

Syngenta UK

Modern Slavery Statement 2025

Introduction

This statement is made in accordance with the United Kingdom Modern Slavery Act (2015), the Australian Modern Slavery Act (2018), and the Canadian Fighting Against Forced Labour and Child Labour in the Supply Chains Act (2023). This document also serves as a voluntary statement under the California Transparency in Supply Chains Act (2010).

This joint statement provides information on the steps taken by Syngenta AG group and its Australian, Canadian, and UK entities during the reporting period from January 1, 2025, to December 31, 2025 (financial year 2025).

Unless stated otherwise, references to Syngenta are to the Syngenta AG group including Syngenta Australia Pty Ltd, Macspred Australia Pty Ltd, Syngenta Canada Inc, Syngenta Limited, Syngenta UK Limited, and Syngenta Holdings Limited, all of which apply and operate to the standards and practices set out below.

Organizational structure, operations, and supply chains

Syngenta AG group is a company domiciled and incorporated in Switzerland and is a subsidiary of Syngenta Group Co. Ltd., domiciled in Shanghai, China, with its principal management headquarters in Basel, Switzerland. Syngenta AG group covers the Syngenta Crop Protection and Syngenta Seeds business units of Syngenta Group.

Syngenta supports farmers with technologies, knowledge and services so they can sustainably provide the world with better food, feed, fiber, and fuel. Syngenta works with stakeholders along the agricultural value chain, such as suppliers, employees, farmers, food chain partners, the communities where it works and society at large.

Syngenta Crop Protection develops and produces herbicides, insecticides, fungicides, biostimulants, biological controls and seed treatments that promote strong and healthy plant growth. Syngenta promotes the development of digital farming and the role it plays in sustainably supporting growers to improve their productivity.

Syngenta Seeds offers a broad portfolio of crops, with a particular focus on field crops (corn, soybean, sunflower, rice, wheat, barley) and vegetable seeds. Its flower business is active in bedding and pot plants. Syngenta Seeds develops and supplies field crop, vegetable and flower seeds through global research, breeding and product development programs, including germplasm technology and advanced trait technologies.

Syngenta operates within interconnected supply chain networks across the globe, which include direct and indirect suppliers, from agricultural workers in seed and flower production to workers in chemical manufacturing and packaging, logistics providers and suppliers of raw materials and services. Syngenta's key direct procurement activities are in the seed, crop protection, and flower supply chains:

- **Seed supply chain:** Syngenta works with over 100,000 small, medium, and large farms in 37 countries to multiply high-quality seeds we sell to our customers.
- **Crop protection supply chain:** Syngenta works with more than 1,000 suppliers globally, spanning providers of refined chemical intermediates and active ingredients, formulation components, packaging solutions and global logistics operations.
- **Flower supply chain:** The network of approximately 40 owned and third-party commercial flower farms in over 15 countries produces flower seeds, cuttings, and young plants.

These supply chains face varying labor and human rights risks. Agricultural work in seed production can be arduous and often involves long working hours and exposure to hazardous chemicals, machinery, and extreme weather. In the chemical supply chain, despite advanced health and safety prevention practices in chemical production, improper handling of chemicals can still present potential risks to human health and the environment.

Syngenta's indirect procurement activities cover a wide range of goods and services that support the company's operations globally, including categories such as engineering, science, facilities management, fleet and various others. It involves over 27,000 suppliers across multiple countries and industries, ranging from small local businesses to large multinational corporations. Indirect procurement challenges include managing a complex and diverse supplier base, ensuring ethical practices across industries and addressing the environmental impact of non-production goods and services.

Governance and policies

Syngenta is committed to upholding internationally recognized human rights standards, including the principles set out in the Universal Declaration of Human Rights, the International Labour Organization's core conventions and the United Nations Guiding Principles on Business and Human Rights. Syngenta has been a signatory to the United Nations Global Compact since 2009.

Human rights commitments are embedded in Syngenta policies and standards. Section 22 of the [Syngenta Group Code of Conduct](#), addresses labor rights and commits the organization to compliance with labor laws, as well as national and international codes and conventions. The policy prohibits forced, bonded and compulsory labor as well as exploitative child labor practices.

These commitments extend beyond Syngenta's direct operations into its global supply chain. Syngenta's approach to managing impacts on workers in the supply chain is underpinned by a set of policies and standards, including the [Syngenta Supplier Code of Conduct](#), the *Syngenta Labor Standards* and the *Syngenta Global Procurement Sustainable Sourcing Policy*.

The *Syngenta Supplier Code of Conduct* sets clear expectations for business partners, including prohibitions on child and forced labor. The *Syngenta Labor Standards* provide guidance for implementing and adhering to the human rights-related commitments in the *Syngenta Group Code of Conduct*. The *Syngenta Global Procurement Sustainable Sourcing Policy* establishes principles to embed sustainability across all direct and indirect procurement activities.

Measures to address the risks

Syngenta embeds labor and human rights considerations across its sourcing and procurement activities through a streamlined, risk-based approach. Suppliers are expected to be aware of and comply with the *Supplier Code of Conduct*. Procurement decisions include sustainability criteria such as responsible labor practices and environmental considerations.

Syngenta monitors supplier compliance through audits and assessments conducted by internal teams or in collaboration with external partners. During onboarding and contract renewals, Syngenta evaluates information on suppliers' policies, management systems and practices related to health, safety, environment and responsible labor practices. Identified gaps are addressed through corrective action plans.

In 2025, Syngenta introduced a child and forced labor due diligence framework aligned with applicable regulatory requirements, the OECD Due Diligence Guidance for Responsible Business Conduct and the United Nations Guiding Principles for Business and Human Rights. It defines governance structures, roles and responsibilities for child and forced labor due diligence across the organization.

In 2025, Syngenta conducted a structured risk assessment evaluating inherent child and forced labor risks across geographies, industries and products. The assessment identified the seed supply chain as having the highest

potential exposure due to factors such as seasonal labor, subcontracting and informal employment practices. Syngenta applies controls and mitigation measures across all identified risk areas.

In the seed supply chain, the Fair Labor Program, launched in 2004 in India and now rolled out across all Syngenta seed production countries, provides a unified framework for promoting responsible labor practices. Originally developed in collaboration with the Fair Labor Association, the program aims to eliminate exploitative child labor and forced labor, ensure fair compensation and working hours, protect freedom of association and collective bargaining and prevent discrimination, harassment and abuse. The program establishes labor standards and a structured system for monitoring and improving working conditions on seed production farms.

The Internal Monitoring System (IMS) supports the program implementation through on-site farm assessments. Countries and crops with higher risk exposure are prioritized, targeting annual coverage of 10 to 20 percent of contracted seed supply farms annually, depending on the number of farms. Farm workers may raise concerns during one-to-one interactions conducted as part of farm visits. When non-compliances are identified, a cross-functional steering team, including specialists from HSE, HR, Legal and Procurement, recommends appropriate corrective actions. In 2025, Syngenta implemented a new audit management platform to strengthen internal audit planning and tracking capabilities.

Syngenta collaborates with seed companies, civil society organizations and local partners to address systemic labor rights challenges in field production. GROW is a multi-stakeholder initiative launched in November 2025 to advance labor standards across India's vegetable seed sector, focusing on fundamental rights at work across multiple production regions. The initiative builds on the Wage Improvement in Seed Hybrids (WISH) project (2020-2025), which addressed child labor risks and minimum wage compliance in Karnataka and Maharashtra through farmer training, field-level monitoring systems and company action plans, achieving measurable improvements in worker documentation and payment practices. GROW aims to scale these achievements to additional regions and stakeholders, expanding the scope to address broader labor priorities across the vegetable seed supply chain.

In the crop protection supply chain, Syngenta engages suppliers through the Supply Chain Due Diligence Program, which includes Syngenta or third-party on-site audits and EcoVadis assessments conducted through the chemical industry's initiative Together for Sustainability (TfS), which follows the principles of the United Nations Global Compact, Responsible Care® and the International Labour Organization. Syngenta works with suppliers to address findings identified through audits and assessments.

In the flower supply chain, Syngenta requires owned and third-party flower farms to maintain Global G.A.P. certification and GlobalG.A.P. Risk Assessment on Social Practice (G.R.A.S.P.), or their recognized equivalents. G.R.A.S.P. assesses social practices related to farm workers' welfare and core labor rights, including working conditions, fair wages, freedom of association, health and safety and grievance mechanisms. Audits include worker interviews and assessment of working conditions. Certification coverage is centrally tracked and non-conformities must be remediated and verified by auditors before certification is granted.

Since 2025, certification requirements apply to all third-party suppliers. Syngenta supports the Floriculture Sustainability Initiative (FSI) Basket of Standards, which enables traders and buyers to identify suppliers operating to recognized sustainability and labor standards. Producers must comply with at least one scheme in the basket.

In indirect procurement, Syngenta integrates sustainability criteria into supplier selection and management across all categories and regions, establishing clear focus areas for each procurement category to guide responsible purchasing decisions. In 2025, EcoVadis assessments were rolled out across indirect procurement categories to identify supply chain risks, including labor and human rights risks, support supplier engagement and track progress. Structured engagement, training webinars, guidance materials and dedicated sustainability leads support implementation across regions and categories.

Grievance mechanisms and remediation

Syngenta operates a grievance mechanism governed by the *Syngenta Group Code of Practice for Investigating Code of Conduct and Other Policy Violations*. The Code of Practice establishes procedures for reporting, investigating and resolving suspected violations of the *Code of Conduct*, related policies and human rights concerns. The mechanism is accessible to all internal and external stakeholders through the Syngenta Compliance Helpline. The helpline is managed by an independent third party, available 24/7 in 24 languages via phone and online platforms and allows concerns to be raised confidentially and, where permitted by law, anonymously.

Reports are assessed by authorized Compliance Officers and investigated in line with defined procedures that emphasize objectivity, independence and fair treatment. For substantiated cases, independent investigation teams are established and corrective actions are implemented, with material cases escalated to the Group's Ethics and Compliance Board. Workers in Syngenta's seed and flower supply chains may also raise concerns through farm-level monitoring visits, on-site audits and third-party certification processes.

Training and capability building

Every year, all Syngenta employees are required to confirm their commitment to the Code of Conduct through an online certification process. Also, all new joiners (permanent employees) are required to complete the compliance onboarding training, including an e-learning module on the Code of Conduct. In 2025, 99.7 percent of Syngenta employees submitted their Code of Conduct commitment, and 99.5 percent of new hires completed the compliance onboarding training.

Syngenta employees engaging with suppliers receive training on ethical procurement practices, due diligence requirements and sustainability risks associated with different sourcing categories.

Engagement and advocacy

Syngenta engages workers and suppliers through audits, certification schemes, supplier dialogue and monitoring visits, including worker interviews and assessments of working conditions and labor rights. Syngenta also engages NGOs, labor organizations and industry initiatives to support improvements in labor standards across agricultural and chemical supply chains.

Measuring effectiveness and reporting

Syngenta monitors its practices through risk-based due diligence processes and targeted interventions. Syngenta takes action where issues arise in its operations, and where issues are linked to third-party operations, Syngenta uses its influence to encourage third-party actors to prevent, mitigate, and address them.

Performance data and metrics about these programs is published in Syngenta's ESG Report 2025, which together with its previous ESG Reports can be found on the Syngenta website.

This joint Statement was approved by the boards of Syngenta Limited, Syngenta UK Limited and Syngenta Holdings Limited on 21 May 2026, 11 May 2026 and 11 May 2026 respectively.

DocuSigned by:

CF6C363E553547E...

Lynsey Mutton
Director

Syngenta Limited, Syngenta UK Limited and Syngenta Holdings Limited