

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 30 March 2023 to 30 March 2024.

The statement sets down Nichino Europe Co. Ltd's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Nichino Europe Co. Ltd which are as follows:

Research and development, manufacture and distribution of crop protection products and agrichemicals.

The Company currently operates in the following countries:

UK

Continental European countries: EU 27 countries: Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Ireland, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden

CIS countries: Azerbaijan, Moldova, Russia, Kazakhstan, Kyrgyzstan, Uzbekistan

African countries: Algeria, Sudan, Morocco, Tunisia, Egypt, South Africa, Kenya, Angola, Burkina Faso

Other countries: Albania, Armenia, Bosnia, Herzegovina, Iraq, Georgia, Jordan, Kosovo, Montenegro, Norway, Oman, Turkey, UAE, Ukraine, Saudi Arabia, Serbia, Switzerland, Syria, North Macedonia, Israel, Palestine

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: General Counsel is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: General Counsel is responsible for risk assessments in respect of human rights and modern slavery by a process of periodic review of supply chain.
- 1.3 Due diligence: General Counsel is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to attend training either via a third party provider or through internal training given by the General Counsel.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains. The Company's Whistleblowing policy is available on its website. **For employees the policy is further detailed in the Employee Handbook and reminded to employees regularly at monthly company meetings.**
- 2.2 **Employee Handbook** – The Handbook sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Policies** which can be found here: Manufacturing and Environmental Policy: <https://www.nichino-europe.com/files/8e5827-manufacturing-environmental->

[policy-nichino-europe-2022.pdf](https://www.nichino-europe.com/files/8b71da-csr-policy-2022.pdf); CSR Policy: [https://www.nichino-europe.com/files/8b71da-csr-policy-2022.pdf](https://www.nichino-europe.com/files/2321b9-business-ethical-policy-2022.pdf); Business Ethical Policy <https://www.nichino-europe.com/files/2321b9-business-ethical-policy-2022.pdf>

detail how we work responsibly with suppliers and local communities, our values and our role in safeguarding the supply chain from unethical social and environmental impact.

- 2.4 **Supply Code of Conduct** implemented in 2022 and referred to in all new supply agreements since that time sets out our expectations of our suppliers and mirrors our own corporate ethical policies. The code can be found here: <https://www.nichino-europe.com/files/405b9d-nichino-supplier-code-of-conduct-february-2022.pdf> .

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and where possible requiring them to sign up to our Supplier Code of Conduct.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains:

- requiring all staff to undertake training with regards to the identification of slavery and human trafficking in the supply chain and business – **100% completed in 2023**
- requiring all suppliers to sign our Supplier Code of Conduct - **100% of new agreements with suppliers include the Supplier Code of Conduct**

Year on year the Company will review the progress at achieving its goal of 100% compliance with these KPIs.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Directors endorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

The Board of Nichino Europe Co., Ltd