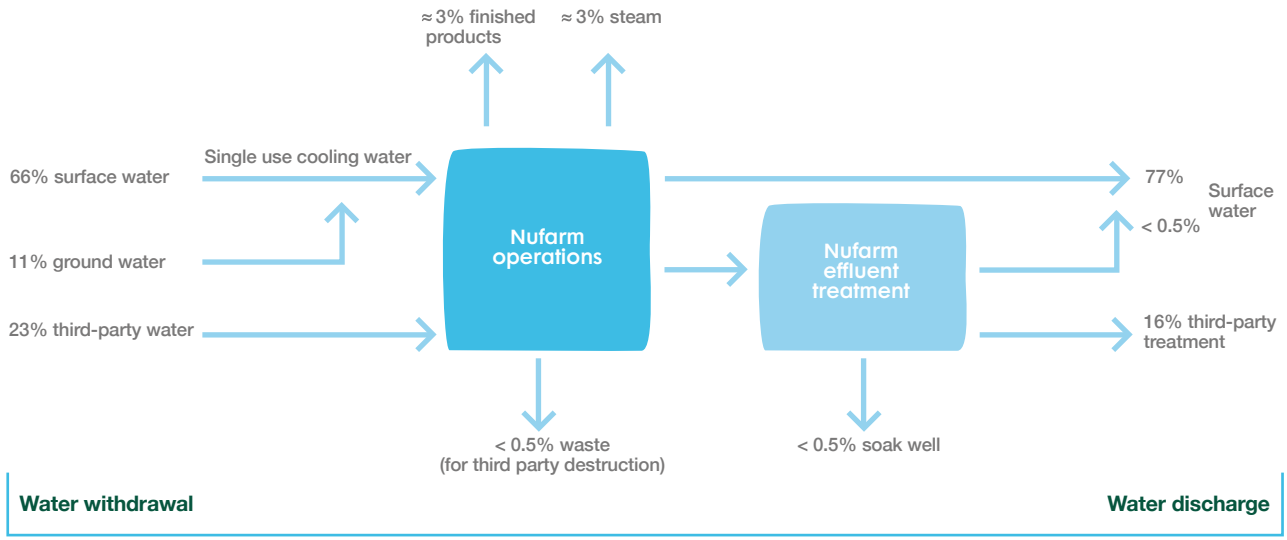
Our material water withdrawal



Precentage of water withdrawal

Linz	**66%**
Gaillon	**11%**
Balance of sites	**23%**

Our water balance[3]



We have reduced our total freshwater withdrawal and discharge by almost 200 ML or 6 per cent this year compared with FY22. Since FY20 our water withdrawal has decreased by 2,600 ML or nearly 50 per cent. This reduction is primarily the result of closing our 2,4-D synthesis operation in Linz, Austria, whose use of single-use cooling water was a material contributor to our overall water withdrawal. The same change in our manufacturing footprint reduced water discharged by an equivalent amount.

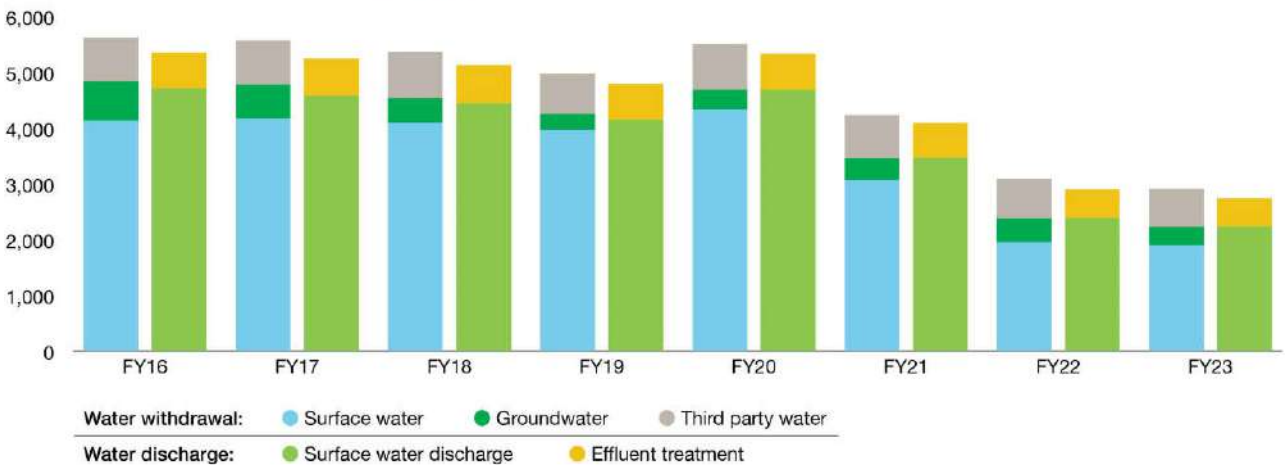
In our latest water stress assessment[2] we identified that 12 per cent of our water withdrawal occurs in areas of high water stress and 0.6 per cent is in areas of extremely high water stress, the latter being from water used at our sites in Kwinana, Australia and Cairo, Egypt. The majority of our water withdrawal, 87 per cent, is in regions with low water stress. According to our conservative climate projections, we anticipate limited alteration in this distribution up to the year 2050.[4,5]

[1] Water stress measures the ratio between the total demand for water in a catchment compared with the supply from renewable surface and groundwater sources. Water demand includes domestic, industrial, irrigation and livestock uses.
[2] World Resources Institute (2023) Using the World Resource Institutes (WRI) Water Risk Atlas; Aqueduct, World resources Institute. https://www.wri.org/aqueduct.
[3] Based on water consumption at Nufarm's crop protection manufacturing sites.

We take measures to protect groundwater at our sites. We have groundwater monitoring networks in place and robust controls to prevent chemical contamination. Some of our sites have a long history as manufacturing facilities, and past practices have impacted the groundwater. Where necessary, we carry out remediation to mitigate the environmental impact of this historical contamination.

Refer to tables 18 to 22 in Appendix 8. Our environmental data for our detailed water indices.

Water withdrawal and water discharge (ML)



[4] RCP8.5: "Worst case" pathway; SSP5: Fossil Fuelled Development (Taking the Highway)

[5] Under the pessimistic climate scenario, water stress at our site in Wyke, UK may move from low to low-medium by 2050. Wyke is responsible for 10 per cent of our total water withdrawal.

We recognise the importance of biodiversity

Biodiversity is essential for thriving ecosystems, farms and ongoing food security. It fosters healthy soils, supports pollinator populations, offers habitats for wildlife, and aids in pest and disease management.

We consider the impacts on biodiversity in our new and existing product portfolio, through impact and risk assessments that form a part of the registration process. Examples of the types of assessments carried out include human toxicology studies to understand potential direct and indirect exposure risks to people, environmental fate studies to determine risks to soil, air, and water, and ecotoxicology studies to evaluate the short-term and long-term exposure risks to living organisms, including fish, mammals, birds and plants. Careful product design and application instructions help to reduce the risks to as low as reasonably achievable.

Nufarm participates in industry bodies that collect data to support the scientific evaluation and reduction of the impact of crop protection products on non-target species, such as the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA), Endangered Species Task Force (FESTF), and the Environmental Protection Agency's Spray Drift Task Force (SDTF) in the United States.

We aim to minimise impact of our operations on biodiversity

Our manufacturing operations are located in industrial zones to minimise their impact on high biodiversity or protected areas. Each operating site has an environmental aspects and impacts register that considers potential risks to flora, fauna and natural habitats. We aim to implement control measures to reduce the risk to as low as reasonably practicable.

Our crop protection manufacturing site in Gaillon, France is located in a small industrial zone on the Seine River in Normandy. The vicinity, including our site, is recognised under the Zone naturelle d'intérêt écologique, faunistique et floristique (ZNIEFF) and Natura 2000 for its ecological significance. A portion of our site includes land that, while historically industrial, is now noted for its diverse flora and fauna, hosting species unique to that region of the Seine valley. We aim to ensure the area within Nufarm's boundaries is well-protected and isolated from operational activities to support its conservation. This year, there were no incidents affecting these areas.

5 Appendices

Appendix 1. Material sustainability topics
Appendix 2. Our policies
Appendix 3. Entities included in this report
Appendix 4. GRI content index
Appendix 5. Taskforce on Climate-related Financial Disclosures (TCFD) index
Appendix 6. Restatements of information
Appendix 7. Our health and safety data
Appendix 8. Our environmental data
Appendix 9. Our employee data
Appendix 10. Our ethical sourcing data
Appendix 11. Independent assurance report

Appendix 1. Material sustainability topics

Our material sustainability issues are those that are most impactful on our business strategies and influence the decisions of our key stakeholders. Understanding these helps us to prioritise our resources and risk management activities.

In defining the initial sustainability topics for evaluation in FY17, we undertook a desktop study of external sources, including analyst reports, media, industry bodies, and regulatory requirements, and benchmarked our peers. We also considered our business plans and strategies and communications. Senior business leaders validated these topics, and then internal and external stakeholders assessed them for materiality and priority. External stakeholders who were consulted and whose views have informed our material issues include customers, financiers and investors and sustainability analysts. We extended the study in FY20 and have surveyed at least one key stakeholder group in the intervening years.

We ranked the stakeholder responses to determine the significance of the potential and actual impacts of our activities and business relationships on the social, economic and environmental topics evaluated. These are shown in table 2.

We recognise the materiality of issues changes over time and new topics emerge, and we plan to undertake a new assessment in FY24.

We remain committed to our goal of transparency in reporting our management approach and performance of our material sustainability issues.

Table 2: Our material sustainability topics

Rank	Our material topics	Category	Impacts and response	Management approach
1	**Worker occupational safety, health and wellbeing**	People	Ensuring the ongoing physical safety and wellbeing of all our people helps them live healthy and productive lives.	FY23 SR pages 38-38 and 40-43
2	**Regulatory compliance**	Solutions and governance	Complying with current regulations maintains our social and operating licences. Complying with product registration requirements and standards in particular protects the community and environment while enabling sustainable agriculture and ongoing food security.	FY23 SR pages 32-34 and 22
3	**Hazardous and toxic materials management**	People and planet	Having robust management systems eliminates or minimises the risk of an incident during the transportation, storage or use of hazardous chemicals that has the potential to cause the loss of human life or long-term environmental harm.	FY23 SR pages 40-43 and 61-62
4	**Governance, ethics, anti-corruption and anti-bribery**	Governance	Providing independent and robust oversight by embedding governance frameworks and values helps protect Nufarm and its stakeholders against illegal or unethical behaviour.	FY23 SR pages 19-21, 22-22 and 71-71
5	**Responsible product use**	Solutions	Developing products and equipping our customers with the right information and skills to responsibly use and dispose of our products minimises potential health and safety impacts or unintended impacts on non-target species and the environment.	FY23 SR pages 32-34
6	**Occupational health and safety management systems**	People	Implementing best practice safety management systems systematically identifies hazards, reduces risks and drive continuous health and safety improvement.	FY23 SR pages 38-38
7	**Customer relations**	Solutions	Building strong customer relationships, meeting customer needs, protecting customer data and responding to changes in community expectations help build trust and loyalty.	FY23 SR pages 32-34 and 23
8	**Product and process innovation that responds to sustainability challenges**	Solutions	Responding to the sustainability challenges and opportunities faced in manufacturing and agriculture through product and process innovation will contribute to Nufarm's long-term success and sustainability.	FY23 SR pages 26-30
9	**Pollution prevention**	Planet	Preventing or minimising pollution of the air, water and ground from our products and operations will reduce potential impacts on the environment and human health.	FY23 SR pages 61, 63 and 65
10	**Attraction, retention and development of talent and employee engagement**	People	Attracting, retaining and developing the talents of an engaged workforce ensures we have the right people and skill to execute our strategies and deliver long-term, sustainable growth.	FY23 SR pages 45-47
11	**Community safety, health and wellbeing**	People	Protecting the safety of community members living or working near our operations earns trust and allows Nufarm to continue operating and conducting business in those communities.	FY23 SR pages 40-43 and 51-52
12	**Climate change adaptation**	Solutions	Developing products that respond to climate change can help our customers build reliance and adapt to the anticipated impacts and opportunities of climate change in agriculture.	FY23 SR page 30

Appendix 1. Material sustainability topics continued

Rank	Our material topics	Category	Impacts and response	Management approach
13	**Environmental management systems**	Planet	Implementing best practice environmental management systems allows us to drive continuous environmental improvement while facilitating compliance assurance and risk management.	FY23 SR page 60
14	**Waste management**	Planet	Having effective practices to manage waste minimises the potential environmental and health impacts from its disposal. Reducing waste can reduce the use of non-renewable resources and contribute to a circular economy.	FY23 SR pages 61-62 and 34
15	**Limiting biodiversity loss and environmental degradation**	Planet and solutions	Protecting biodiversity from potential unintended impacts of our products and operations helps to minimise the loss of wildlife and habitats as well as species essential to sustainable agriculture.	FY23 SR pages 33 and 67
16	**Sustainable supply chain management**	Solutions	Having controls in place to ensure we partner with suppliers with legal and ethical business practices minimises the risks to human rights and the environment in our supply chain.	FY23 SR pages 33-34 and 98-99
17	**Emerging sustainable risk identification**	Governance	Identifying and assessing emerging sustainability risks gives us the opportunity to respond to them in our business strategies and plans.	FY23 SR pages 23-24
18	**Human and labour rights**	People	Applying and adhering to international standards on human and labour rights protects our employees and the people we potentially indirectly impact through business relationships from discrimination and exploitation.	FY23 SR pages 37, 23, 50 and 33
19	**Transparency**	Governance	Being open and honest with our stakeholders by disclosing non-financial information builds trust and credibility and supports our stakeholders in making informed decisions about Nufarm.	FY23 SR pages 0 -103
20	**Climate change action**	Planet	Reducing greenhouse gas emissions and transitioning to renewable energy at our operating locations reduces our impact on climate change.	FY23 SR pages 55-58, 59 and 64

Key:
FY23 SR – This sustainability report for the year ending 30 September 2023 (FY23)
FY23 AR - Our Annual Financial Report for the year ending 30 September 2023 (FY23), which is available on our corporate website
FY22 CC Sup. – Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website

Appendix 2. Our policies

We have established and implemented group policies to communicate and guide our ambitions, expectations and behaviours.

We manage risks under our group risk policy

Our group risk policy outlines the minimum expectations of how we manage risks so we can protect shareholder value but also take risks to grow our value. We are committed to identifying and comprehensively managing risk within the boundaries of our risk appetite. We aim to achieve a culture that seeks to actively manage risk.

We are committed to our continuous disclosure obligations

Our continuous disclosure policy is our external-facing commitment to keep the market fully informed of information that may have a material effect on the price or value of the company's securities. Our continuous disclosure procedure provides more detailed guidance for Nufarm employees who are responsible for the effective implementation of this policy.

Nufarm regards its continuous disclosure obligation very seriously and has board and executive representation on our disclosure committee, which oversees this policy and its execution. The board reviewed and approved our revised policy and procedure in September 2023.

We maintain an inclusion and diversity policy

Our inclusion and diversity policy, approved November 2022, contributes to the sustainable growth of our company by positively building our talent and developing an inclusive culture within the organisation in which our people can thrive. We are committed to inclusion at all levels of the organisation, regardless of a person's gender, marital or family status, sexual orientation, gender identity, age, abilities, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective and experience.

We renewed our health, safety and environment policy

Our updated health, safety, and environment policy (HSE) which was approved in November 2023. The policy reflects our belief that HSE extends beyond our employees to our customers and communities. It applies to all Nufarm directors, employees (permanent and non-permanent), 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.

We maintained our human rights policy

Nufarm is committed to providing a work environment where human rights are respected and upheld. We expect the same from all parties with whom we do business. Our human rights policy, approved in July 2021, 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.

We believe that respecting human rights in all we do is integral to the sustainability and success of our business because employees and communities who act with integrity contribute to a more stable and profitable business. The board reviewed and updated our human rights policy in September 2022. Nufarm believes that slavery and trafficking in persons and child labour are very serious issues.

We maintained our anti-bribery and anti-corruption policy

Nufarm is committed to conducting business with high ethical standards and in full compliance with the law, including all anti-bribery, anti-corruption and other related laws in all countries in which Nufarm operates. Nufarm's anti-bribery and anti-corruption policy applies to all directors, employees, contractors, agents and representatives who must not offer, provide or receive, anything of value to or from a public official or someone in business, either directly or indirectly, to obtain or retain a commercial advantage or to induce or reward the recipient, or any other person, for acting improperly. While bribery may involve a monetary payment or offer, it covers anything of value such as gifts, entertainment, scholarships, donations and travel.

The policy is supplementary to our code of conduct and our speak up policy, which read together reinforce Nufarm's culture and commitment to lawful and ethical behaviour. Material breaches of the anti-bribery and anti-corruption policy are reported to the audit and risk committee. We reviewed, and the board approved, updates to the anti-bribery and anti-corruption policy in November 2023.

Appendix 3. Entities included in this report

Table 3 lists all entities represented in this sustainability report. These entities are wholly owned Nufarm subsidiaries and are included in Nufarm's audited consolidated financial statements. Nufarm's financial statements also includenon-operating subsidiaries which are not included in this sustainability report.

Entity	Location	ESG data			
		Health and safety	Environmental	Ethical sourcing	Our employees[1]
Nufarm Limited – ultimate controlling entity	Australia				
Subsidiaries					
Nuseed Brazil SA (previously known as Atlantica Sementes SA)	Brazil	●			●
Croplands Equipment Limited	New Zealand	●			●
Croplands Equipment Pty Ltd	Australia	●			●
Nufarm Agriculture (Pty) Ltd	South Africa	●			●
Nufarm Agriculture Inc	Canada	●	●	●	●
Nufarm Americas Inc	USA	●	●	●	●
Nufarm Australia Limited	Australia	●	●	●	●
Nufarm BV	Netherlands	●		●	●
Nufarm Chemical (Shanghai) Co., Ltd	China	●			●
Nufarm Crop Products UK Limited	United Kingdom			●	
Nufarm Deutschland GmbH	Germany	●		●	●
Nufarm España SA	Spain	●		●	●
Nufarm Europe GmbH	Germany	●		●	●
Nufarm GmbH & Co KG	Austria	●	●	●	●
Nufarm Grupo Mexico S DE RL DE CV	Mexico	●		●	●
Nufarm Hungária Kft	Hungary	●		●	●
Nufarm Italia srl	Italy	●		●	●
Nufarm KK	Japan	●			●
Nufarm Korea Ltd	Korea	●			●
Nufarm Malaysia Sdn Bhd	Malaysia	●	●	●	●
Nufarm Middle East Operations	Egypt	●			●
Nufarm Nordics AB	Sweden	●		●	●
Nufarm NZ Limited	New Zealand			○	
Nufarm Polska SP.Z O.O	Poland	●		●	●
Nufarm Portugal LDA	Portugal	●		●	●
Nufarm Romania SRL	Romania	●		●	●
Nufarm s.a.s	France	●	●	●	●
Nufarm Services (Singapore) Pte Ltd	Singapore	●		●	●
Nufarm Services Sdn Bhd	Malaysia	●		●	●
Nufarm Turkey Import & Trade of Chemical Products LLP	Turkey	●			●
Nufarm UK Limited	United Kingdom	●	●	●	●
Nufarm Ukraine LLC	Ukraine	●		●	●
Nuseed Americas Inc	USA	●			●
Nuseed Canada Inc	Canada	●			●
Nuseed Europe Ltd	United Kingdom	●		▲	●
Nuseed Global Management USA Inc	USA	●			●
Nuseed Nutritional Australia Pty Ltd	Australia	●			●
Nuseed Nutritional US Inc	USA	●			●
Nuseed Pty Ltd	Australia	●			●
Nuseed SA	Argentina	●			●

Entity	Location	ESG data			
		Health and safety	Environmental	Ethical sourcing	Our employees[1]
Nuseed Serbia d.o.o.	Serbia	●			●
Nuseed Ukraine LLC	Ukraine	●			●
PT Nufarm Indonesia	Indonesia	●	●	●	●
Richardson Seeds Ltd	USA	●			●

1 Leshan Nong Fu Trading was included in the modern slavery self assessments completed in FY23. 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 the Chinese domestic market.

Key:

○ Direct spend only

▲ Modern slavery audits of three local Turkish seed producers.

Appendix 4. GRI content index

Nufarm Ltd has reported in reference to the GRI Standard 2021 for the period 1 October, 2022 to 30 September 2023. Refer to Table 4 Our GRI content index.

Table 4: Our GRI content index

GRI Standard		Location of our disclosure
General Disclosures		
GRI 2: General Disclosures 2021		
2-1	Organisational details	FY23 SR page 2
2-2	Entities included in the organisation's sustainability reporting	FY23 SR pages 72-73
2-3	Reporting period, frequency and contact point	FY23 SR page 2
2-4	Restatements of information	FY23 SR pages 10-13 and 80
2-5	External assurance	FY23 SR pages 100-102
2-6	Activities, value chain and other business relationships	FY23 SR pages 10-13 and 72-73
2-7	Employees	FY23 SR pages 37 and 93-97
2-8	Workers who are not employees	FY23 SR page 37
2-9	Governance structure and composition	FY23 SR pages 19-21 and FY23 AR pages 34-42 and 54-56
2-10	Nomination and selection of the highest governance body	FY23 SR pages 20 and FY23 AR pages 37-38
2-11	Chair of the highest governance body	FY23 AR page 31
2-12	Role of highest governance body in overseeing the management of impacts	FY23 AR pages 34-35 and FY23 SR page 20
2-13	Delegation of responsibility for managing impacts	FY23 SR pages 19-21 and FY23 AR page 35
2-14	Role of the highest governance body in sustainability reporting	FY23 SR pages 3
2-15	Conflicts of interest	FY23 SR page 20 and FY23 AR page 37
2-16	Communicating critical concerns	FY23 SR page 20
2-17	Collective knowledge of highest governance body	FY23 SR pages 21-21 and FY23 AR pages 35-36
2-18	Evaluation of the performance of the highest governance body	FY23 AR page 38
2-19	Remuneration policies	FY23 AR pages 62–70 and 78
2-20	Process for determining remuneration	FY23 AR pages 40 and 76
2-21	Annual total compensation ratio	FY23 SR page 95
2-22	Statement on sustainable development strategy	FY23 SR page 4
2-23	Policy commitments	FY23 SR pages 22 and 71
2-24	Embedding policy commitments	FY23 SR pages 22
2-25	Processes to remediate negative impacts	FY23 SR pages 51 and 63
2-26	Mechanisms for seeking advice and raising concerns	FY23 SR page 22
2-27	Compliance with laws and regulations	FY23 SR page 22
2-28	Membership associations	Nufarm are members of Croplife in Australia, the US and Europe, while in New Zealand we are a member of Animal and Plant Health New Zealand. We are also a member of the glyphosate renewal group in Europe.
2-29	Approach to stakeholder engagement	FY23 SR page 14
2-30	Collective bargaining agreements	FY23 SR page 50
Material Topics		
GRI 3: Material topics 2021		
3-1	Process to determine material topics	FY23 SR page 15
3-2	List of material topics	FY23 SR pages 69-70
GRI 201: Economic performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	FY23 SR pages 56 - 58 and FY22 CC Sup.

GRI Standard		Location of our disclosure
GRI 204: Procurement practices 2016		
3-3	Management of material topics	FY23 SR page 32
204-1	Proportion of spending on local suppliers	FY23 SR page 98
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	FY23 SR pages 22 and 71
205-1	Operations assessed for risks related to corruption	Corruption risk is one of the risks considered in our ongoing assessment of organisational risk. The effectiveness of our controls to mitigate corruption risk is evaluated through our program of rotational site reviews within the internal audit program.
205-2	Communication and training about anti-corruption policies and procedures	FY23 SR page 22
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of material corruption in FY23.
GRI 206: Anti-competitive behaviour 2016		
3-3	Management of material topics	FY23 SR page
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No material legal action related to anti-competitive behaviour, anti-trust, and monopoly practices.

Environmental		
GRI: 301 Materials 2016		
3-3	Management of material topics	FY23 SR page 32
301-3	Reclaimed products and their packaging materials	FY23 SR page 34 We do not have the consolidated information across our global business to report the total amount of product and packaging that is reclaimed.
GRI: 302 Energy 2016		
3-3	Management of material topics	FY23 SR page 32
302-1	Energy consumption within the organization	FY23 SR pages 64 and 83- 83
302-3	Energy intensity	FY23 SR pages 64 and 83- 83
302-4	Reduction of energy consumption	FY23 SR page 64
GRI: 303 Water and effluents 2018		
3-3	Management of material topics	FY23 SR pages 65-66
303-1	Interactions with water as a shared resource	FY23 SR pages 65-66
303-2	Management of water discharge-related impacts	FY23 SR pages 65-66
303-3	Water withdrawal	FY23 SR pages 65-66 , 85 and 87
303-4	Water discharge	FY23 SR pages 65-66, 86 and 88
303-5	Water consumption	FY23 SR page 88
GRI: 304 Biodiversity 2016		
3-3	Management of material topics	FY23 SR page 32
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside of protected areas	FY23 SR page 67
304-2	Significant impacts of activities, products, and services on biodiversity	FY23 SR page 67
304-3	Habitats protected or restored	FY23 SR page 67
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Eurasian Thick-knee Burhinus oedicnemus is a bird that nests in the ZENIFF area on and adjacent to our site in Gaillon, France and which is classified in the IUCN Red List species as 'least concern'.
GRI: 305 Emissions 2016		
3-3	Management of material topics	FY23 SR pages 55 , 59 and 63
305-1	Direct (Scope 1) GHG emissions	FY23 SR pages 59 and 83- 84
305-2	Energy indirect (Scope 2) GHG emissions	FY23 SR pages 59 and 83- 84

Appendix 4. GRI content index continued

GRI Standard		Location of our disclosure
305-4	GHG emissions intensity	FY23 SR pages 59 and 83- 84
305-5	Reduction of GHG emissions	FY23 SR page 59
305-6	Emissions of ozone-depleting substances (ODS)	FY23 SR pages 63 and 84- 85
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	FY23 SR pages 63 and 84- 85
GRI: 306 Waste 2020		
3-3	Management of material topics	FY23 SR page 34 and 61
306-1	Waste generation and significant waste-related impacts	FY23 SR page 61
306-2	Management of significant waste related impacts	FY23 SR page 61
306-3	Waste generated	FY23 SR pages 61, 89 and 90
306-4	Waste diverted from disposal	FY23 SR page 61 and 91
306-5	Waste directed to disposal	FY23 SR page 61 and 92
GRI: 307 Environmental compliance 2016		
3-3	Management of material topics	FY23 SR pages 32 , 22 and 60
307-1	Non-compliance with environmental laws and regulations	FY23 SR page 22
GRI: 308 Supplier environmental assessment 2016		
3-3	Management of material topics	FY23 SR page 33
308-1	New suppliers that were screened using environmental criteria	FY23 SR pages 98- 99
308-2	Negative environmental impacts in the supply chain and actions taken	FY23 SR page 98

Social		
GRI: 401 Employment 2016		
3-3	Management of material topics	FY23 SR page 32-37
401-1	New employee hires and employee turnover	FY23 SR pages 47, 49 and 97
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	FY23 SR page 37
401-3	Parental leave	FY23 SR page 95
GRI: 402 Labour management relations 2016		
3-3	Management of material topics	FY23 SR page 50
402-1	Minimum notice periods regarding operational changes	We comply with regulatory minimum notice periods in all locations and endeavour to exceed them when possible; prior to significant operational changes we have minimum notice periods starting from 1 month (4 weeks) with regulatory requirements in some locations providing for more.
GRI: 403 Occupational health and safety 2018		
3-3	Management of material topics	FY23 SR pages 38
403-1	Occupational health and safety management system	FY23 SR page 38
403-2	Hazard identification, risk assessment, and incident investigation	FY23 SR pages 40- 43
403-3	Occupational health services	FY23 SR page 44
403-4	Worker participation, consultation, and communication on occupational health and safety	FY23 SR page 43
403-5	Worker training on occupational health and safety	FY23 SR page 40
403-6	Promotion of worker health	FY23 SR page 44
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY23 SR page 34
403-8	Workers covered by an occupational health and safety management system	FY23 SR page 38
403-9	Work-related injuries	FY23 SR pages 39and 81-82
GRI: 404 Training and education 2016		
3-3	Management of material topics	FY23 SR page 38
404-1	Average hours of training per year per employee	FY23 SR pages 40, 47 and 60
404-2	Programs for upgrading employee skills and transition assistance programs	FY23 SR page 47
404-3	Percentage of employees receiving regular performance and career development reviews	FY23 SR page 95

GRI Standard		Location of our disclosure
GRI: 405 Diversity and equal opportunity 2016		
3-3	Management of material topics	FY23 SR pages 38-38 and FY23 AR page 43
405-1	Diversity of governance bodies and employees	FY23 SR pages 19, 92-95 and FY23 AR page 44-46
405-2	Ratio of basic salary and remuneration of women to men	Nufarm job architecture framework was developed across all countries and roles in the organisation in FY23. This will be used to undertake Pay Parity review early FY24.
GRI: 406 Non-discrimination 2016		
3-3	Management of material topics	FY23 SR pages 50
406-1	Incidents of discrimination and corrective actions taken	FY23 SR pages 50
GRI: 407 Freedom of association and collective bargaining 2016		
3-3	Management of material topics	FY23 SR pages 50
GRI: 408 Child labour 2016		
3-3	Management of material topics	FY23 SR pages 23 and our FY22 Modern Slavery Statement
408-1	Operations and suppliers at significant risk for incidents of child labour	FY22 Modern Slavery Statement
GRI: 409 Forced or compulsory labour 2016		
3-3	Management of material topics	FY23 SR pages 23 and FY22 Modern Slavery Statement
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY22 Modern Slavery Statement
GRI: 413 Local communities 2016		
3-3	Management of material topics	FY23 SR page 32
413-1	Operations with local community engagement, impact assessments, and development programs	FY23 SR pages 60 and 51
413-2	Operations with significant actual and potential negative impacts on local communities	FY23 SR page 63
GRI: 414 Supplier social assessment 2016		
3-3	Management of material topics	FY23 SR page 33
414-1	New suppliers that were screened using social criteria	FY23 SR pages 98- 99
414-2	Negative social impacts in the supply chain and actions taken	FY23 SR page 98
GRI: 416 Customer health and safety 2016		
3-3	Management of material topics	FY23 SR page 32
416-1	Assessment of the health and safety impacts of product and service categories	FY23 SR page 33
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	FY23 SR page 22
GRI: 417 Marketing and labelling 2016		
3-3	Management of material topics	FY23 SR page 32
417-1	Requirements for product and service information and labelling	Crop protection product labels must meet strict regulatory requirements and be approved by the local regulatory authority. Our labels contain important information, such as how to use and dispose of the product without causing harm to people or the environment. Refer also to FY23 SR 34
417-2	Incidents of non-compliance concerning product and service information and labelling	We had no material incidents of non-compliance concerning product and service information and labelling in FY23.
417-3	Incidents of non-compliance concerning marketing communications	We had no material incidents of non-compliance concerning concerning marketing communications in FY23.
GRI: 418 Customer privacy 2016		
3-3	Management of material topics	FY23 SR page 23

Key:
FY23 SR – This sustainability report for the year ending 30 September 2023 (FY23)
FY23 AR - Our annual report for the years ending 30 September 2023 (FY23), which is available on our corporate website
FY22 CC Sup. – Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website

Appendix 5. Taskforce on Climate-related Financial Disclosures (TCFD) index

Nufarm is committed to providing relevant and timely information to our stakeholders on how climate change may impact our organisation. Nufarm supports the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Table 5 outlines our reporting approach to the recommendations under the fours pillars of the TCFD.

Table 5: Our TCFD index

	Recommendations	Reference
Governance Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	FY23 SR page 55
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	FY23 SR page 55
Strategy Disclose the action and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	FY23 SR pages 55 to 58 FY22 CC Sup pages 5–8
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios.	
Risk management Disclose how the organisation identifies, assesses, and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	FY22 CC Sup pages 5–8
	b. Describe the organisation's processes for managing climate-related risks.	FY23 SR page 58
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	FY23 SR page 58
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	FY23 SR page 58
	b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.	FY23 SR page 59
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	FY23 SR page 59

Key:
FY23 SR – This sustainability report for the year ending 30 September 2023 (FY23)
FY23 AR - Our annual financial report for the years ending 30 September 2023 (FY23), which is available on our corporate website
FY22 CC Sup. – Our supplementary climate change risk assessment, undertaken in FY22 and available on our corporate website

Appendix 6. Restatements of information

Disclosure	Description	Reporting year	Previous disclosure	Restated disclosure	Reason for restatement
Table 24: Waste by composition	Non-hazardous waste directed to disposal (tonnes)	FY22	2,052	2,316	Port Klang manufacturing site restated non-hazardous waste directed to offsite disposal (landfill)
	Total non-hazardous waste generated (tonnes)	FY22	3,846	4,110	
	Total waste directed to disposal (tonnes)	FY22	17,610	17,874	
	Total waste generated (tonnes)	FY22	20,821	21,085	
Table 25: Waste type per region	Asia Pacific non-hazardous waste (tonnes)	FY22	846	1,110	Port Klang manufacturing site restated non-hazardous waste directed to offsite disposal (landfill)
	Total waste generated by Asia Pacific (tonnes)	FY22	3,003	3,267	
	Asia Pacific waste intensity (tonne /tonne or m^3 of production)	FY22	0.02	0.03	Intensity restated to reflect the increase in non-hazardous waste directed to offsite disposal (landfill)
	Total non-hazardous waste (tonnes)	FY22	3,846	4,110	Port Klang manufacturing site restated non-hazardous waste directed to offsite disposal (landfill)
	Total waste generated (tonnes)	FY22	20,821	21,085	
Table 27: Waste directed to disposal by disposal operation	Non-hazardous waste directed to landfill (tonnes)	FY22	300	564	Port Klang manufacturing site restated non-hazardous waste directed to offsite disposal (landfill)
	Total non-hazardous waste directed to offsite disposal (tonnes)	FY22	2,052	2,316	
	Total waste directed to offsite disposal (tonnes)	FY22	17,229	17,493	
Table 41: Supplier corporate social responsibility (CSR) assessment program	Suppliers assessed for environmental or social impacts	FY22	88	98	In FY22 we incorrectly reported suppliers who had undertaken CSR assessment in the previous 12 months only. We consider a supplier to have a current CSR assessment if they have undertaken an assessment in the past three years.
Percentage of suppliers in our CSR assessment program chart on page 98	Suppliers in our CSR assessment program (% of direct spend)	FY22	44%	59%	

Appendix 7. Our health and safety data

Table 7: Safety performance

	FY19		FY20		FY21[1,2,3]		FY22		FY23	
Types and rates of injuries[4]	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**
Work related fatalities	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
High-consequence work-related injuries[5]	1	0.13	0	0.00	0	0.00	0	0.00	0	0.00
Lost time injuries (LTI)[6]	12	1.53	2	0.29	5	0.90	5	0.81	9	1.46
Medical treatment-related injuries (MTI)[7]	12	1.53	9	1.29	10	1.79	14	2.26	9	1.46
Serious injuries (SI)[8]	24	3.06	11	1.58	15	2.69	19	3.07	18	2.92
Number of hours worked	7,846,956		6,978,173		5,582,732		6,188,811		6,170,512	

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incidents.
2 In FY21 we reorganised our business, combining Australia New Zealand with Asia to form our Asian Pacific region.
3 In FY21 the following were incorrectly reported and have been restated here: LTIFR was reported as 0.91 instead of 0.90; the medical treatment injury frequency rate as 1.82 instead of 1.79; the SIFR as 2.73 instead of 2.69 and the number of hours worked as 5,489,359 instead of 5,582,732.
4 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on 1,000,000 hours worked.
5 A high consequence work-related injury is one where the worker cannot, does not, or is not expected to recover fully to pre-injury health within six months. This excludes fatalities.
6 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
7 A medical treatment injury is an injury that requires treatment above and beyond first aid.
8 A serious injury within Nufarm is the sum of both lost time and medical treatment injuries.

Table 8: Lost time injuries by region

	FY19		FY20		FY21[1,2]		FY22		FY23	
LTI and LTIFR[3,4]	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**	**Number**	**Rate**
Asia Pacific					2	0.77	2	0.69	4	1.56
Australia & New Zealand		2.29		0.88						
Asia		0.67		0.00						
Europe		1.94		0.00	2	1.03	1	0.48	5	2.22
Latin America[5]		1.42		0.62						
South America					0	0.00	0	0.00	0	0.00
North America		1.14		0.00	1	1.19	2	2.14	0	0.00
Nufarm Group		**1.53**		**0.29**	**5**	**0.90**	**5**	**0.81**	**9**	**1.46**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incidents.
2 In FY21 we reorganised our business, combining Australia New Zealand with Asia to form our Asian Pacific region.
3 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.
4 The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
5 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Table 9: Serious injuries by region

	FY19		FY20		FY21[1,2]		FY22		FY23	
SI and SIFR[3,4]	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Asia Pacific					5	1.92	12	4.13	9	3.50
Australia & New Zealand		9.16		6.17						
Asia		0.67		0.00						
Europe		1.94		0.95	4	2.07	4	1.92	5	2.22
Latin America[5]		1.89		0.62						
South America					0	0.00	0	0.00	0	0.00
North America		3.42		1.25	6	7.11	3	3.21	4	3.89
Nufarm Group		**3.06**		**1.58**	**15.00**	**2.69**	**19.00**	**3.07**	**18.00**	**2.92**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incidents.
2 In FY21 we reorganised our business, combining Australia New Zealand with Asia to form our Asian Pacific region.
3 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on 1,000,000 hours worked.
4 The serious injury frequency rate (SIFR) is the headline safety metric used within Nufarm. It is measured as the number of serious injuries per million hours worked and includes both Nufarm employees and contractors.
5 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Table 10: Medical treatment injuries by region

	FY22		FY23	
MTI and MTIFR[1,2]	Number	Rate	Number	Rate
Asia Pacific	10	3.44	5	1.95
Europe	3	1.44	0	0.00
South America	0	0.00	0	0.00
North America	1	1.07	4	3.89
Nufarm Group	**14**	**2.26**	**9**	**1.46**

1 A medical treatment injury (MTI) is an injury that requires treatment above and beyond first aid. The medical treatment injury frequency rate (MTIFR) is the number of medical treatment injuries per million hours worked.
2 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.

Table 11: Severity rate by region

Severity rate[1,2,3]	FY19	FY20	FY21[4,5]	FY22	FY23
Asia Pacific			0.002	0.008	0.005
Australia & New Zealand	0.064	0.003			
Asia	0.007	0.000			
Europe	0.023	0.000	0.000	0.000	0.042
Latin America[6]	0.014	0.005			
South America			0.000	0.000	0.000
North America	0.005	0.000	0.006	0.006	0.000
Nufarm Group	**0.023**	**0.001**	**0.002**	**0.005**	**0.017**

1 All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors.
2 Severity rate is the sum of lost days of work per thousand hours worked.
3 When calculating the severity rate the time away from work for an individual injury is limited to 365 days. An injury that occurred in May 2019 ceased accumulating time lost, (for the purposes of the severity rate), after 365 days. This contributed to the drop in severity rate between FY19 and FY20.
4 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July. During August and September 2020 we had two lost time incidents and one medical treatment incidents.
5 In FY21 we reorganised our business, combining Australia New Zealand with Asia to form our Asian Pacific region.
6 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Appendix 8. Our environmental data

Table 12: Energy and energy intensity

Energy consumption (GJ)[1,2,3]	FY19	FY20	FY21[4]	FY22	FY23
Fuel consumption (non-renewable)	58,486	49,398	28,102	30,711	31,630
Fuel consumption (renewable)[5]	-	-	67	58	57
Electricity consumption	309,690	305,933	296,096	284,380	201,371
Heating (gas) consumption	248,094	268,620	271,614	267,565	628,572
Steam consumption	455,269	441,737	453,120	384,558	126,723
Cooling	n/a	10,440	4,791	-	-
Other energy[6]	n/a	6,776	6,002	9,475	5,570
Total energy consumption	**1,071,539**	**1,082,903**	**1,059,792**	**976,745**	**956,113**
Energy sold	-	-	-	-	37,811
Energy intensity (GJ/tonne or m^3 of production)	2.71	2.81	2.90	3.00	3.29

1 Energy consumption data are determined from invoices with United States Energy Information Administration (EIA) conversion factors applied.
2 The total energy consumption reported here is from our manufacturing operations and the energy intensity includes energy consumed within the organisation only.
3 Energy consumption for our former Latin American site at Fortaleza, Brazil has been estimated up to March 2020. This represents less than 3 per cent of our total energy consumption.
4 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
5 'Renewable fuel' refers to the portion of fuel consumed in company vehicles that suppliers of the fuel report as renewable fuel, such as bio-diesel and bio-ethanol.
6 'Other energy' refers to third-party supplied hot water and pressurised air.

Table 13: Energy and renewable energy consumption by region[1]

Energy consumption (GJ)[2,3,4]	FY19	FY20	FY21[5]	FY22	FY23
Asia Pacific					
Renewable	25,829	27,480	25,827	23,419	21,261
Non-renewable	307,382	316,172	313,062	300,297	270,627
Total energy consumption Asia Pacific	333,212	343,652	338,889	323,716	291,888
Europe					
Renewable	59,876	55,919	26,402	24,232	24,749
Non-renewable	544,491	544,419	578,918	509,507	512,705
Total energy consumption Europe	604,367	600,338	605,321	533,739	537,454
Latin America					
Renewable	-	-			
Non-renewable	42,664	28,158			
Total energy consumption Latin America	42,664	28,158			
North America					
Renewable	-	-	-	-	-
Non-renewable	91,296	113,119	115,583	119,290	126,771
Total energy consumption North America	91,296	113,119	115,583	119,290	126,771
Total renewable energy	**85,705**	**83,399**	**52,229**	**47,651**	**46,010**
Total non-renewable energy	**985,833**	**1,001,869**	**1,007,563**	**929,094**	**910,103**

1 Renewable energy refers to the portion of energy supplied by third-parties to our locations that is derived from renewable sources such as solar, wind or hydro electricity, or renewable fuel as described in table 12.
2 Energy consumption data are determined from invoices with United States Energy Information Administration (EIA) conversion factors applied.
3 The total energy consumption reported here is from our manufacturing operations and the energy intensity includes energy consumed within the organisation only.
4 Energy consumption for our former Latin American site at Fortaleza, Brazil has been estimated up to March 2020. This represents less than 3 per cent of our total energy consumption.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 14: Greenhouse gas emissions

Greenhouse gas emissions (tonne CO_2e)[1,2,3,4]	FY19	FY20	FY21[5]	FY22	FY23
Scope 1 - direct	21,183	18,848	16,951	17,039	38,049
Fuel				2,139	2,150
Gas				14,241	35,011
Onsite incineration				417	243
Hydrofluorocarbons (HCFs)				15	452
Other[6]				226	194
Scope 2 – energy indirect	72,830	75,070	70,430	64,485	37,760
Purchased steam				18,571	5,509
Purchased electricity				45,914	32,251
Total greenhouse gas emissions	**94,013**	**93,918**	**87,381**	**81,524**	**75,809**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.238	0.244	0.239	0.251	0.261

1 We report our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 80 per cent of our total scope 1 and 2 emissions.
2 We include the following gases in our calculation of our emissions: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3).
3 Scope 1 and 2 emissions are calculated using the relevant regulatory authority conversion factors (location-based method). Where not available, Intra-governmental Panel on Climate Change (IPCC) default emission and global warming potential factors are used to determine scope 1 emissions and supplier emission factors are used to determine scope 2 emissions.
4 Greenhouse gas intensity includes only the scope 1 and 2 emissions reported under total greenhouse gas emissions.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
6 'Other' refers to CO_2 released from in process use of soda ash (sodium carbonate).

Table 15: Greenhouse gas emissions by region

Greenhouse gas emissions (tonne CO_2e)[1,2,3,4]	FY19	FY20	FY21[5]	FY22	FY23
Asia Pacific					
Scope 1 - direct	10,610	10,582	10,806	10,645	9,375
Scope 2 – energy indirect	42,400	43,680	37,802	34,271	27,469
Total greenhouse gas emissions Asia Pacific	**53,009**	**54,261**	**48,607**	**44,917**	**36,844**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.63	0.47	0.34	0.36	0.30
Europe					
Scope 1 - direct	4,003	1,999	930	883	22,749
Scope 2 – energy indirect	26,275	29,449	30,684	28,291	8,111
Total greenhouse gas emissions	**30,277**	**31,448**	**31,614**	**29,174**	**30,860**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.25	0.28	0.28	0.30	0.39
Latin America					
Scope 1 - direct	2,349	1,550			
Scope 2 – energy indirect	438	289			
Total greenhouse gas emissions Latin America	**2,787**	**1,839**			
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.03	0.03			
North America					
Scope 1 - direct	4,222	4,717	5,215	5,511	5,925
Scope 2 – energy indirect	3,718	1,652	1,944	1,922	2,180
Total greenhouse gas emissions North America	**7,940**	**6,369**	**7,159**	**7,433**	**8,105**
Greenhouse gas intensity (tonne CO_2e/tonne or m^3 of production)	0.08	0.06	0.07	0.07	0.09

1 We report our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 80 per cent of our total scope 1 and 2 emissions.
2 We include the following gases in our calculation of our emissions: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) or nitrogen trifluoride (NF_3).
3 Scope 1 and 2 emissions are calculated using the relevant regulatory authority conversion factors (location-based method). Where not available, Intra-governmental Panel on Climate Change (IPCC) default emission and global warming potential factors are applied to determine scope 1 emissions and supplier emission factors for determining scope 2 emissions.
4 Greenhouse gas intensity includes only the scope 1 and 2 emissions reported under total greenhouse gas emissions.
5 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 16: Air emissions

Air emissions (tonne)[1]	FY19	FY20	FY21[2]	FY22	FY23
Nitrogen oxides (NO_x)	29	43	44	30	132
Sulphur oxides (SO_x)	1	1	1	1	1
Carbon monoxide (CO)	25	17	16	23	23
Volatile organic compounds (VOCs)	40	41	44	36	38
Persistent organic pollutants (POP)	-	-	-	-	-
Hazardous air pollutants (HAP)	-	<1	<1	<1	<1
Particulate matter (PM)	3	4	4	4	3
Ozone depleting substances (ODS) (tonne of CFC-11 equivalent)	<1	<1	<1	<1	<1
Other air emissions	<1	<1	<1	<1	<1
Total air emissions	**98**	**105**	**109**	**95**	**198**
Air emission intensity (kg/ tonne or m^3 of production)	0.25	0.27	0.30	0.29	0.68

1 Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 17: Air emissions by region

Air emissions (tonne)[1,2]	FY19	FY20	FY21[3]	FY22	FY23
Asia Pacific					
Nitrogen oxides (NOx)	14	14	15	13	14
Carbon monoxide (CO)	14	12	12	16	18
Volatile organic compounds (VOCs)	1	1	4	2	2
Balance	3	4	4	5	4
Total air emissions Asia Pacific	**33**	**32**	**35**	**37**	**38**
Air emission intensity (kg/tonne or m^3 of production)	0.39	0.28	0.25	0.29	0.31
Europe					
Nitrogen oxides (NOx)	7	25	26	13	116
Carbon monoxide (CO)	5	2	2	2	3
Volatile organic compounds (VOCs)	37	39	40	34	36
Balance	0	0	0	0	0
Total air emissions Europe	**49**	**66**	**68**	**49**	**155**
Air emission intensity (kg/tonne or m^3 of production)	0.41	0.59	0.60	0.50	1.98
Latin America					
Nitrogen oxides (NOx)	1	0			
Carbon monoxide (CO)	0	0			
Volatile organic compounds (VOCs)	0	0			
Balance	0	0			
Total air emissions Latin America	**1**	**1**			
Air emission intensity (kg/tonne or m^3 of production)	0.01	0.01			
North America					
Nitrogen oxides (NOx)	8	3	3	4	2
Carbon monoxide (CO)	6	2	2	5	5
Volatile organic compounds (VOCs)	1	0	0	0	0
Balance	1	0	1	1	1
Total air emissions North America	**15**	**6**	**6**	**10**	**6**
Air emission intensity (kg/tonne or m^3 of production)	0.15	0.06	0.05	0.10	0.06

1 Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.
2 'Balance' refers to the sum of sulphur oxides (SO_x), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 18: Water withdrawal by source

Water withdrawal (ML)[1,2]	FY19	FY20	FY21[3]	FY22	FY23
Surface water (total)	3,973	4,336	3,072	1,955	1,903
Freshwater (≤ 1,000 mg/L TDS)	3,973	4,336	3,072	1,955	1,903
Other water (> 1,000 mg/L TDS)					
Groundwater (total)	284	351	385	428	327
Freshwater (≤ 1,000 mg/L TDS)	284	351	385	428	327
Other water (> 1,000 mg/L TDS)					
Seawater (total)				8	
Produced water (total)				9	2
Third party water (total)	715	822	774	705	680
Freshwater (≤ 1,000 mg/L TDS)	715	822	774	705	680
Other water (> 1,000 mg/L TDS)					
Rainwater collected and stored					
Total water withdrawal	**4,972**	**5,508**	**4,232**	**3,104**	**2,912**
Water withdrawal intensity (KL/tonne or m^3 of production)	12.6	14.3	11.6	9.5	10.0

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing. Refer to Appendix 3 for a list of entities represented here.
2 TDS is the total dissolved solids.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 19: Water discharge by destination

Water discharge (ML)[1,2]	FY19	FY20	FY21[3]	FY22	FY23
Surface water	4,144	4,687	3,473	2,394	2,240
Groundwater	< 1	< 1	< 1	< 1	< 1
Seawater					
Third party water (total)	653	649	621	502	472
Third party water sent for use to other organisations					
Sewer/utilities	449	446	390	342	321
Treatment	204	203	230	161	151
Unplanned discharge	-	-	-	-	
Total water discharge	**4,797**	**5,336**	**4,094**	**2,896**	**2,713**
Water discharge intensity (KL/tonne or m^3 of production)	12.1	13.9	11.2	8.9	9.4
Freshwater discharged (ML)					
Freshwater (≤ 1,000 mg/L TDS)	4,147	4,687	3,473	2,394	2,240
Other water (> 1,000 mg/L TDS)	650	649	621	502	504
Water discharge quality					
Chemical oxygen demand (tonne)	4,851	5,045	4,922	3,976	3,589

1 Water discharge (effluent) has been determined by direct meter measurement.
2 TDS is the total dissolved solids.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 20: Water withdrawal by region

Water withdrawal (ML)[1]	FY19	FY20	FY21[2]	FY22	FY23
Asia Pacific					
Surface water	-	-	-	-	-
Groundwater	3	4	4	4	3
Third party water	262	362	362	354	342
Total water withdrawal Asia Pacific	**265**	**366**	**366**	**358**	**346**
Water withdrawal intensity (KL/tonne or m^3 of production)	3.1	3.2	2.6	2.9	2.9
Europe					
Surface water	3,973	4,336	3,072	1,955	1,903
Groundwater	281	347	382	424	324
Seawater	-	-	-	8	-
Produced water	-	-	-	9	2
Third party water	338	367	358	295	295
Total water withdrawal Europe	**4,592**	**5,049**	**3,812**	**2,691**	**2,524**
Water withdrawal intensity (KL/tonne or m^3 of production)	37.8	45.0	33.3	27.3	32.3
Latin America					
Surface water					
Groundwater					
Third party water	54	36			
Total water withdrawal Latin America	**54**	**36**			
Water withdrawal intensity (KL/tonne or m^3 of production)	0.6	0.6			
North America					
Surface water					
Groundwater					
Third party water	60	57	54	56	42
Total water withdrawal North America	**60**	**57**	**54**	**56**	**42**
Water withdrawal intensity (KL/tonne or m^3 of production)	0.6	0.6	0.5	0.5	0.5

1 Water withdrawal information presented here is determined from direct meter measurements or from municipal water supplier billing. Refer to Appendix 3 for a list of entities represented here.

2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 21: Water discharge by region

Water discharge (ML)[1]	FY19	FY20	FY21[2]	FY22	FY23
Asia Pacific					
Surface water	12	11	20	15	14
Groundwater					
Third party water	297	292	295	298	290
Total water discharge Asia Pacific	**309**	**303**	**315**	**313**	**304**
Water discharge intensity (KL/tonne or m^3 of production)	3.7	2.6	2.2	2.5	2.5
Europe					
Surface water	4,132	4,676	3,454	2,379	2,227
Groundwater	0	0	0	0	0
Third party water	356	356	325	204	182
Total water discharge Europe	**4,488**	**5,032**	**3,779**	**2,583**	**2,409**
Water discharge intensity (KL/tonne or m^3 of production)	36.9	44.8	33.0	26.2	30.8
Latin America					
Surface water					
Groundwater					
Third party water	0.4	0.2			
Total water discharge Latin America	**0.4**	**0.2**			
Water discharge intensity (KL/tonne or m^3 of production)	0.0	0.0	0.0	0.0	0.0
North America					
Surface water					
Groundwater					
Third party water					
Total water discharge North America	**0**	**0**	**0**	**0**	**0**
Water discharge intensity (KL/tonne or m^3 of production)	0.0	0.0	0.0	0.0	0.0

1 Water discharge (effluent) has been determined by direct meter measurement.
2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 22: Water consumption by region

Water consumption (ML)[1,2]	FY19	FY20	FY21[3]	FY22	FY23
Asia Pacific					
Water consumption	264	366	366	367	349
Water consumption intensity (KL/tonne or m^3 of production)	3.1	3.2	2.6	2.9	2.9
Europe					
Water consumption	491	416	406	341	384
Water consumption intensity (KL/tonne or m^3 of production)	4.0	3.7	3.5	3.5	4.9
Latin America					
Water consumption	24	16	0	0	0
Water consumption intensity (KL/tonne or m^3 of production)	0.3	0.3	0.0	0.0	0.0
North America					
Water consumption	60	50	46	35	42
Water consumption intensity (KL/tonne or m^3 of production)	0.6	0.5	0.4	0.3	0.5
Total water consumption (ML)	**839**	**848**	**818**	**743**	**774**
Total water consumption intensity (KL/tonne or m^3 of production)	2.1	2.2	2.2	2.3	2.7

1 Water consumption is an estimate of the water used by Nufarm and no longer available for social or environmental use.
2 Water returned for reuse is water returned to the catchment and made available for social or environmental use.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 23: Environmental complaints

	FY19	FY20	FY21[1]	FY22	FY23
Number of complaints received where investigation revealed Nufarm was at fault	2	1	1	2	2
Number of complaints received where investigation revealed Nufarm was not at fault	-	-	-	-	14
Number of complaints where the cause was undetermined	2	1	1	36	13
Total environmental complaints	**4**	**2**	**2**	**38**	**29**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 24: Waste composition

	FY19		FY20		FY21[1]		FY22		FY23	
Waste generated[2]	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**	**tonne**	**%**
Hazardous										
Waste diverted from disposal	458	2	2,082	8	2,750	12	1,417	7	1,075	5
Waste directed to disposal	18,184	70	17,722	70	18,389	78	15,558	74	16,275	72
Total hazardous waste generated	**18,642**	**72**	**19,804**	**78**	**21,139**	**90**	**16,975**	**81**	**17,350**	**77**
Non-hazardous										
Waste diverted from disposal	5,445	21	4,408	17	1,604	7	1,794	9	1,984	9
Waste directed to disposal	1,849	7	1,198	5	777	3	2,316	11	3,121	14
Total non-hazardous waste generated	**7,294**	**28**	**5,606**	**22**	**2,381**	**10**	**4,110**	**19**	**5,105**	**23**
Total waste										
Waste diverted from disposal	**5,903**	**23**	**6,490**	**26**	4,354	**19**	3,211	**15**	3,058	14
Waste directed to disposal	**20,033**	**77**	**18,919**	**74**	19,166	**81**	17,874	**85**	19,396	86
Total waste generated	**25,936**	**100**	**25,409**	**100**	**23,520**	**100**	**21,085**	**100**	**22,455**	**100**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

Table 25: Waste composition per region

Waste type (tonne)[1]	FY19	FY20	FY21[2]	FY22	FY23
Asia Pacific					
Hazardous	1,127	2,537	2,909	2,157	1,567
Non-hazardous	1,667	1,057	980	1,110	1,280
Total waste generated by Asia Pacific	**2,794**	**3,594**	**3,889**	**3,267**	**2,847**
Waste intensity (tonne /tonne or m^3 of production)	0.03	0.03	0.03	0.03	0.02
Europe					
Hazardous	6,999	8,688	10,259	8,356	9,175
Non-hazardous	1,419	1,458	923	1,210	1,489
Total waste generated by Europe	**8,417**	**10,146**	**11,182**	**9,566**	**10,664**
Waste intensity (tonne /tonne or m^3 of production)	0.07	0.09	0.10	0.10	0.14
Latin America					
Hazardous	252	166			
Non-hazardous	1,755	1,158			
Total waste generated by Latin America	**2,007**	**1,324**			
Waste intensity (tonne /tonne or m^3 of production)	0.02	0.02			
North America					
Hazardous	10,264	8,412	7,971	6,462	6,607
Non-hazardous	2,454	1,933	477	1,790	2,336
Total waste generated by North America	**12,718**	**10,345**	**8,449**	**8,252**	**8,943**
Waste intensity (tonne /tonne or m^3 of production)	0.12	0.10	0.08	0.09	0.10
Total waste					
Hazardous	**18,642**	**19,804**	**21,139**	**16,975**	**17,350**
Non-hazardous	**7,294**	**5,606**	**2,381**	**4,110**	**5,104**
Total waste generated	**25,936**	**25,409**	**23,520**	**21,085**	**22,454**
Waste intensity (tonne /tonne or m^3 of production)	**0.066**	**0.066**	**0.064**	**0.064**	**0.076**

1 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 26: Waste diverted from disposal by recovery operation

	FY19			FY20			FY21[1]			FY22			FY23		
Waste (tonne)[2]	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Hazardous waste															
Preparation for reuse	-	157	**157**	144	-	**144**	-	-	**-**	-	-	**-**	-	**-**	**-**
Recycling	-	301	**301**	-	1,843	**1,843**	-	2,543	**2,543**	-	1,270	**1,270**	-	**919**	**919**
Other recovery operations	-	-	**-**	-	95	**95**	-	208	**208**	-	146	**146**	-	**156**	**156**
On-site storage	-	-	**-**	-	-	**-**	-	-	**-**	-	-	**-**	-	**-**	**-**
Total hazardous waste	**-**	**458**	**458**	**144**	**1,938**	**2,082**	**-**	**2,750**	**2,750**	**-**	**1,417**	**1,417**	**-**	**1,075**	**1,075**
Non-hazardous waste															
Preparation for reuse	98	-	**98**	1	-	**1**	1	-	**1**	-	-	**-**	<1	**-**	**<1**
Recycling	-	5,108	**5,108**	-	4,217	**4,217**	-	1,603	**1,603**	-	1,794	**1,794**	-	**1,983**	**1,983**
Other recovery operations	-	239	**239**	-	190	**190**	-	-	**-**	-	-	**-**	-		**-**
On-site storage	-	-	-	-	-	**-**	-	-	**-**	-	-	**-**	<1		**<1**
Total non-hazardous waste	**98**	**5,347**	**5,445**	**1**	**4,407**	**4,408**	**1**	**1,603**	**1,604**	**-**	**1,794**	**1,794**	**<1**	**1,983**	**1,983**
Total waste diverted from disposal	**98**	**5,806**	**5,903**	**145**	**6,345**	**6,490**	**1**	**4,354**	**4,354**	**-**	**3,211**	**3,211**	**<1**	**3,058**	**3,058**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

Table 27: Waste directed to disposal by disposal operation

	FY19			FY20			FY21[1]			FY22			FY23		
Waste (tonne)[2]	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**	Onsite	Offsite	**Total**
Hazardous waste															
Incineration (with energy recovery)	-	12,082	**12,082**	23	11,280	**11,303**	-	9,861	**9,861**	-	3,058	**3,058**		5,396	**5,396**
Incineration (without energy recovery)	-	370	**370**	264	665	**929**	292	2,344	**2,635**	-	7,831	**7,831**		6,759	**6,759**
Recovered (including energy recovery)	-	3,472	**3,472**	-	2,952	**2,952**	-	2,987	**2,987**	-	2,302	**2,302**		1,602	**1,602**
Third party treatment	-	989	**989**	-	928	**928**	-	1,107	**1,107**	-	1,469	**1,469**		378	**378**
Deep well injection	-	912	**912**	-	929	**929**	-	800	**800**	-	330	**330**		707	**707**
Landfill	-	189	**189**	-	298	**298**	-	419	**419**	-	177	**177**		202	**202**
Other disposal operations	-	-	**-**	-	27	**27**	-	19	**19**	-	9	**9**		0	**0**
On-site storage	170	-	**170**	357	-	**357**	560	-	**560**	381	-	**381**	1230	-	**1,230**
Total hazardous waste	**170**	**18,014**	**18,184**	**645**	**17,077**	**17,722**	**852**	**17,537**	**18,389**	**381**	**15,177**	**15,558**	**1230**	**15,045**	**16,275**
Non-hazardous															
Incineration (with energy recovery)	-	4	**4**	-	193	**193**	-	111	**111**	-	500	**500**		419	**419**
Incineration (without energy recovery)	-	-	**-**	-	-	**-**	-	-	**-**	-	561	**561**		3	**3**
Recovered (including energy recovery)	-	691	**691**	-	130	**130**	-	107	**107**	-	-	**-**		-	**-**
Third party treatment	-	326	**326**	-	151	**151**	-	70	**70**	-	582	**582**		631	**631**
Deep well injection	-	78	**78**	-	-	**-**	-	-	**-**	-	91	**91**		1,922	**1,922**
Landfill		749	**749**		580	**580**	-	489	**489**	-	564	**564**		113	**113**
Direct to surface or groundwater	-	-	**-**	-	144	**144**	-	-	**-**	-	-	**-**		-	**-**
Other disposal operations	-	-	**-**	-	-	**-**	-	-	**-**	-	20	**20**		33	**33**
On-site storage	-	-	**-**	-	-	**-**	-	-	**-**	-	-	**-**	-	-	**-**
Total non-hazardous waste	-	1,849	**1,849**	-	1,198	**1,198**	-	777	**777**	-	2,316	**2,316**	**-**	**3,121**	**3,121**
Total waste directed to disposal	**170**	**19,863**	**20,033**	**645**	**18,275**	**18,919**	**852**	**18,313**	**19,166**	**381**	**17,493**	**17,874**	**1,230**	**18,166**	**19,396**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Waste disposal method and quantities were determined from reports and invoices provided by the waste contractors. Onsite waste was compiled from internal waste inventory records.

Appendix 9. Our employee data

Table 28: Gender diversity by employee contract

Full-time equivalent (FTE) employees	FY19			FY20			FY21[1]			FY22			FY23[2]		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of permanent employees	772	2,245	**3,017**	646	1,733	**2,379**	661	1,711	**2,372**	733	1,773	**2,506**	840	2,012	**2,852**
Number of temporary employees (non-permanent)	34	265	**299**	30	293	**323**	25	280	**305**	34	271	**305**	16	190	**206**
Total	**805**	**2,510**	**3,315**	**676**	**2,026**	**2,702**	**686**	**1,992**	**2,678**	**767**	**2,044**	**2,811**	**856**	**2,202**	**3,059**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 FY23 total FTE includes one employee with a gender classification of other.

Table 29: Gender diversity by employee contract and region

Full-time equivalent (FTE) employees	FY22				FY23[1,2]			
	Women	Men	Total	% women	Women	Men	Total	% women
Asia Pacific								
Number of permanent employees	274	633	**907**	32%	308	740	**1,048**	34%
Number of temporary employees (non-permanent)	19	263	**282**	10%	6	182	**188**	6%
Total employees in Asia Pacific	**293**	**896**	**1,189**	**42%**	**314**	**921**	**1,236**	**40%**
Europe								
Number of permanent employees	286	714	**1,000**	36%	319	748	**1,068**	35%
Number of temporary employees (non-permanent)	12	5	**17**	1%	10	5	**15**	0%
Total employees in Europe	**298**	**719**	**1,017**	**36%**	**329**	**753**	**1,083**	**35%**
South America								
Number of permanent employees	27	86	**113**	4%	42	133	**175**	6%
Number of temporary employees (non-permanent)		1	**1**	0%		1	**1**	0%
Total employees in South America	**27**	**87**	**114**	**4%**	**42**	**134**	**176**	**6%**
North America								
Number of permanent employees	147	340	**487**	17%	171	390	**561**	18%
Number of temporary employees (non-permanent)	3	2	**5**	0%		3	**3**	0%
Total employees in North America	**150**	**342**	**492**	**17%**	**171**	**393**	**564**	**18%**
Total	**767**	**2,044**	**2,811**		**856**	**2,202**	**3,059**	

1 FY23 total FTE includes one employee with a gender classification of other.
2 Rounding applied to FTE calculations.

Appendix 9. Our employee data continued

Table 30: Gender diversity by function

	FY23[1]			
Function	Women	Men	Total	Women (%)
Supply chain	306	1,105	1,411	22%
Sales	219	738	957	23%
Portfolio solutions	119	173	292	41%
Finance	113	99	212	53%
Corporate	35	37	72	49%
Information technology	12	37	49	24%
Human resources	52	13	65	80%
Total	**856**	**2,202**	**3,059**	**28%**

1 FY23 total headcount includes one employee with a gender classification of other.

Table 31: Gender diversity by employee type

	FY19			FY20			FY21[1]			FY22			FY23[2]		
Head ount	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of full-time employees	761	2,500	3,261	640	2,019	2,659	653	1,988	2,641	725	2,034	**2,759**	810	2,186	**2,996**
Number of part-time employees	105	51	156	56	15	71	52	9	61	61	18	**79**	68	27	**95**
Total	**866**	**2,551**	**3,417**	**696**	**2,034**	**2,730**	**705**	**1,997**	**2,702**	**786**	**2,052**	**2,838**	**878**	**2,213**	**3,092**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 FY23 total headcount includes one employee with a gender classification of other.

Table 32: Gender diversity by region and employee type

	FY22				FY23[1]			
Headcount	Women	Men	Total	%	Women	Men	Total	%
Asia Pacific								
Number of full-time employees	279	893	**1,172**	41%	303	918	**1,221**	43%
Number of part-time employees	19	5	**24**	1%	17	6	**23**	1%
Total employees in Asia Pacific	**298**	**898**	**1,196**	**42%**	**320**	**924**	**1,244**	**44%**
Europe				**0**				**0**
Number of full-time employees	271	712	**983**	35%	296	742	**1,038**	37%
Number of part-time employees	40	13	**53**	2%	49	19	**68**	2%
Total employees in Europe	**311**	**725**	**1,036**	**37%**	**345**	**761**	**1,106**	**39%**
South America				**0**				**0**
Number of full-time employees	26	87	**113**	4%	41	134	**175**	6%
Number of part-time employees	1		**1**	0%	1		**1**	0%
Total employees in South America	**27**	**87**	**114**	**4%**	**42**	**134**	**176**	**6%**
North America				**0**				**0**
Number of full-time employees	149	342	**491**	17%	170	392	**562**	20%
Number of part-time employees	1		**1**	0%	1	2	**3**	0%
Total employees in North America	**150**	**342**	**492**	**17%**	**171**	**394**	**565**	**20%**
Total	**422**	**1,054**	**1,476**		**468**	**1,136**	**3,092**	

1 FY23 total headcount includes one employee with a gender classification of other.

Table 33: Gender of governance body and employees

	FY19		FY20		FY21[1]		FY22		FY23	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Non-executive directors at 30/09/2023[2]	29%	71%	25%	75%	25%	75%	43%	57%	33%	67%
Non-executive directors at 15/11/2023[3]									43%	57%
Employees										
Executive key management personnel[4,5]	0	100%	0%	100%	0%	100%	0%	100%	0%	100%
Executive and senior management	23%	77%	21%	79%	26%	74%	32%	68%	36%	64%
People manager	19%	81%	20%	80%	21%	79%	19%	81%	23%	77%
Professionals	27%	73%	28%	72%	28%	72%	30%	70%	31%	69%
Manufacturing shop floor	9%	91%	10%	90%	10%	90%	15%	85%	14%	86%
Administration	66%	34%	71%	29%	70%	30%	72%	28%	67%	33%
Other	25%	75%	17%	83%	23%	77%	21%	79%	11%	88%
Total	**24%**	**76%**	**25%**	**75%**	**26%**	**74%**	**27%**	**73%**	**28%**	**72%**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Thirty-three per cent is the representation of women non-executive directors at 30 September 2030 due to the board's successions planning, which resulted in an overlapping period between the appointment of two men and the planned retirement of two men.
3 Forty-three per cent is the representation of women non-executive directors at the time of this report.
4 Greg Hunt, managing director and chief executive officer, is included with the executive key management personnel in this table.
5 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Table 34: Number of employees using parental leave

	FY19			FY20			FY21[1]			FY22			FY23		
Head count	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Took parental leave	39	19	**58**	27	19	**46**	35	40	**75**	26	17	**43**	45	57	**102**
Primary carer													45	4	**49**
Secondary carer													0	53	**53**
Returned from parental leave	31	16	**47**	11	16	**27**	19	40	**59**	13	15	**28**	26	53	**79**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

Table 35: Employees with performance objectives and who engaged in performance and development check-ins

	FY19			FY20			FY21[1]			FY22			FY23		
Full-time equivalent (FTE) employees	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Performance objectives in place[2]	72%	74%	**74%**	78%	71%	**73%**	64%	55%	**57%**	55%	38%	**43%**	58%	41%	46%
Development objectives in place[3]													23%	15%	17%
Performance and development check-ins[4]	75%	69%	**70%**	79%	68%	**71%**	65%	49%	**53%**	59%	58%	**58%**	40%	35%	37%

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Performance objectives in place is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system.
3 Personal development objectives in place is measured as a percentage of full-time equivalent women, men or total employees with development objectives registered in our human resources business system.
4 Performance and development check-ins is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system and who also registered check-in conversations.

Table 36: Annual total compensation ratio

CEO remuneration (AUD)[1,2]	FY22	FY23
Annual total compensation ratio	12.0	12.3

1 The annual total compensation ratio is the ratio of Nufarm's CEO fixed annual remuneration to the median fixed annual remuneration of all Nufarm's Australian-based employees, less the CEO's fixed annual remuneration.
2 The fixed annual remuneration includes base salary and superannuation.

Table 37: Board and employees by age group

	FY19			FY20			FY21[1]			FY22			FY23		
	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years	≤ 30 years	30-50 years	> 50 years
Non-executive directors[2]			100%			100%			100%		14%	86%		22%	78%
Employees[3]															
Executive key management personnel[4,5]			< 1%		< 1%	< 1%			< 1%			< 1%			<1%
Executive and senior management		2%	2%		1%	2%		1%	2%		1%	2%		1%	2%
People manager	< 1%	12%	6%	< 1%	10%	7%	< 1%	10%	7%		8%	7%	<1%	8%	6%
Professionals	9%	30%	9%	7%	28%	10%	6%	27%	11%	6%	26%	9%	6%	26%	9%
Manufacturing shop floor	3%	12%	7%	3%	12%	9%	4%	12%	10%	5%	15%	12%	5%	15%	11%
Administration	1%	3%	2%	1%	4%	3%	1%	4%	3%	1%	4%	3%	1%	5%	2%
Other	< 1%	< 1%		1%			1%	< 1%		< 1%			1%	<1%	
Total	**15%**	**59%**	**26%**	**13%**	**55%**	**31%**	**12%**	**55%**	**33%**	**13%**	**54%**	**32%**	**14%**	**55%**	**31%**

1 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
2 Only non-executive directors are included in the board of directors measures in this table.
3 It is not mandatory to provide date of birth or age in our human resources business system. Approximately 1 per cent of our employees are not represented here.
4 Greg Hunt, managing director and chief executive officer, is included with the executive key management personnel in this table.
5 Our executive key management personnel are the CEO, CFO and Group Executive Supply Chain Operations.

Table 38: Employee hire and turnover

	FY19				FY20				FY21[3,4]				FY22				FY23[5,6]			
	New employees		Turnover		New employees		Turnover		New employees		Turnover		New employees		Turnover		New employees		Turnover	
Full-time equivalent (FTE) employees[1,2]	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Employee age group																				
Under 30 years old	170	36%	97	21%	73	22%	59	18%	171	52%	106	32%	171	49%	81	23%	168	46%	66	18%
30-50 years old	277	14%	223	11%	157	10%	176	12%	191	13%	202	14%	256	17%	193	13%	358	22%	194	12%
Over 50 years old	66	7%	114	13%	47	5%	87	10%	53	6%	108	12%	85	9%	110	12%	107	11%	133	14%
Employee gender																				
Women	156	19%	123	15.0%	85	13%	78	11.5%	124	18%	118	17.0%	182	25%	103	14%	210	26%	108	13%
Men	357	14%	311	12.0%	192	9%	244	11.7%	296	15%	297	14.9%	337	17%	285	14%	432	20%	289	13%
Employee region																				
Asia Pacific	-	-	-	-	-	-	-	-	-	-	-	-	187	16%	172	15%	178	15%	121	10%
Australia and New Zealand	77	11%	107	15%	39	6%	75	12%	57	9%	98	16%								
Asia	69	10%	86	13%	21	3%	81	13%	82	14%	66	11%								
Europe	152	15%	109	11%	105	10%	88	9%	119	12%	138	14%	143	14%	99	10%	221	21%	146	14%
Latin America[7]	132	20%	84	13%	13	14%	5	6%												
South America									10	10%	6	6%	8	8%	4	4%	45	34%	10	8%
North America	83	25%	48	14%	99	27%	73	19%	152	36%	107	25%	182	38%	113	24%	199	36%	119	21%
Total	**513**	**15%**	**434**	**13%**	**277**	**10%**	**321**	**12%**	**420**	**16%**	**416**	**15%**	**520**	**19%**	**388**	**14%**	**643**	**21%**	**396**	**13%**

1 The new employee hire rate is calculated as the percentage of full-time equivalent (FTE) of employees hired, out of the average monthly FTE of employees.
2 The employee turnover rate is calculated as the percentage of full-time equivalent (FTE) of employees terminated (voluntary and involuntary) out of the average monthly FTE of employees.
3 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.
4 In FY21 we reorganised our business, combining Australian New Zealand with Asia to form our Asian Pacific region.
5 It is not mandatory to provide date of birth or age in our human resources business system. In FY23 10 of our new employees are not represented in the new employees age group measures and three are not represented in the turnover age group measures.
6 FY23 total headcount includes one employee with a gender classification of other.
7 In FY20 we sold our crop protection business in Latin America. From FY21 onwards we continued to operate our seeds businesses only in South America. We also retained our Mexican crop protection business, which we report under North America.

Appendix 10. Our ethical sourcing data

Table 39: Proportion of spending on local suppliers at signification locations

	FY22[1]		FY23[2]		
Percentage of spending on local suppliers[3,4,5,6]	**Direct spend**	**Indirect spend**	**Direct spend**	**Indirect spend**	**Total**
Asia Pacific	6%	Not available	7%	23%	**12%**
Europe	11%	Not available	7%	28%	**27%**
North America	12%	Not available	26%	29%	**14%**
Total category spending on local suppliers	**29%**	**Not available**	**40%**	**80%**	**53%**

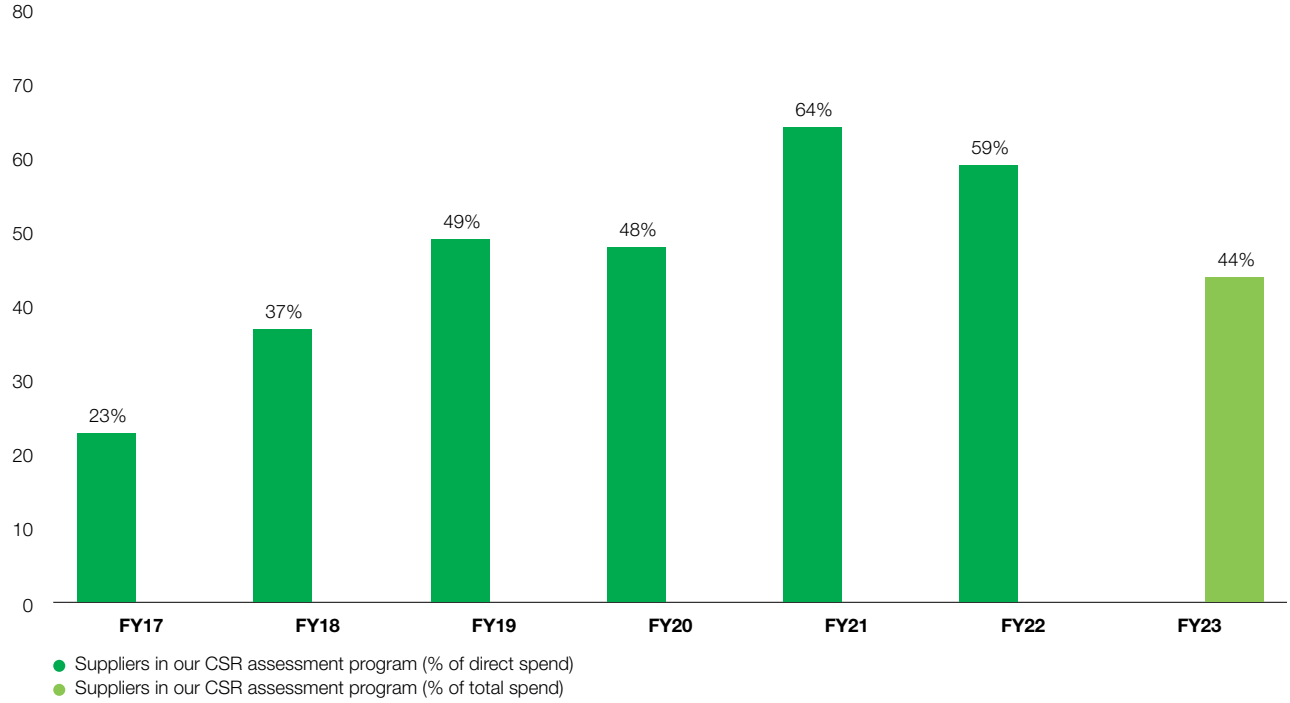
1 In FY22 we did not have consolidated indirect local spend data available.
2 FY23 spend on local suppliers includes spending at Nufarm's significant locations. Entities included in this total spend are listed in Appendix 3.
3 The total percentage spend on local suppliers is the proportion of the total Group spend attributed to local supplier per region and spend category.
4 Locally sourced materials or goods and services are those sourced from suppliers in the same country as the purchasing company.
5 Direct spend refers to spending on materials consumed in manufacturing and finished goods purchased for resale.
6 Indirect spend refers to all other goods and services not directly associated with a product.

Table 40: Supplier corporate social responsibility (CSR) assessment program

	FY22[1]		FY23[2,3]	
Supplier environmental and social impacts[4]	**Count**	**% of category spend**	**Count**	**% of total spend**
New suppliers assessed for environmental and social impacts				
Direct suppliers			73	7%
Indirect suppliers			164	2%
Total new suppliers assessed			**237**	**9%**
Suppliers assessed for environmental and social impacts this year				
Direct suppliers			68	20%
Indirect suppliers			9	<1%
Total suppliers reassessed			**77**	**21%**
Suppliers in our CSR assessment program[5]				
Direct suppliers	98		181	40%
Indirect suppliers			247	3%
Total suppliers in our CSR assessment program			**428**	**44%**
Significant supplier environmental and social impacts and their improvement plans[6]				
Suppliers with significant environmental impacts	0	0	1	0.01%
Suppliers with significant social impacts	0	0	0	0%
Suppliers with agreed improvement plans	1	1%	0	0%
Suppliers terminated due to environmental and social impacts	0	0	0	0%

1 In FY22 we erroneously reported on direct suppliers who had undergone a reassessment in Ecovadis in the last 12 months rather than the last three years. We are unable to retrospectively recalculate this.
2 In FY23 we expanded our ethical sourcing program and reporting metrics.
3 FY23 spend on local suppliers includes spending at Nufarm's significant locations. Entities included in this total spend are listed in Appendix 3.
4 Suppliers in our ethical sourcing program are those that have participated in an ESG assessment in the last three years through the Ecovadis platform and/or have signed our global supplier code of conduct.
5 All suppliers rated in Ecovadis are continuously monitored; however, we only request suppliers participate in formal reassessment every three years.
6 Significant impacts are reported in the year they are first identified; however, they may relate to historical incidents.

Percentage of suppliers in our CSR assessment program



1 Measured as a percentage of total spend (i.e. direct and indirect spend) in Australian dollars; however, prior to FY23, this was measured as a percentage of direct spend only. We have significantly expanded the number of suppliers in our ethical sourcing program this year, and in particular indirect suppliers, so we have changed our KPI to reflect this change.

2 In FY20 we changed our financial reporting year. FY21 is the 12-month period from October 2020 to September 2021; all prior years are the 12-month period from August to July.

3 Suppliers in our ethical sourcing program are those that have undertaken an ESG assessment in the last three years through the Ecovadis platform and/or have signed our global supplier code of conduct.

Appendix 11. Independent assurance report

INDEPENDENT ASSURANCE REPORT

To: The Stakeholders of Nufarm Limited

1. Introduction and Objectives of Work

Bureau Veritas UK Limited ("Bureau Veritas") has been engaged by Nufarm Limited ("Nufarm") to provide limited assurance over its manufacturing operation's Scope 1 and Scope 2 GHG emissions and total energy use in the 2023 Sustainability Report (the 'Report'). The objective is to provide assurance to Nufarm and its stakeholders over the accuracy and reliability of the reported information and data.

2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period 1st October 2022 to 30th September 2023 (the 'Selected Information'):

- Scope 1 GHG emissions (site vehicles, company cars, gas boilers and heating, fuel boilers and heating, onsite incineration, refrigerants, process emissions)
- Scope 2 GHG emissions location-based (purchased steam, purchased electricity, sold electricity) and
- Total energy use (fuel consumption, petrol consumption, electricity consumption, heating (gas) consumption, steam consumption, cooling consumption, electricity sold)

3. Reporting Criteria

The Selected Information needs to be read and understood together with the Corporate Procedure – CP 5691 Annual Sustainability Report: HSE metrics (v3.0 30/09/2022) and Corporate Procedure – CP 5217 Sustainability Scorecard (v3.0 3/10/2022). Nufarm have defined their reporting boundary to only include manufacturing facilities globally.

4. Limitations and Exclusions

Excluded from the scope of our work is assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information; and
- All non-manufacturing sites under Nufarm's operational control.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- A detailed justification for exclusions from reporting boundary has not been documented for the reporting period.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Nufarm.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Nufarm.

6. Assessment Standard

We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

7. Summary of Work Performed

As part of our independent assurance, our work included:

1. Conducting interviews with relevant personnel of Nufarm from the corporate team as well as the site teams from Wyke and Pipe Road.
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Nufarm;
4. Agreeing a selection of the Selected Information to the corresponding source documentation;
5. Reviewing Nufarm systems for quantitative data aggregation and analysis;
6. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.
7. Reperforming greenhouse gas emissions conversions calculations.
8. Reperforming a selection of aggregation calculations of the Selected Information.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

8. Conclusion

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

Except that: it should be noted that the definition of the reporting boundary does not align with the requirements of the GHG Protocol for operational or financial control, as the Report does not include all sites that are under Nufarm's control.

KPIs	Reporting period: 1st October 2022 to 30th September 2023
Scope 1 (metric tonnes CO2e):	38 049
Scope 2 – Location-based (metric tonnes CO2e):	37 760
Total Energy Use (GJ)	956 113

9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified[1] Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2[2].

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)[3], across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code[4]. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Nufarm.

Bureau Veritas UK Ltd
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London, 21st November 2023

[1] Certificate available on request
[2] International Standard on Quality Management 1 (Previously International Standard on Quality Control 1)
[3] International Federation of Inspection Agencies – Compliance Code – Third Edition
[4] Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants

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