

# UPL EUROPE LIMITED

## Modern Slavery Act 2015 Slavery and human trafficking statement

### Introduction from the Board

UPL are committed to improving our practices to combat slavery and human trafficking.

### Organisation's structure

UPL is a leader in global food systems and with the acquisition of Arysta LifeScience, becomes one of the top 5 agricultural solutions companies worldwide. With revenue of approximately USD \$5 billion, it has a footprint in 76 countries and sales in 130+ countries, with 10,800+ people worldwide. Having global market access to the world's food basket and focused on high-growth regions, we aim to transform agriculture through our purpose of OpenAg, an open agriculture network that feeds sustainable growth for all.

### Our supply chains

Our supply chains primarily involve the formulation, distribution and manufacturing of Crop chemicals.

### Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are working closely with our legal advisors to enable we have the adequate systems and policies in place to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

### Risk Assessment:

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we will be conducting risk assessments to identify high risk areas where this

could potentially occur and what steps can be taken within our supply chains and with our suppliers to prevent this.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff and include policies on this in our staff handbook.

### Further steps

We remain committed to developing our policies and procedures to ensure compliance with section 54(1) of the Modern Slavery Act 2015 by our supply chains, suppliers and employees.

This statement is made for the financial year ending 31<sup>st</sup> March 2020.



Signature Director:

Date: 31.3.2020