

# Syngenta UK

## Modern Slavery Statement 2023

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### 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, 2023, to December 31, 2023 (financial year 2023).

Unless stated otherwise, references to Syngenta (“we”, “our”) are to the Syngenta AG group including Syngenta 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.

### Our business, operations, and supply chain

#### Our business

Syngenta is a leading agtech company that innovates with world-class science to protect crops and improve seeds. Our two core businesses (Crop Protection and Seeds) support farmers with technologies, knowledge and services so they can sustainably provide the world with better food, feed, fibre, and fuel.

Syngenta works with key stakeholders along the agricultural value chain, including but not limited to suppliers, employees, farmers, food chain partners, the communities where it works, and society at large. Our business depends on sustainable natural resources, healthy ecosystems, and thriving rural communities, which is why Syngenta cooperates with industry partners, governments, and NGOs to support the achievement of the United Nations’ Sustainable Development Goals (SDGs).

#### Our operations

##### Crop Protection

Syngenta Crop Protection offers a wide range of sustainable and innovative solutions to counter the threats of pests and diseases, ensuring the availability of safe and nutritious food while minimizing the use of land and other agricultural inputs. Alongside the main business (Weed Control, Disease Control, Insect Control), Syngenta Crop Protection (CP) also operates three specialist businesses: Seedcare, Biologicals, and Professional Solutions.

##### Seeds

Syngenta Seeds offers a broad portfolio of crops, with a particular focus on corn, soybean, sunflower, cereals, and vegetables. Its flower business is active in bedding and pot plants. Syngenta Seeds offers one of the industry’s broadest germplasm pools and a strong pipeline of next-generation traits, built through a collaborative, on-farm approach to product development, strong customer focus, and an innovative global research and development program.

## Supply Chains

Syngenta operates in complex supply chain networks across the globe. Our key direct procurement activities are in the crop protection, seed and flower supply chains:

Crop protection supply chain: From producers of basic commoditized chemistries to advanced custom manufacturers of fine chemistries, we work with more than 700 suppliers in more than 30 countries worldwide to procure the chemicals required to manufacture crop protection products. We also work with suppliers of packaging and other direct materials, as well as with formulation, fill and pack tollers.

Seed supply chain: We work with over 90,000 small, medium, and large farms in about 35 countries to multiply high-quality seeds we sell to our customers.

Flower supply chain: Our network of approximately 40 Syngenta-owned and third-party commercial flower farms in over 15 countries produces flower seeds, cuttings, and young plants.

These supply chains have their own diverse challenges. In our seed supply chain, agriculture work is heavy and often involves long working hours in conditions that carry many risks, including exposure to hazardous chemicals, machinery, and the climate. In our chemical supply chain, despite advanced health and safety prevention practices in chemical production, improper handling of chemicals could still have adverse consequences for humans and the environment.

## Governance and policies

Syngenta is committed to upholding labour rights in its own operations and across its value chain. Syngenta takes positive action to verify, evaluate, and address the risk of labour rights violations, such as child labour, forced labour, slavery and human trafficking in its supply chain.

No matter where we operate, we are committed to upholding the principles set out in the Universal Declaration of Human Rights and the International Labour Organization's core conventions. We seek to further improve our performance in line with the United Nations Guiding Principles on Business and Human Rights. We have been a signatory of the United Nations Global Compact since 2009.

Our commitment to human rights and fair labour is expressed in the [Syngenta Group Code of Conduct](#) (principles 22-24), our Principles for Sustainable and Responsible Agriculture, and the Syngenta Labour Standards. All employees are expected to live up to this commitment.

Syngenta recognises that the impact on human rights goes beyond direct operations and expects third parties to conduct business legally and ethically. The [Supplier Code of Conduct](#) outlines these expectations, including compliance requirements related to child labour, illegal, forced, bonded, and compulsory labour. These requirements are integrated into the supplier contracts.

## Measures to address the risks

Syngenta's supplier relationship management approach enables the company to manage suppliers effectively while focusing on the most critical suppliers to maximise value and reduce risks in the supply chain. We engage in regular, open dialogue with suppliers to develop strong, positive relationships in the marketplace.

We monitor supplier performance through audits and assessments to ensure compliance with our standards and identify opportunities for improvement. These are either conducted by our own teams or in collaboration with partners. When gaps are identified, we support suppliers in making the required improvements, and we develop corrective action plans to address and remediate any non-conformities.

When engaging with a new supplier and before entering or renewing contracts, we evaluate the different sustainability-related risks to which the supplier might be exposed. To do so, we request and collect information about suppliers' policies, management processes, and practices on topics such as HSE and fair labour.

Under Syngenta's Fair Labor Program, we expect our over 90,000 seed supply farms to meet our standards in the following areas: Employment Relationships; Non-discrimination, Harassment and Abuse; No Forced and Child Labour; Freedom of Association and Collective Bargaining; Health, Safety and Environment; Fair Hours of Work; and Fair Compensation. Central to the program is our Internal Monitoring System (IMS) through which we assess workplace compliance with our labour standards on a sample basis. Syngenta representatives visit a random selection of farms, aiming to cover at least 20% of the contracted seed supply farms in developing countries annually. The use of standardised checklists ensures consistency and one-to-one interactions, giving farm workers the opportunity to speak up. In 2023, 99.7% of the seed supply farms were part of the Syngenta Fair Labor Program.

We engage with our chemical suppliers through our Supplier Sustainability Program, which includes on-site audits by our own teams, and audits or online EcoVadis-supported assessments conducted through the chemical industry's Together for Sustainability (TfS) initiative, which follow the principles of the United Nations Global Compact, Responsible Care® and the International Labour Organization. The program assesses suppliers' performance against our standards, identifies potential gaps, and supports suppliers in making the required improvements. In 2023, the percentage of chemical suppliers included in the Supplier Sustainability programs fell slightly to 93%.

Our flower business requires all Syngenta-owned farms to maintain GlobalG.A.P. and GlobalG.A.P. Risk Assessment on Social Practice (G.R.A.S.P.) certifications. GlobalG.A.P. is the worldwide standard for good agricultural practices, and G.R.A.S.P. assesses social practices on the farm, addressing specific aspects of workers' health, safety, and welfare. In 2023, 94% of all commercial farms had a valid GlobalG.A.P. certification, and 100% of Syngenta commercial farms had a valid G.R.A.S.P. social practice assessment. In addition, we identified 12 third-party farms that have a valid G.R.A.S.P. certification in place.

## Grievance mechanisms and remediation

Our grievance mechanism allows internal and external stakeholders to voice concerns about possible wrongdoings anonymously. The helpline, managed by an independent third party, is available online and by phone 24/7 in 24 languages. Access to the Syngenta Compliance Helpline is communicated through the Syngenta Group Code of Conduct and Syngenta Supplier Code of Conduct. Any suspected human rights violation or non-compliance is appropriately investigated, and corrective actions are implemented.

The Internal Monitoring System (IMS) of our Fair Labour Program also includes a confidential grievance procedure for farm workers to report harassment or abusive behaviour. This is done through hotline numbers and post office box addresses, among other means. All allegations are documented and immediately investigated by a qualified individual.

## Training and capability building

Every year, all Syngenta employees are required to confirm their commitment to the Code of Conduct. This is done online by answering questions related to the Code of Conduct and relevant policies. 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 2023, 100% of Syngenta employees submitted their Code of Conduct commitment, and 92.7% of new hires completed the compliance onboarding training.

Syngenta employees engaging with suppliers undergo training on ethical procurement practices, risks associated with purchasing in certain categories, and requirements for conducting due diligence and driving improvement.

## Engagement and advocacy

We understand that working in isolation does not address multi-faceted labour rights challenges, and we work with partners and civil society to advance respect for human rights. In 2023, Syngenta, in collaboration with BASF and the NGO Arisa, launched phase two of the multistakeholder collaboration, Wage Improvements in Seed Hybrids (WISH), to improve labour standards with regard to child labour issues and minimum wage compliance in the vegetable seeds sector in India. Building upon the baseline survey completed in 2022, WISH's phase two will employ a range of instruments, from awareness raising, training, and capacity building to stakeholder engagement and scaling up best practices to implement meaningful change across multiple focus areas by 2025.

## Track and communicate

### Measuring effectiveness

We have policies, procedures, and programs to prevent potential violations or non-compliance. We monitor our practices through risk-based due diligence processes and/or targeted interventions. We take action where issues arise in our operations, and where issues are linked to third-party operations, we use influence to encourage third-party actors to prevent, mitigate, and address them.

In 2023, we conducted a human rights due diligence gap assessment with a focus on child labour to identify gaps in our supply chain policies and processes, as well as potential improvement areas. We have developed an action plan to strengthen our due diligence processes in line with the United Nations Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

## External disclosures

We share data and performance information about these programs publicly in Syngenta's ESG Report 2023, which together with our previous ESG Reports can be found at [www.esg-reporting.syngenta.com](http://www.esg-reporting.syngenta.com).

This joint Statement was approved by the Board of Syngenta Limited on 17 June 2024, Syngenta UK Limited on 26 June 2024 and Syngenta Holdings Limited on 19 June 2024.

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Lynsey Mutton

Director

Syngenta Limited, Syngenta UK Limited and Syngenta Holdings Limited