Nichino Europe Co. Ltd
Corporate Social Responsibility Statement

1. CSR Policy:

1.1 Introduction

Nichino Europe Co. Ltd (the "Company") develops, registers and commercialises crop-protection products and related technologies across Europe and other markets. The long-term success of our business and the communities in which we operate depends on responsible, ethical and sustainable management. This Statement applies to our own operations and guides our relationships with employees, customers, suppliers, contractors and other business partners. It is aligned with applicable UK and EU law, the NICHINO Group's Basic Principles, Human Rights Policy and sustainability priorities, and the principles of the UN Global Compact on human rights, labour, the environment and anti-corruption. We will apply these commitments proportionately, taking account of the nature, scale and location of our activities, and will comply with any stricter local legal requirements.

1.2 Staff/People

We are committed to a safe, inclusive and respectful workplace; fair terms of employment; freedom from discrimination, harassment, forced labour, child labour and retaliation; and the continuing development and wellbeing of our people. Recruitment, remuneration, development and promotion decisions will be based on objective, role-relevant criteria. Employees will receive appropriate information, training and feedback so that they understand their responsibilities, including those relating to human rights, health and safety, environmental protection, information security and ethical business conduct.

We support diversity, equity and inclusion and the NICHINO Group objective of expanding human-rights management and participation. Employment decisions will be fair, transparent and merit-based, with reasonable adjustments and equal opportunity provided in accordance with applicable law.

All employees and those working on our behalf must act with integrity, respect the dignity and rights of others, safeguard confidential and personal information, and promptly raise concerns through the Company's reporting channels. Retaliation against anyone who raises a concern in good faith is prohibited.

1.3 Customers

We seek long-term relationships with customers and other stakeholders by understanding their needs, supplying safe and compliant products, supporting responsible product stewardship and communicating accurately about product performance, safety and sustainability.
We aim to provide fair value, consistent quality and reliable service, and to protect customer, business and personal information in accordance with applicable data-protection, confidentiality and information-security requirements.

Our advertising, environmental claims and sustainability labels must be clear, specific, substantiated and not misleading. We will not make vague or unverified claims about environmental or social benefits and will maintain evidence appropriate to the claim and the market in which it is made.

1.4 Suppliers

We aim to maintain responsible, transparent relationships with suppliers, toll manufacturers and contractors. Selection and continued engagement will take account of quality, product

safety, business integrity, labour and human-rights practices, environmental management, information security and legal compliance.
Suppliers and contractors are expected to comply with applicable law and the Company's Supplier Code of Conduct, including requirements concerning human rights and labour standards, anti-bribery and corruption, sanctions, competition, product stewardship, health and safety, environmental protection, data protection and information security. We will use proportionate risk-based due diligence, contractual requirements, questionnaires, engagement and, where appropriate, audits and corrective-action plans. Material breaches may result in remediation requirements, suspension or termination.

1.5 Health & Safety

We will provide and maintain safe and healthy working conditions, assess and control occupational risks, consult workers and provide appropriate information, instruction, training and equipment. Our arrangements will reflect applicable UK law and, for activities in an EU Member State, the relevant national measures implementing the EU occupational-safety framework. We expect equivalent standards from contractors and business partners working on our behalf.
We will maintain, review and improve our health and safety policies, risk assessments, incident-reporting arrangements and emergency procedures, with the NICHINO Group objective of zero work-related accidents and effective sharing of product-safety information.

1.6 Environment

We will comply with applicable environmental, chemicals, waste, pollution-control, product-stewardship, biodiversity and reporting requirements in each jurisdiction in which we operate. We will apply our Manufacturing Environmental Policy Statement and seek continuous improvement through appropriate objectives, controls and monitoring.
We will identify and manage our material environmental impacts, including greenhouse-gas emissions, energy and resource use, waste, pollution and effects on biodiversity. In line with NICHINO Group priorities, we will support the transition towards carbon neutrality by 2050, work with toll manufacturers and suppliers to reduce emissions and environmental harm, and improve the quality of relevant data. Any climate or sustainability reporting will be accurate, balanced and based on applicable legal requirements and recognised reporting standards. Where products or materials fall within specific EU supply-chain regimes, including rules on deforestation-free products, we will carry out the required due diligence before placing them on, making them available on, or exporting them from the EU market.

1.7 The Community

We recognise our impacts on the communities in which we operate and will engage with relevant stakeholders in a respectful and transparent manner. We aim to contribute through responsible business practices, support for appropriate local initiatives, protection of the environment and the safe, sustainable use of our products. Community support and charitable contributions must be lawful, transparent, appropriately approved and never used to obtain an improper advantage.

8. Human Rights and Due Diligence

We respect internationally recognised human rights and the NICHINO Group Human Rights Policy. We will maintain a proportionate process to identify, assess, prioritise, prevent, mitigate, track and communicate how actual and potential adverse human-rights impacts are addressed in our operations and value chain. This includes engagement with employees and business partners, risk-based supply-chain review, appropriate remediation and cooperation with legitimate investigations. We will maintain accessible channels for reporting human-rights concerns and coordinate with the NICHINO Group's grievance and remedy framework, subject to applicable local law and data-protection requirements.

9. Governance, Ethics and Compliance

The Board and senior management are responsible for oversight of this Statement. The Company will maintain proportionate systems of governance, internal control, risk management and training and will comply with applicable laws on bribery and corruption, competition, sanctions and export controls, prevention of tax evasion, whistleblowing, data protection, information security and product regulation. We will participate in relevant NICHINO Group sustainability, compliance, risk-management and Responsible Care processes, provide accurate information for Group reporting and audits, and use the Group's global whistleblowing arrangements where applicable.

10. Implementation, Monitoring and Review

Relevant functions will translate this Statement into risk assessments, procedures, contractual controls, training, objectives and, where appropriate, key performance indicators. Compliance and sustainability information will be retained and reported accurately, with due regard to applicable EU sustainability-reporting requirements and any value-chain information requests. The scope and timing of formal reporting or due-diligence duties will be confirmed against the thresholds, transitional provisions and national implementing law in force at the relevant time. Suspected breaches should be reported promptly through the Company's whistleblowing or other designated channels. This Statement will be reviewed at least annually and sooner where there is a material change in law, Group policy, risk profile or business activities.