

31 January 2023

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## **ELECTRONIC LODGEMENT**

Dear Sir/Madam

### **NUFARM LIMITED – SUSTAINABILITY REPORT**

Please find attached Nufarm's 2022 Sustainability Report for immediate release.

This report will also be made available at <https://nufarm.com/sustainability/sustainability-reports/>

This announcement has been released simultaneously to the New Zealand Stock Exchange.

Authorised for lodgement by the board of directors.

A handwritten signature in black ink that reads 'Kate Hall'.

**Kate Hall**  
Group General Counsel and Company Secretary  
Nufarm Limited



# 2022 Sustainability Report



 **Nufarm**  
Grow a better tomorrow



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## About this report

The information in this report relates to Nufarm Limited and its wholly owned subsidiaries. Nufarm is publicly owned and listed on the Australian Securities Exchange (ASX), symbol NUF.

Nufarm prepares an annual sustainability report which aligns with our financial reporting year. The report covers the 12-month period ending 30 September 2022, which we refer to as 'FY22', '2022' or 'this year'.

This report was approved by Nufarm's board risk and compliance committee and published on 31 January 2023.

Our head office is:

Nufarm Ltd  
103–105 Pipe Road  
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Australia

**For information about this report, contact:**  
**Phone +61 3 9282 1000**



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Our sustainable solutions



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Our climate change disclosures



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Our ESG data

# A message from our Managing Director and CEO



**“Nufarm is well-placed to deliver the agricultural innovation essential to enabling our industry to meet some of the world’s most complex challenges.”**

## The global challenge

During our financial year 2022, the world’s population hit 8 billion and is growing by more than 200,000 people a day. A rising global population means we need to produce 56 per cent more food by 2050.

Accelerating agricultural innovation is essential to sustainably meeting the nutrition and energy needs of a growing population and rapidly changing economies. So too is utilising technology that has vastly improved agricultural productivity in recent decades that has helped feed billions, such as crop protection products.

Nufarm is well-placed to deliver the agricultural innovation essential to enabling our industry to meet some of the world’s most complex challenges. Our solutions improve agricultural sustainability by allowing farmers to produce more from existing farmland.

The challenge ahead of us is to strengthen the sustainability of agriculture without jeopardising the supply of food, fibre and fuel.

## Progress in a year of disruptions

The world was impacted by significant global supply chain disruptions throughout 2022 due to the Ukraine conflict, severe weather events and coronavirus pandemic.

These disruptions highlight the importance of what we do: help farmers grow the crops that feed and clothe us and, increasingly, provide us with new sources of renewable energy. The disruptions also reminded us of the importance of strengthening food and fuel security to protect people’s livelihoods and wellbeing.

We made tangible progress towards achieving our sustainability targets. We have reduced our greenhouse gas emissions by 13 per cent since FY20 as part of our efforts to reduce scope one and two emissions from our manufacturing sites.

We also progressed our climate disclosures in line with the Taskforce on Climate-related Financial Disclosures (TCFDs). Since FY20 we have lowered our environmental impact through hazardous waste and volatile organic compound emissions reductions of 14 per cent and 11 per cent, respectively. And the company continued to focus on ensuring our employees feel empowered and go home safely.

Beyond our operational improvements, we have made great progress in delivering innovative solutions to farmers to improve agricultural sustainability. In October 2022, and after years of development work, we launched our Dropzone™ herbicide specially formulated to manage spray drift, improve product efficacy and reduce the impact to off-target areas.

Our advanced seed technology such as Nuseed Carinata will help us meet the rapidly rising demand for renewable feedstocks that provide a low-carbon alternative to transition away from fossil fuels. Nuseed Carinata provides transport sectors, especially shipping and aviation, with a non-food, sustainable and scalable source of energy to help replace fossil fuels.

And our partnership with CROP.ZONE® has led to the development of an alternative solution to chemical-based weed control and crop desiccation, reducing the chemical load on the environment.

## Meeting future needs

We have come a long way in harnessing the power of plant science to help farmers withstand the pressures of weeds, pests and diseases.

Crop protection products, for example, safeguard crops from the moment they are sown until they are harvested. These proven tools help farmers protect their crop yields from more than 40,000 species of weed and plant-eating insects. Protecting crops from these threats is important to the future of agricultural sustainability and preventing unnecessary food loss.

In 2023 and beyond, Nufarm and its partners will build on this legacy of innovation to pioneer new technology and develop new markets to accelerate the sustainable production of food, fibre and fuel.

Our 2022 sustainability report outlines our priorities, progress and plans as we continue on this journey. The report also includes additional disclosure against the Global Reporting Initiative (GRI) sustainability reporting standard and the Taskforce on Climate-related Financial Disclosures (TCFD).

Underpinning this report and our approach is a belief in technology, innovation and collaboration to advance sustainable agriculture and support farmer livelihoods. We look forward to working with diverse stakeholders to turn these formidable challenges into opportunities for people and the planet.

## Greg Hunt

Managing Director and CEO

# Our performance

Our purpose, to help our customers grow a better tomorrow, reflects our ambition to deliver a more sustainable future that benefits our customers, communities and the environment, with products that support sustainable agriculture.

This year we advanced our climate ambitions and made progress towards achieving our sustainability goals against our FY20 baseline.

## Safety<sup>1</sup>

↓ **0.81** Lost time injury frequency rate

↑ **3.07** Serious injury frequency rate

## Climate<sup>2</sup>

↓ **13%**

**Greenhouse gas emissions**  
Target: 30% reduction in our scope 1 and 2 emissions from our manufacturing sites by 2030

**TCFD** Progressed climate disclosures in line with Taskforce on Climate-related Financial Disclosures

## Environment<sup>3</sup>

↓ **14%** Hazardous waste  
Target: 20% reduction by 2025

↓ **11%** Volatile organic compounds to air  
Target: 25% reduction by 2025

— **5/10** ISO14001 Certification  
Target: All manufacturing sites certified by 2025 (excluding Cairo)

## People

↑ **27%** Women  
Target: No less than 35% of either gender by 2025

↑ **79** Employee engagement  
Goal: 78

Dynamic arrows compare FY22 performance with FY21

1. The lost time injury frequency rate is the number of days of work lost due to workplace injury, per million hours worked. The serious injury frequency rate is the number of serious injuries per million hours worked. Both metrics include Nufarm employees and contractor injuries.
2. Our greenhouse gas emissions target and our FY22 performance are absolute reductions across our crop protective manufacturing sites, from our FY20 baseline.
3. Our hazardous waste and volatile organic compound emissions to air targets and our FY22 performance are absolute reductions across our crop protection manufacturing sites from our FY20 baseline.





1. We are a global crop protection and seed technology company

2. We pursue sustainable product growth and innovation

3. We are responding to climate change

4. We are reducing our environmental footprint

5. We prioritise health, safety and wellbeing

6. We empower our people

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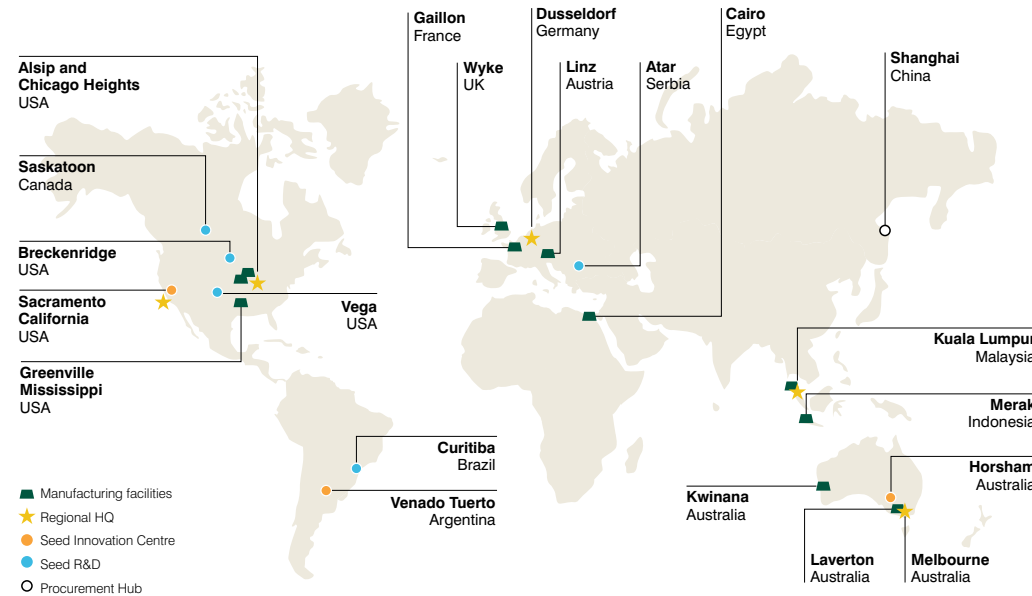


We are a global crop protection and seed technology company

# We are Nufarm

Nufarm is a global crop protection and seed technology company that has been helping growers fight disease, weeds and pests for more than 100 years. We do this by developing innovative crop protection solutions and Value BEYOND YIELD® seed technologies.

We focus on three key regions, North America, Europe and Asia Pacific, with our most significant manufacturing operations located in Laverton, Australia; Linz, Austria; Wyke, United Kingdom and Chicago Heights, United States. Our scale and global distribution footprint make us an attractive partner for major manufacturers and research organisations. By collaborating with these industry participants we are able to offer our customers high-quality products at competitive prices and a growing range of new, differentiated products to meet more of their needs across the crop lifecycle. We believe our product and geographic diversity, along with our long-term customer relationships, help protect our business from adverse seasonal or commercial pressures in any one market, while also providing a range of expansion opportunities in major cropping markets around the world.

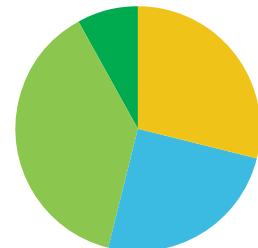


We develop, manufacture and sell crop protection solutions including herbicides, insecticides and fungicides that help growers protect crops against weeds, pests and disease. We operate primarily in the off-patent market, providing customers with longstanding foundational products and unique formulations. Our business is focused on five core crops across key geographies. Our key crops are cereals, corn, soybean, pasture, turf and ornamentals (T&O), and trees, nuts, vines and vegetables (TNVV).



Seed technologies combines our seed treatment portfolio and the Nuseed business. Our seed treatment products provide protection and treatment for damage caused by pests and disease. Nuseed's Value BEYOND YIELD® strategy focuses on providing sustainable plant-based solutions to address global issues and provide new social and economic opportunities for farm and end-use customers.

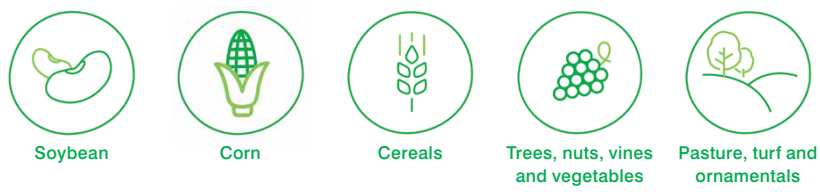
Our FY22 revenue was A\$3,773m\*



**FY22 revenue by segment**

APAC	29%
Europe	25%
North America	38%
Seed Technologies Global	8%

\*Excluding non-operating corporate



## We contribute to sustainability

A growing global population and economic development is increasingly exerting pressure on our climate, ecosystems and finite resources. With the global population expected to reach 9.7 billion by 2050, our land must work harder than ever before, providing resources, food and homes for an additional 1.7 billion people while maintaining habitats for the planet's biodiversity.

Nufarm is also evolving and is better positioned than ever to respond to these and other sustainability challenges. Central to our mission to 'grow a better tomorrow' is enabling efficient agricultural food, fuel and fibre production while protecting the natural environment and human health across our products' lifecycle.

### We are responding to sustainability challenges

<b>We pursue sustainable product growth and innovation</b>	We develop innovative solutions for sustainable agriculture and help our growers get more from their land.
<b>We are responding to climate change</b>	We are evolving our products and operations to respond to climate change impacts and opportunities.
<b>We are reducing our environmental footprint</b>	We care for our planet and we work to protect and preserve it for future generations.
<b>We are prioritising health, safety and wellbeing</b>	The health, safety and wellbeing of our people, products, customers, and communities is our number one priority.
<b>We are empowering our people</b>	Our people are our most important asset and our innovation and growth are fueled by their diverse experiences, perspectives and growth mindset.
<b>We are conducting our business with integrity</b>	We respect our business partners and each other, building enduring relationships based on honesty and trust.

Our material sustainability topics can be found in Appendix 8a.

### We are contributing to the sustainable development goals

Last year we adopted the United Nations' Sustainable Development Goals (UNSDGs), demonstrating our commitment to sustainable agricultural and production processes. We believe our people and products can help with solutions to some of the world's sustainability challenges and this year we have continued to contribute to these goals.



- We develop, manufacture and sell products that increase crop yields, contributing to food security.
- Our product Aquaterra® is successfully providing a land-based source of omega-3 in the aquaculture industry.
- Nuseed Omega-3 Canola can be grown as a rotational crop so it does not require additional farmland.
- Crop protection and seed innovations protect crops and therefore reduce food loss and waste.



- We are attracting, promoting and retaining more women in our organisation.
- We have a target of no less than 35 per cent of either gender by 2025 across our workforce.
- We are pursuing a new target of 40:40:20 in our senior leadership by 2030: 40 per cent who identify as female, 40 per cent who identify as male and 20 per cent who identify as male, female or other.



- We aim to operate our facilities with best practice safety and environmental management frameworks.
- We are working to reduce our hazardous waste by 20 per cent and our volatile organic compound emissions to air by 25 per cent, both by 2025.



- We are investing in and expanding our bioenergy platform.
- We are working to reduce our scope 1 and 2 emissions by 30 per cent by 2030.
- We are progressing the Taskforce on Climate-Related Financial Disclosure (TCFD) recommendations, refer to pages 19–21 in this report.



- Our Nuseed Omega-3 Canola aims to help preserve our marine resources, with just one to two acres producing as much DHA as 10,000 kg of wild caught fish.
- Our omega-3 products Nutriterra® and Aquaterra® are both certified as a Friend of the Sea®.1



- We endeavour to improve the efficiency of agriculture, reducing the need for more land clearing.
- We are developing solutions that seek to reduce unintended impacts on biodiversity.
- We have launched our NuBio platform building and expanding a biological crop protection portfolio across Europe and the rest of the world.
- Nuseed Omega-3 Canola grows on existing US farmland under strict stewardship standards. Grower contracts aim to provide economic security to ensure sustainable incomes.

1. Friend of the Sea® is a third party trademark.





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# We pursue sustainable product growth and innovation



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## We help farmers get more from their land

**With the world's population increasing in size and prosperity, growers around the world are being called on to produce more food while helping to protect and preserve our precious ecosystems. We provide solutions that help growers grow more food while using fewer natural resources, including land and water.**

By 2050, according to the Food and Agricultural Organization of the United Nations (FAO), some regions of the world may need to increase food production by up to 50 per cent to keep up with the demand from a growing global population wanting more, better-quality and varied food. The effects of climate change, water scarcity, urbanisation, and soil degradation are also adding to the strain on our food supply chain.

We create, produce, and distribute crop protection and seed products. These are key areas of our business, and we firmly believe they help to make agriculture more sustainable and efficient.

Weeds, pests and diseases all have the potential to reduce crop quality and yields. Modern agriculture relies on crop protection to safeguard crops from the moment they are sown until they are harvested. Crop protection helps to increase the productivity of agricultural land, avoiding the need for more land clearing while supporting food security and economical agriculture.

Crop protection solutions can also enable more sustainable agriculture. Broadacre cropping was traditionally done by tilling the soil multiple times to remove weeds before sowing. Through modern farming practices that use direct drill machinery and crop protection products it is possible to plant seeds directly into undisturbed soil. This maintains soil structure and retains the previous years' stubble helping to prevent erosion and preserve stored sub-soil moisture.

The FAO estimates that no-till farming reduces on-farm fuel emissions by up to 60 per cent, compared with conventional agriculture, enhances soil carbon sequestration, and improves soil moisture retention during droughts.<sup>1</sup> It is recognised as an important conservation agricultural practice.

Through our seed technologies business, we deliver Value BEYOND YIELD<sup>®</sup> by developing plant-based solutions that help our farmers respond to global challenges, while also providing new social and economic opportunities throughout the value chain.

Our Nuseed Carinata oil provides transport sectors, especially shipping and aviation, with a non-food, sustainable and scalable source of energy to help replace fossil fuels, work towards carbon reduction targets and mitigate climate change.

Nuseed Carinata, and now energy cane, make up our expanding bioenergy platform. Refer to page 18 for further information. Our Nuseed Omega-3 Canola provides the first land-based source of total omega-3, providing nutritional benefits while taking pressure off marine resources.<sup>2</sup>

**We develop, manufacture and sell products that increase crop yields, contributing to food security and UN SDG 2 – Zero hunger.**



1. Food and Agricultural Organization of the United Nations (FAO), The State of Agricultural Commodity Markets, 2018.  
2. <https://www.sciencedirect.com/science/article/pii/S004484862200850X>



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## We are innovating for a sustainable future

Our customers are at the heart of everything we do, and we thrive on searching for new and innovative ways that support them finding a more sustainable and healthy future.

### We have an agile approach to product development

As a 'partner for growth', we collaborate with leading edge research and development organisations to develop solutions and expedite their time to market. This helps us to maximise our research and development capacity, tapping into the knowledge of discovery organisations and universities while leveraging our internal expertise and customer relationships in bringing new solutions to market. These relationships help us remain at the forefront of innovation, without significant capital investment in early-stage research and discovery.

We are pursuing the development of sustainable crop protection solutions, with approximately 21 per cent of our anticipated crop protection investment in FY23 being directed to products that are either fully or partially sustainable or sustainability enabling. These are products that have no or low environmental and human health impacts or ones that enable sustainable agricultural practices such as no-till farming.

Using our core strengths in formulations development, we aim to lower the potential and unintended impacts of existing and new crop protection products. We work to maximise product efficacy while improving sustainability outcomes, such as reducing environmental chemical loads, reducing packaging and fuel use, conserving water, reducing non-target species impacts, or minimising risk to grower health and safety. We do this through new modes of action, novel combinations of active ingredients, and reduced application rates.

Through our seed products, we develop plant input traits with agronomic benefits, such as high yields, as well as sustainability benefits such as drought and salinity tolerance and end-use benefits, such as healthy or low-carbon oils.

We are adapting to the sustainability challenges the agricultural industry faces and, while this journey is taking place, synthetic crop protection products remain important for growers, supporting improved crop yields and contributing to food security. The majority of our crop protection product development investment in the coming year is in our core crop protection products.

### We respond to an innovation advisory council

Our innovation advisory council is responsible for reviewing and assessing innovation opportunities and their potential benefits for Nufarm and our customers. The committee comprises external industry experts, our director Dr David Jones, and select Nufarm executives.

Our board innovation committee has oversight of the company's strategy, policies and procedures for the development and adoption of innovation crop protection solutions.

### We are partners in sustainable solutions development

We seek to partner with like-minded organisations that recognise that innovation and technology are the future for sustainable agriculture practices. This year we expanded our investment in Enko.

Enko is an organisation that discovers and develops novel crop protection products. Enko's approach involves using DNA-encoded libraries, artificial intelligence, structure-based design, and machine learning to identify new crop protection substances that can combat a particular pest or weed.

Our partnership with Enko is an opportunity to expand Nufarm's pipeline of crop protection and yield enhancement products that respond to the growing sustainability demands of farmers, consumers and the environment.

Nufarm continues its relationship with Australia's national scientific and innovation organisation, the Commonwealth Scientific and Industrial Research Organisation (CSIRO), this time in the development of a biological solution to help control the soil and stubble-born fungal disease, sclerotinia. The incidence of the disease is increasing across the country, but the number of traditional fungicide products available to control it is declining.

CSIRO isolated a range of the bacteria from soil in Western Australia and Nufarm began partnering with them in 2018 to develop a new biological product active against sclerotinia, based on these bacteria.

Glasshouse and field trials were used to select the best strain and refine the formulation. These were successful in controlling sclerotinia in canola in Australia. We are currently evaluating extending the trials to Europe and North America where sclerotinia is also a problem.



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## We are bringing sustainable solutions to market

**Our approach to product research development is helping us bring sustainable solutions to market.**

In our FY26 growth plan, seven of the 22 crop protection product development and commercialisation projects are biological crop protection solutions, demonstrating the importance of expanding our biological portfolio.

Biological crop protection products provide growers with an alternative or supplement to synthetic chemistry. Products we sell in this category typically have low to no health and environmental impacts.

We are implementing our growth plan through our collaborative partnerships and this year launched two new biological solutions INTERVENE® and Trunemco™.<sup>1</sup>



Nufarm INTERVENE® is a new mode of action biofungicide that helps manage botrytis and powdery mildew in berries, vines and apples by disrupting mycelial growth and spore germination.

Intervene is a naturally occurring fungicide that originated from microorganisms isolated from Japanese soil. Nufarm and Kaken Pharmaceutical Co., Ltd. collaborated to jointly test the product under Australian crop conditions and subsequently launched it in early FY22. The product is also registered as an Australian Certified Organic (ACO) allowed input.

The product can help farmers with fungicide resistance and supports an integrated pest management program, an important component of sustainable agriculture.



Trunemco™ is a biological seed treatment product that is applied to the seed prior to planting to prime the plant's own physiology, stimulating natural defence systems which protect against damage caused by soil nematodes. We sell the product in the United States and this year we commercialised it in Brazil.

The technology also contains micro-organisms to produce healthier root systems and support stronger seedlings to help improve crop yield. Trunemco has a low toxicity profile and gives farmers an alternative to traditional chemicals.

This patented technology was developed by BASF and acquired by Nufarm and supports Nufarm's strategy to bring new and innovative sustainable solutions to market in conjunction with our foundation solutions.

We have plans to launch this product in more markets, with registration approved in Canada in late September 2022 and ongoing field trials and registrations in our Australia Pacific and Middle East and African regions.

## We are committed to biological crop protection solutions

In Europe we have brought our portfolio of biological insecticides, fungicides and biostimulants under one umbrella, all carrying the registered 'NuBio' label. This makes it easier for farmers in Europe to find the right biological solution for their needs. We have almost 20 products registered in our NuBio portfolio.

Building on our formulations experience, we are seeking innovative ways to combine traditional crop protection with biologicals for mixes that have the efficacy of a chemical solution but with lower environmental chemical load.



We are developing solutions with lower environmental impacts, contributing to UN SDG 15 – Life on land.

15 LIFE ON LAND



1. Trunemco™ is a third party registered trademark.



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## We are bringing sustainable agricultural technologies to market

Our partnership with CROP.ZONE<sup>®1</sup> has seen the development of NUCROP – Hybrid Electric Crop Protection™, which combines a conductive, organic approved liquid called VOLT.FUEL<sup>®1</sup> with electro-physical weeding.

This technology is an alternative solution to chemical-based weed control and crop desiccation, which aims to reduce the chemical load on the environment. Products such as these are becoming increasingly important in supporting countries transitioning away from synthetic crop protection.

NUCROP has proven to be very successful at desiccating potato crops without impacting the vegetable quality or leaving chemical residues. Following field trials, commercial sales of the technology have now commenced in Europe. We increased our investment in CROP.ZONE this year and are currently seeking to develop more applications for the technology.



WEED-IT has been providing farmers with a sustainable sprayer solution for many years. WEED-IT is sold by our wholly owned subsidiary Croplands through a partnership with the technologies developer, Rometron.

WEED-IT is an optical spot sprayer which has sensors to detect chlorophyll in actively growing weeds in fallow fields. This allows very targeted spraying, reducing herbicide use and environmental chemical load.

WEED-IT supports no-till agriculture and the soil moisture benefits that this conservation agricultural practice brings with it. Through targeted spraying instead of blanket spraying, it can also help growers manage herbicide resistance.

We have a range of Nufarm crop protection products registered for use with optical spot spray technology, helping growers realise the economic and environmental benefits this technology can deliver.



1. CROP.ZONE and VOLT.FUEL are third party registered trade marks.



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## We are bringing sustainable seed technologies to market

### Nuseed Omega-3 Canola for human health and ocean habitats

Estimates indicate over 80 per cent of people worldwide are not getting enough omega-3 through the food they eat. Wild fish stocks, the current major source, are already under intense pressure to supply the rapidly growing global demand.

Nuseed Omega-3 Canola was developed to provide aquafeed and human nutrition markets with a land-based source. Nuseed Omega-3 Canola is the result of successful collaboration between Nuseed, the Australian Commonwealth Scientific and Industrial Research Organisation (CSIRO), and the Grains Research and Development Corporation (GRDC). This global collaboration created the world's first land-based source of DHA and EPA long-chain omega-3 oils.

We grow our Nuseed Omega-3 Canola in the United States and process it into our proprietary oil ingredients: Aquaterra® for aquafeed and Nutriterra® for human nutrition markets. Both products are more than marine-alternative sources of omega-3; they are uniquely rich in omega-3 fatty acids, docosahexaenoic acid (DHA), eicosapentaenoic acid (EPA) and alpha-linolenic acid (ALA), vital for good nutrition.

Our Nuseed Omega-3 Canola is Friend of the Sea®<sup>1</sup> certified for responsible agricultural practices and reduced impact to ocean environments. Nuseed is a member of Excellence Through Stewardship (ETS). Nuseed Omega-3 Canola has been verified by an independent auditor and is compliant with ETS' stewardship and quality management practices. Refer to the dialogue box on page 15.

Nuseed Nutritional US Inc. is a signatory member of the United Nations Global Compact, supporting the 10 principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. Nuseed Nutritional is committed to sustainable ocean principles.

Both Aquaterra and Nutriterra are making positive social, environmental and economic impacts, contributing to these goals through advanced plant genetics that helps preserve ocean resources, rebuild soil, improve farmer livelihoods, and nourish people.

Our Nuseed Omega-3 Canola is contributing to the ambitions of UN SDG 15 – Life on land and UN SDG 14 – Life below water.



First plant-based source of long-chain omega-3 fatty acids



Canola provides habitats for more than 2,000 beneficial insects, including honeybees



Nuseed Omega-3 Canola is grown on existing US farmland under grower contracts, aiming to provide economic security to ensure sustainable incomes



Nuseed Omega-3 Canola oil is the only single source of omega-3 produced from canola



1-2 hectares of Nuseed Omega-3 Canola produces as much DHA as 10,000kg of wild caught fish<sup>2</sup>

1. Friend of the Sea® is a third party trademark.

2. <https://blog.csiro.au/omega-omega-3-canola-gets-green-light/>



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## We have sustainable seed technologies that bring Value BEYOND YIELD®

### Nutriterra®

Nutriterra Total Omega-3 is the world's first plant-based source of long-chain fatty acids developed for human nutrition. It can be included in dietary supplements and fortified foods.

This plant technology produces readily absorbable, omega-3 fatty acids docosahexaenoic acid (DHA), eicosapentaenoic acid (EPA) and alpha-linolenic acid (ALA). Omega-3 oils are well studied and known to contribute to overall health, particularly cardiovascular and cognitive health. Nutriterra offers a much-needed alternative to marine-based omega-3 oils, bridging the gap between growing consumer demand and finite ocean resources.

Our Nutriterra provides a land-based source of omega-3, supporting improved human health outcomes and contributing to UN SDG 2 – Zero hunger.



Nuseed completed a human clinical trial, confirming the safety and efficacy of Nutriterra as a novel plant-based source of total omega-3 nutrition.<sup>1</sup> In 2021, the United States Food and Drug Administration (FDA) acknowledged Nuseed Omega-3 as a New Dietary Ingredient (NDI). Many new ingredients enter the dietary supplement market each year without an FDA review. While the process is time-consuming and rigorous, this acknowledgment provides confidence in our commitment to safety and quality. This is especially important for Nutriterra as it helps consumers gain more comfort from ingredients derived from biotechnology. Nutriterra is produced in accordance with Excellence Through Stewardship's standards of traceability and responsible biotechnology stewardship.

1. <https://nuseed.com/nutriterra-human-trial-confirms-safety-and-efficacy/>  
2. <https://www.sciencedirect.com/science/article/pii/S004484862200850X>

In addition to these important milestones, in 2022, based on independent assessment, the FDA affirmed Nuseed Omega-3 Canola and Nutriterra as 'Generally Regarded as Safe' (GRAS). Nuseed established contracts for human-grade processing and storage and built inventory. We plan to launch Nutriterra as a human health supplement ingredient in early FY23. Going forward, we seek to expand our customer base in human nutrition, increase technology adoption and move to new markets.

### Aquaterra®

An innovation in feed technology, Aquaterra Advanced Omega-3 is an aquaculture feed ingredient that provides a unique fatty acid profile to improve fish health and fillet quality. Inclusion of Aquaterra in aquaculture feed formulations reduces reliance on wild caught fish for essential omega-3 oils, which helps relieve pressure on precious marine resources.

Aquaterra supports sustainable aquaculture growth by providing a reliable omega-3 supply chain with minimal impact. Omega-3 Canola is grown as a rotational crop on currently cultivated land and is processed using well established canola infrastructure, which means that no new land or facilities are required for scaling to meet future volume demands.

In 2022, Aquaterra was granted aquafeed use approval in the United States and we concluded another important fish health study with NOFIMA (Norwegian Institute of Food, Fisheries and Aquaculture Research).<sup>1</sup> This study found including Aquaterra in fish diets increases total omega-3 content in the fillet which improves nutrition for the end consumer. Fish fed an Aquaterra diet also displayed improved fillet quality with richer colour and reduced melanosis spots.<sup>2</sup>

Aquaterra achieved further market share growth with our core customer base in Chile and expanded customer and geographic reach with our first sales into North America. Since our commercial launch in October 2020, we have delivered approximately 16,500 tonnes of oil to our customers. We anticipate production exceeding this volume in FY23.

Future plans also include focusing on the rate of technology adoption within the salmon industry, increasing market adoption, including market share growth with our established customer base in Chile and North America, and further expanding the geography and species.

Nuseed Aquaterra reduces aquaculture reliance on marine ingredients, contributing to UN SDG 14 – Life below water.



## We are certified for sustainable production

Nutriterra and Aquaterra received Friend of the Sea® certification and are the first products to earn the new plant-based certification. Friend of the Sea® is the leading certification standard for products and services which respect and protect the marine environment.





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## We practise responsible product stewardship

In our crop protection value chain, our customers are wholesalers of agricultural goods and our consumers are the farmers who use our products on their fields and crops. We collaborate within our industry so that products are supplied, used, and disposed of responsibly to minimise risk of harm to the environment or human health.

As distributors in approximately 100 countries we adapt our product stewardship strategy to local requirements, collaborating to form industry groups or adhering to pre-existing frameworks. The crop protection business is a proponent of supporting products throughout their entire life cycle.

We work within established industry frameworks to support the training of growers in the safe use of our products. In Australia, we are a part of Agsafe, a crop protection product stewardship group which provides training in safe handling of chemicals.

We also create tailored product stewardship initiatives that respond to a particular need in that region or country and support farmers in the appropriate use of our product, such as our SprayWise Decisions® programs in Australia and Spraywise in the UK, our Phenoxy stewardship program in the UK and our Cottonwise program in Australia. We also provide online grower education, such as our extensive virtual learning series in the United States.

All crop protection products are fully labelled and all labels meet strict regulatory requirements and are approved by the local regulatory authority.

Our labels contain important information, such as how to use and dispose of the product without causing harm to people or the environment. We provide technical notes to support the label, which advise the farmer on the approved crops and correct usage rates and how to get the best performance out of our products.

We produce detailed safety data sheets (SDS) for each product which contain detailed emergency response information.

We further support the safe use of our products with 24-hour emergency helplines in the jurisdictions in which we operate.

We participate in crop protection container return programs that provide local locations for growers to drop-off used packaging. The containers are collected, cleaned and the materials recycled. Programs for collecting agricultural containers have successfully kept millions of containers out of landfills throughout the years. Refer also to pages 26-27 in this report.

### We help our farmers spray wisely

Our Spraywise platforms provide decision support tools to help growers when making decisions about when and how to apply the correct crop protection solutions. These Spraywise tools optimise performance on target crops, as well as minimise environmental impacts and maximise investment in agricultural inputs.

SprayWise Decisions in Australia helps farmers accurately plan the best time to spray, through online forecasting tools, climatic data and high resolution satellite imagery.



## Our Nuseed Omega-3 Canola follows Excellence Through Stewardship

Nuseed is a member of Excellence Through Stewardship (ETS). Nuseed Omega-3 Canola has been verified by an independent auditor and is compliant with ETS' stewardship and quality management practices. ETS is a global non-profit organisation that promotes the universal adoption of product stewardship programs and quality management systems for the full lifecycle of agricultural technology products. The ETS Stewardship Audit Process involves independent third-party audits of operations to verify that stewardship programs and quality management systems are in place.

Nuseed Omega-3 Canola is traced through the identity-preserved system, with set checkpoints with lot number, seal number, field, and bin GPS and sample testing for quality, genetics, and fatty acids at key points of transition from field to receiver. This protects the value and integrity of Nuseed Omega-3 Canola from which Aquaterra® (for aqua feed markets) and Nutriterra® (for human nutrition) are derived from.

Aquaterra® is produced under high standards of traceability and responsible biotech stewardship. Salmon consumers are passionate about traceability and Nuseed provides confidence that Aquaterra meets high standards for quality.

Nuseed is committed to stewardship by protecting our proprietary crops and strengthening industry compliance.





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## We are helping to solve for a changing climate

The connection between nature and food systems means climate change presents both risks and opportunities for the agricultural industry, including Nufarm. Sustainable agriculture helps mitigate climate change and supports us in adapting to future climates by increasing land productivity and yields, limiting further land clearing, growing renewable sources of fuel and materials, protecting soil against erosion and water loss, or growing crops to sequester more carbon.

**Nufarm is committed to playing its part in addressing climate change and its impacts by providing solutions that enable sustainable agriculture and help our growers respond to climate change and its impacts. As such, we are progressing our commitment to UN SDG 13 – Climate action.**



Our crop protection products assist growers to increase crop yields, which means they can grow more food on less land and reduce land clearing and deforestation. Our products allow growers to use no-tillage weed control, which retains plant matter on the land after harvest. Retained plant matter supports water retention, prevents wind erosion, promotes healthier soils, and assists with carbon sequestration.

Our products help the agricultural industry move towards carbon neutrality and promote sustainable agriculture. Innovative plant-based solutions will help address the impacts of climate change and we are committed to exploring and commercialising these opportunities.

### We are helping to decarbonise through renewable feedstock

The availability of non-food renewable feedstocks that do not change land use will be critical to the future growth of renewable fuels. Having a scalable solution to meet the demand now, and into the future, is key.

Recent commitments from the International Air Transport Association Net Zero Carbon by 2050 resolution to increase use of sustainable aviation fuel (SAF)<sup>1</sup> demonstrate the growing demand for renewable and scalable solutions, like Nuseed Carinata.

Our Nuseed Carinata is a low-carbon renewable oil feedstock that helps replace fossil fuels in hard to abate sectors, such as aviation, with sustainable aviation fuel, and heavy transport. International Civil Aviation Organization (ICAO) recognised Nuseed Carinata as having similar industry leading greenhouse gas (GHG) savings as waste, like used cooking oil.

Nuseed Carinata can help the aviation industry decarbonise, with the added benefit of scalable sustainable production. This year we announced a 10-year strategic offtake and market development agreement with BP Products North America Inc. Working together, we aim to accelerate market adoption of Nuseed Carinata for low-carbon renewable fuel feedstock.



Nuseed aligns the supply chain to contract-grow our Nuseed Carinata seed as a non-food harvested cover crop. Cover crops improve soil health, sequester carbon as they grow, and protect against erosion and carbon loss in the months between main crop rotations when land is typically exposed. Nuseed manages the supply chain from field to oil by building links with growers and industry partners. This enables the level of tracking and transparency that end-use customers require as they work towards their sustainability goals.

Key to adopting any potential climate or carbon solution are credibility and trust. Through our Nuseed Carinata program we conduct an independent third-party audit to the Roundtable on Sustainable Biomaterials (RSB) certification criteria of all contract growers' field data with in-person visits to auditor-nominated field locations, all grain collection points, and ports. RSB is a globally recognised leader in the renewable fuels arena for ensuring best practices according to 12 principles.<sup>2</sup>

1. <https://www.iata.org/en/programs/environment/flynetzero/>

2. RSB certification means that Nuseed has demonstrated compliance with the rigorous requirements of RSB's 12 principles and criteria for sustainability.



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## We are building a bioenergy platform

Nuseed Carinata is independently certified<sup>1</sup> and currently commercially grown in Argentina between main crops on existing farmland and processed into oil in Europe. Plans are well advanced for rapid commercial expansion in both North and South America.

The US Environmental Protection Agency approved a pathway for Nuseed Carinata as a renewable fuel feedstock under the Renewable Fuel Standard program. This will enable Nuseed Carinata to be processed into a new source of industry-leading low-carbon energy in the US, which is an important step that validates Nuseed Carinata's lowgreenhouse gas emission potential.

In FY22 we planted over 41,000 hectares of Nuseed Carinata in our Latin American and US markets and are targeting more than 80,000 hectares in fiscal year 2023. Initial research and market development programs are also underway in Europe and Australia.

**Nuseed Carinata's independent certification provides needed traceability and transparency.**

This year we further strengthened our bioenergy platform by acquiring GranBio's energy cane breeding and commercial assets, and research and development program. The aim is to fundamentally improve the output energy value through innovation in bioenergy cane<sup>2</sup>.

This newest addition to our bioenergy platform presents a significant opportunity to generate advanced agriculture feedstock for energy transition and is a significant boost in productivity for the existing Brazilian sugar cane biofuel industry.

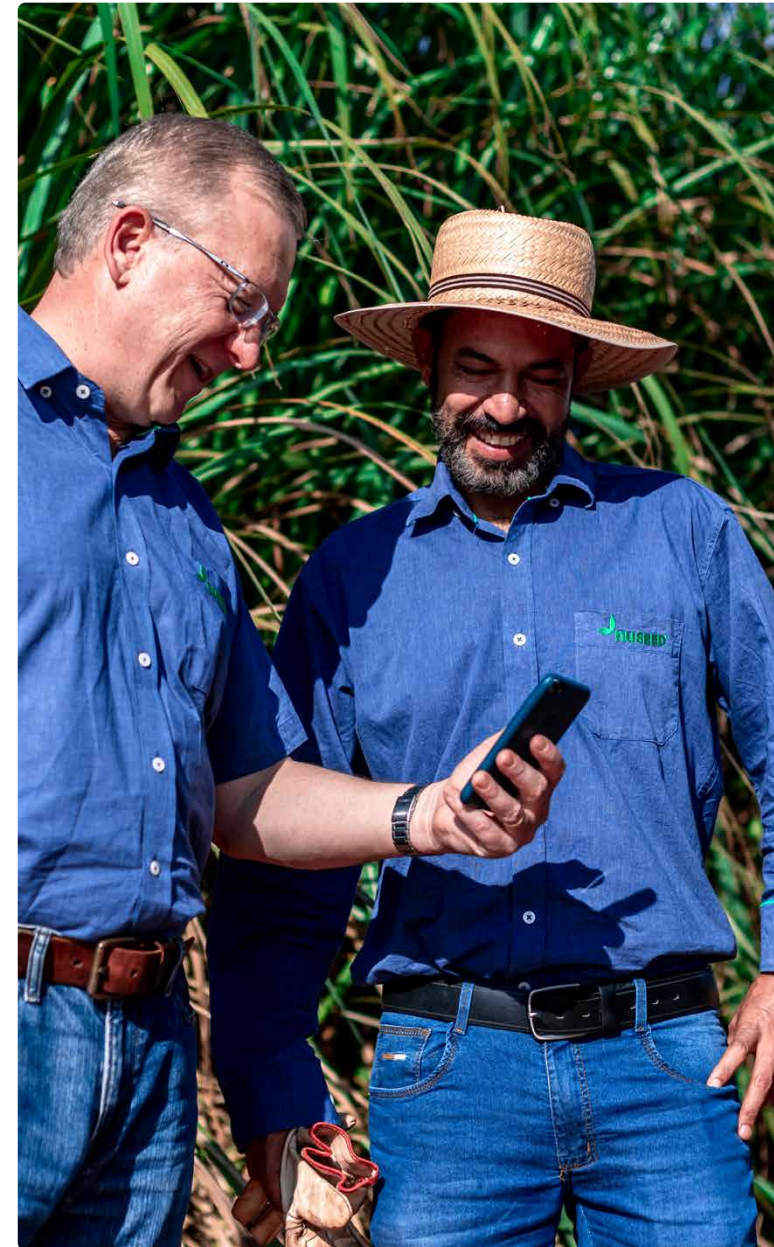
The technology's potential includes:

- scalable, drop-in improvement in energy output compared with the existing ethanol and cogeneration bioelectricity cane industry in Brazil (and other markets)
- expansion of energy cane as a reliable feedstock into emerging second generation (2G) process technology, which will make it possible to help decarbonise hydrocarbons for applications such as biochemicals and sustainable aviation fuel.

In our next financial year (FY23), we will be expanding our research, development and commercial teams to further advance existing product adoption and demonstrate the next generation products in the pipeline.

*'This is a fundamental step change in energy creation and renewable product generation from cane.'*

**Brent Zacharias**  
Nuseed Group Executive



1. RSB certification means that Nuseed has demonstrated compliance with the rigorous requirements of RSB's 12 principles and criteria for sustainability.  
 2. <https://nufarm.com/announcements/nuseed-expands-its-bioenergy-platform-acquires-assets-and-signs-long-term-alliance-with-granbio-to-accelerate-global-expansion-of-energy-cane/>



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## Our progress on Taskforce on Climate-related Financial Disclosures

Last year we committed to furthering our climate-related risks and opportunities disclosures in alignment with the recommendations from the Taskforce on Climate-related Financial Disclosures (TCFD).

In the financial year ending 30 September 2022 (FY22), we began implementing the TCFD recommendations with some key actions relating to governance, strategy, risk management, and metrics and targets. We completed the first phase of this work through partnering with an experienced service provider who conducted a qualitative climate-related risk and opportunity assessment over Nufarm's value chain.

Looking forward, we will work with the executive and board risk and compliance committees to determine the next priorities for the program.

### Governance

#### Board oversight

The board ultimately oversees climate-related risks and opportunities leveraging in particular the board risk and compliance committee and audit committee. This committee oversees and monitors the identification, assessment, management, prioritisation and reporting of financial and non-financial risks that are material to the operations and achievement of Nufarm's strategy. The committee's charter specifically includes environmental, social and governance (ESG) responsibilities. The relationship between the board committees and Nufarm's management is shown in section 7 of this report.

The board incorporates climate change information in the group strategy setting and review process and in September 2022 received the interim findings of the climate change risk assessment work. The board and executive receive progress reports on activities to achieve Nufarm's 2030 carbon reduction target at least twice a year.

Non-financial performance, including ESG, is an element of Nufarm's variable incentive plan for executive key management personnel. The CEO has a performance measure linked to achieving Nufarm's environmental targets.

More details on board oversight and committee responsibilities is in our FY22 annual report and the corporate governance section of our web site.

#### Management's role

The executive risk and compliance committee comprises select Nufarm leadership team members and meets approximately four times a year to oversee, direct and support the implementation and operation of the risk management framework and internal compliance and control system across the company. This includes climate-related risks. The committee oversees the climate change work program and during FY22 received status updates on this program at each meeting, which included the interim findings from our climate risk assessment work. The committee, in consultation with the leadership team, approves the climate change work program each year.

This year we created a global ESG manager role to coordinate Nufarm's ESG efforts, which includes developing and implementing key policies and programs to support Nufarm's climate change response. In addition, local environmental teams monitor and report scope 1 and 2 greenhouse gas emissions from our manufacturing sites. This information is reported regularly to the executive and board risk and compliance committees.

#### Risk management framework

Nufarm is working towards managing climate-related risks, in an integrated manner. This means risk management activities are not separate from core business activity but are embedded in operations. Continuously improving risk assessments helps our business areas focus their resources on their most significant activities. We are improving risk assessments to support key decision-making.

The group's risk management framework supports this activity, and our risk management policy supports the framework. The policy sets out the requirements and responsibilities for risk management across the Nufarm Group.

See our FY22 corporate governance statement for more information about our risk management principles.

### Strategy

#### Scenarios

Our assessment of Nufarm's physical and transition risks and opportunities associated with climate change used two future climate-related scenarios:

- **low emissions scenario** (high transition impact) – global average temperature below 2°C warming relative to pre-industrial levels
- **high emissions scenario** (high physical impact) – global average temperature above 3°C warming relative to pre-industrial levels.

The assessment used a short-term and a long-term time horizon:

- **The short-term horizon** was defined as 2030, aligning with Nufarm's and international decarbonisation targets and the transition risks expected to materialise over the short term.
- **The long-term horizon** was defined as 2030 to 2050, aligning with further materialisation of physical risks, especially material to Nufarm's grower demand, and with key international targets.



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## Strategic implications for Nufarm

Some of the opportunities for Nufarm from climate change are investing in new products to meet low-carbon demand, such as products with less environmental impact and low-carbon lifecycle products that limit the contribution to climate change.

### Transition impacts: low emissions scenario

Under the low emissions scenario, growers globally will adapt and evolve their farming methods and crop choices in direct response to regulation or consequent economic and market conditions. We are evolving our products to help improve yields, and new plant-based solutions are important to improving nutrition, supporting the environment, and getting the most from every acre.

Under the low emissions scenario, regulatory changes to address climate change in some locations may affect our manufacturing and processing facilities. Opportunities also exist to achieve greater productivity, resource efficiency and resilience to climate variability under the low emissions scenario.

### Physical impacts: high emissions scenario

The physical impacts of climate change on growers' crops may disrupt demand for Nufarm's crop protection products and seed technologies. Agricultural regions might shift, weather variability might increase, and prevalence of pests and diseases might change. Under both high emissions and low emissions scenarios, opportunities exist to evolve our product offerings and target markets to meet our customers' needs.

Physical events may disrupt our operations. Repeated disruptions may render parts of our supply chain and manufacturing arrangements unviable in the long term. Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities. We assess the longer-term suitability of our manufacturing footprint and supply chain arrangements through our strategic risk management process.

## Risks and opportunities

The descriptions of risks, opportunities and resilience are not forecasts, but rather describe what could happen if the world's development progressed as outlined under each of the adopted scenarios. This is Nufarm's first scenario analysis so it focuses on qualitative assessment – qualitatively describing the impact of the risks and considering the mitigating actions that may already be underway.

Table 1 summarises the climate-related risks, opportunities and strategies identified through this exercise. More information is in the risk disclosure section of our FY22 annual report operating and financial review, and in our supplementary climate change risk assessment document on our website.

### Key

- 2° Low emissions scenario** (high transition impact) – global average temperature below 2°C warming relative to pre-industrial levels
- >3° High emissions scenario** (high physical impact) – global average temperature above 3°C warming relative to pre-industrial levels





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**Table 1 Summary of climate-related risks, opportunities and strategies**

	Description – Risk	Description – Opportunity	Strategy and mitigating actions
Transition risks	<b>1. Changes in product demand – driven by changes in the market, and in policy and regulation</b> Transition: Policy, legal and regulation; Market  <b>Risk</b> Scenario: 2° Time horizon: 2030 <b>Impact: Reduced volume of sales</b>	<b>Opportunity</b> Scenario: 2° >3° Time horizon: 2050 <b>Impact: Increased revenue</b>	Improving yields and new plant-based solutions are important to improving nutrition, supporting the environment and getting the most from every acre.  Manufacturing and selling products that enable sustainable farming practices such as no-tillage farming.
	<b>2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation</b> <b>2b. Operational cost/cost of goods increase – suppliers passing on transition costs</b> Transition: policy, legal and regulation  <b>Risk</b> Scenario: 2° Time horizon: 2030 <b>Impact: Increased capital and operational expenditure</b>	<b>Opportunity</b> Scenario: 2° >3° Time horizon: 2030–2050 <b>Impact: Reduced operating costs, access to new suppliers and sources of finance, reduced climate-related impact on revenue</b>	It's important that we reduce our consumption of precious resources and minimise our impact on the world.  See pages 22–23 in this report for more information on how we are progressively planning for and implementing measures to reduce our environmental footprint.
Physical risks	<b>3a. Changes in product demand – driven by climate unsuitability (chronic physical)</b> <b>3b. Changes in product demand – driven by acute physical events</b> Physical	<b>Opportunity</b> Scenario: 2° >3° Time horizon: 2050 Refer to the opportunities outlined under: 1. Changes in product demand – driven by changes in the market, and in policy and regulation.	The climate change risk assessment gives us insights into how climate change may impact our core crop selection and geographies. We will integrate these insights into our longer-term strategic planning process.
	<b>4. Impacts on our operations (including supply chain) – driven by changes in climate and weather events</b> Physical	<b>Opportunity</b> Refer to the opportunities outlined under: 2a. Operational changes – fossil fuel and carbon footprint reduction/compliance with GHG policy and regulation. 2b. Operational cost/cost of goods increase – suppliers passing on transition costs.	Our business continuity and insurance programs consider physical risk exposures relating to our manufacturing and non-manufacturing operations, including identifying actions to physically strengthen our facilities.  The longer-term suitability of our manufacturing footprint and supply chain arrangements is assessed through our strategic risk management process.
	<b>Risk</b> Scenario: >3° Time horizon: 2030–2050 <b>Impact: Increased operational expenditure</b>		

## Metrics and targets

We measure our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 90 per cent of our total scope 1 and 2 emissions. We include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs) in our emissions calculations. We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) or nitrogen trifluoride (NF<sub>3</sub>).

We know this is the start of our emissions reduction journey, but we are working to reduce our own climate impacts. In FY21 we set a target to reduce scope 1 and 2 emissions from our manufacturing sites by 30 per cent (absolute) by 2030 using FY20 as our baseline, which was our most current annual emissions data at the time we established the target.



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## We are reducing our greenhouse gas emissions

Our emissions are derived from using energy to operate our plants and heat the raw materials used in processing. Our site at Pipe Road in North Laverton, Australia is our largest emitting site, contributing more than 50 per cent of our global manufacturing emissions. Most of these emissions are linked to electricity used in chlorine production.

Our second largest emitting site is Wyke in the United Kingdom. Until the end of 2022, the site used a third party owned and operated gas-fired combined heat and power (CHP) plant to produce steam and electricity for the manufacturing operations. Both Wyke and Pipe Road are synthesis operations and require more energy than our formulation facilities. Combined, Wyke and Pipe Road account for more than 80 per cent of the emissions reported here. To achieve our target, we have prioritised emissions from these two sites.

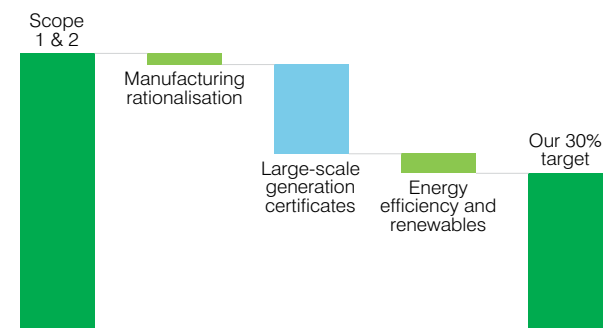
At Pipe Road, we anticipate establishing a power purchase agreement to supply the site's electricity and using the large-scale generation certificates generated by this project to offset the scope 2 emissions at this site. Energy price shocks this year highlighted the importance of both economically and environmentally sustainable electricity supply to the site. As a result, we are carefully considering the long-term purchasing strategy and have energy consultants supporting us in this assessment.

Also at our Pipe Road site, we undertook a feasibility study this year into the reuse of hydrogen generated from our chlorine process and currently vented to atmosphere. This has potential to contribute to our emissions reduction strategy and the engineering design and business case will be developed in FY23.

Wyke presents our next opportunity for emissions reduction. This year we completed a decarbonisation strategy for the site to help map out an emissions reduction pathway. We identified that it is not economical to transition to currently available renewable fuel and technology but anticipate this situation will change in late 2020s or early 2030s. The project identified some energy efficiency and electrification opportunities that we will endeavour to pursue over the next few years to contribute to our emissions reduction target while we continue to investigate alternative means to accelerate our emissions reduction.

While, initially, electrification at Wyke will lead to some increases in scope 2 emissions, it will improve the energy efficiency of our combined heat and power plant in the medium and longer terms and support the site's transition to renewable energy. The most significant electrification project is progressively replacing the site's steam heat tracing (used to prevent liquids solidifying in pipes) with electric heat tracing. While we expect this to take many years to complete, it will deliver both safety and environmental benefits.

### Our greenhouse gas emissions reduction pathway



Our target is to reduce scope 1 and 2 greenhouse gas emissions from our manufacturing sites by

30% by 2030





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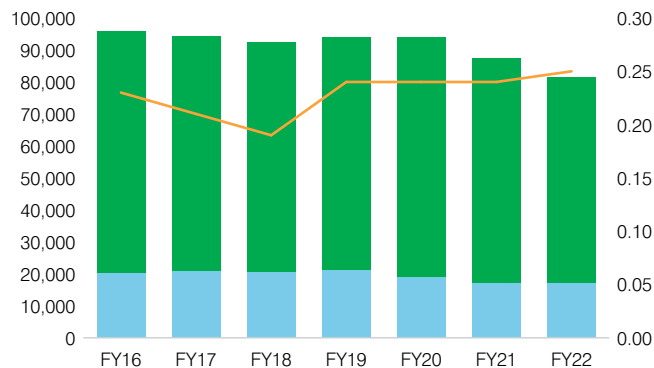
## We again reduced our emissions footprint

We are pleased to have had another successful year supplying our customers while making modest reductions to our emissions footprint. Our total emissions for FY22 were more than 12,000 tonnes (13 per cent) lower than our FY20 baseline. Several factors drove this reduction, some permanent and others driven by year-on-year production variability:

- In FY20 we sold our Latin American business, eliminating more than 1,800 tonnes (2 per cent) of our scope 1 and 2 emissions.
- Last year we closed our manufacturing operation at Raymond Road to improve operational and economic efficiency. This eliminated more than 2,000 tonnes (2 per cent) of scope 1 and 2 emissions.
- The increasing portion of renewable energy in our purchased electricity at Pipe Road has reduced scope 2 emissions by more than 3,800 tonnes (4 per cent) since FY20.
- Some energy efficiency projects across several sites delivered 100 tonnes of scope 2 reductions.
- The remaining scope 1 and 2 emissions reduction (5 per cent) comes from the net change in energy consumption from our operations as a result of production variability.

See tables 14 and 15 in appendix 7(ii) for a detailed emissions breakdown.

### Our greenhouse gas emissions (tonnes)



● Scope 1 – direct ● Scope 2 – energy indirect  
— Greenhouse gas intensity (tonne CO<sub>2</sub>e/tonne or m<sup>3</sup> of production)

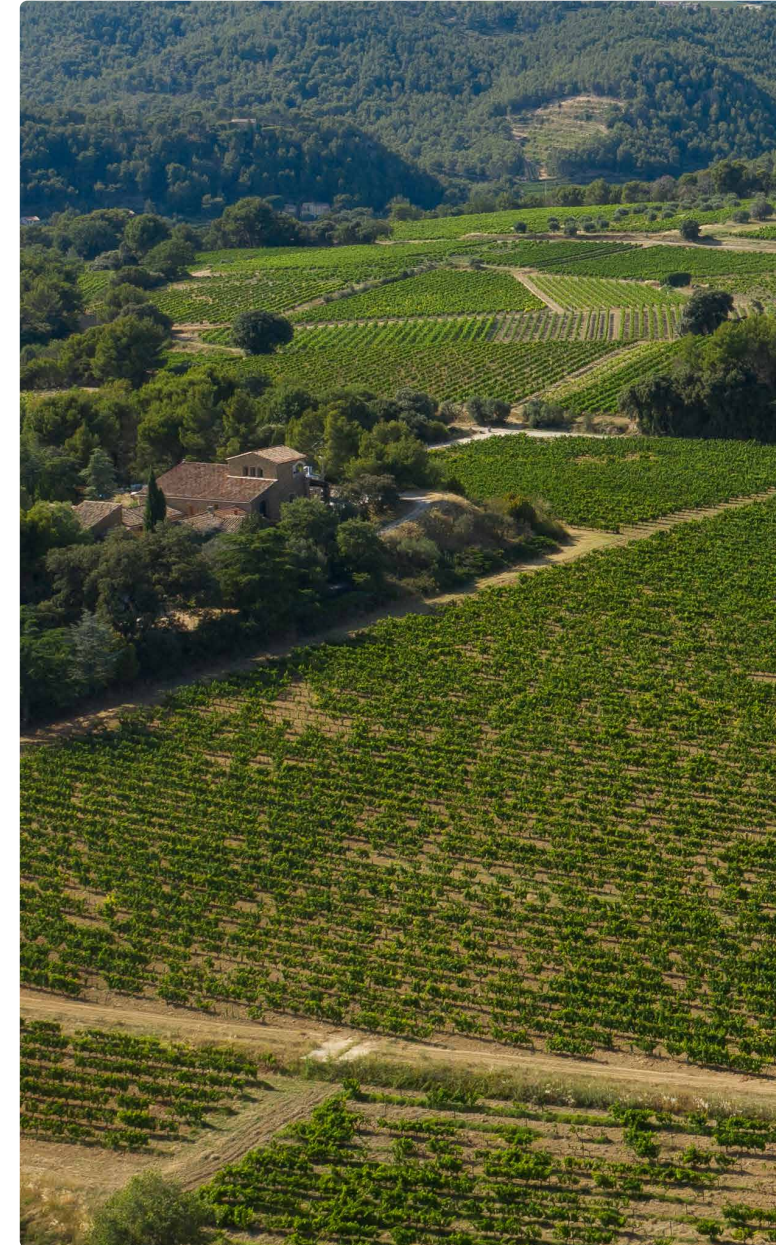
## We are looking ahead to FY23

In FY23 we will pursue the following activities to support our emissions reduction ambitions:

- Complete the power purchase agreement strategy for Pipe Road.
- Finalise the evaluation of rooftop solar as a supplementary source of on-site renewable electricity at Pipe Road.
- Complete the engineering design and business case for reusing waste hydrogen at Pipe Road.
- Implement a small rooftop solar project at our site in Port Klang, Malaysia.

## We obtained external assurance

For the first time we have obtained external assurance of our greenhouse gas emissions. Our certificates of limited assurance for our FY20 target baseline emissions and our FY22 emissions are in appendix 8. Through the FY20 assurance exercise we identified we had previously understated our scope 1 and 2 emissions by 2,300 tonnes CO<sub>2</sub>e and have restated the emissions in this report.







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## We are reducing our environmental footprint



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## We take a risk-based approach to environmental management

**We are committed to using a risk-based approach to environmental management to prevent or minimise potential adverse environmental impacts at our operations.**

Our corporate environmental management framework establishes the environmental standard for our operating sites, and covers the protection of soil and water, prevention of pollution, management of wastes, and efficient use of resources. Our operating sites maintain risk-based environmental aspects and impacts registers, to establish and prioritise environmental improvement activities.

We have environmental management systems at our sites. To embed the discipline of rigorous environmental risk and compliance management and drive continuous environmental improvement at our operating sites, last year we set a target to achieve ISO14001 certified environmental management systems at 10 of our crop protection manufacturing sites by 2025.<sup>1</sup>

Our five sites in Europe and Asia are already certified to this best practice standard and our sites in North America and Australia are progressing towards this goal. Our largest site, at Pipe Road, North Laverton in Australia, completed an audit against ISO14001:2015, ISO45001:2018 and ISO9001:2015 and will address identified gaps in developing its implementation plan.

Many of our sites operate under environmental licences and undertake extensive environmental monitoring to ensure ongoing compliance with jurisdictional regulatory obligations.

Our board has charged our board risk and compliance committee with overseeing compliance management and making recommendations to the board about financial and non-financial risks, including environmental risk and compliance matters. Our executive risk and compliance committee supports the board committee and is responsible for setting and overseeing the implementation of our environmental policy, management strategies and frameworks.

These committees meet approximately four times a year and receive information about environmental incidents, compliance matters, environmental audit findings, environmental key performance indicators and progress to achieve our environmental targets.

We have internal site-based environmental auditing as well as a corporate environmental audit program to assure we are adhering to our standards and procedures. We launched our corporate environmental audit program in FY20 and completed the first cycle of audits of our manufacturing sites this year. These audit programs help to drive our continuous improvement activities, identifying corrective actions to be implemented and best practice learnings we can share with our other sites.



**Our target is to achieve ISO14001 certification at 10 of our 11 manufacturing sites by 2025**



**Making sure we have robust environmental management systems in place to manage risk and compliance and continuously striving to reduce the impact of our operations on the environment helps contribute to UN SDG 12 – Responsible consumption and production.**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



1. Our site in Cairo has been excluded from this target as it is a small formulating and repacking facility that comprises less than 0.25 per cent of our total manufacturing volume.



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## We strive to use materials responsibly and avoid waste

Using materials responsibly and avoiding waste are becoming increasingly critical sustainability issues as the world works to limit the consumption of natural resources and moves to a circular economy.

We endeavour to reduce the environmental footprint of our manufacturing sites by applying the principles of the waste hierarchy to our waste streams. Our manufacturing sites have pollution prevention plans which identify key environmental outputs, including waste, and prioritise initiatives based on regulatory outcomes or achieving the most significant environmental and economic benefit.

### We manage and reduce our waste

We use water and solvents to clean our plant and equipment between production runs and, where our quality procedures allow it, we reuse these in subsequent production. Where we cannot do this, the wastewater has to be incinerated at most of our locations because of chemical contamination. This waste stream is the most significant contributor to our hazardous waste.

Our sites monitor their waste disposal volumes on at least a quarterly basis. Our onsite waste, waste storage areas and waste management procedures are subject to regular inspections and are audited through our corporate environmental audit program.

Last year we set a target to reduce hazardous waste by 20 per cent by 2025, using FY20 waste as a baseline. Our Chicago Heights site in the United States is our largest hazardous waste producer and we are focusing our initial efforts there to establish a waste treatment plant in 2023. We will then evaluate applying the technology to other locations.

Our target is to reduce hazardous waste by

**20% by 2025**



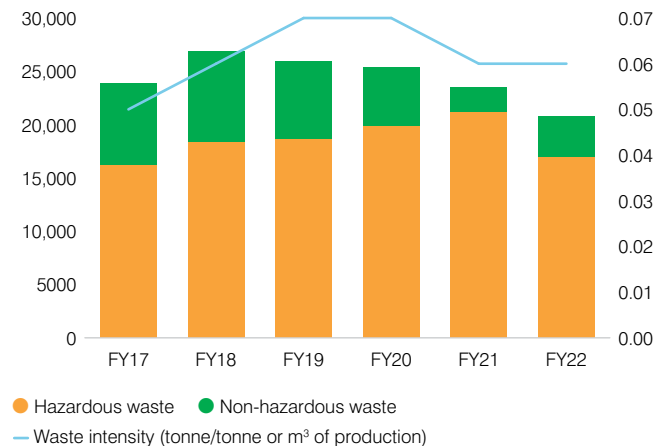
This year we reduced both our hazardous and total waste compared with last year and we have made progress towards our hazardous waste reduction target. We reduced our hazardous waste this year by almost 3,000 tonnes or over 14 per cent compared with our FY20 baseline.

We have been improving our vessel clean-out processes to reduce our waste: reducing the amount of water needed to clean the vessels and improving scheduling to reduce the frequency of vessel cleaning. Both improvements reduce the amount of waste produced, and have helped reduce hazardous waste sent to incineration or recovery this year.

Over 500 tonnes of the reduction is attributed to manufacturing rationalisation resulting from our closure of Raymond Road, Australia at the end of FY21 and the sale of our Latin America site in FY20. This rationalisation represents a sustained waste reduction, and we anticipate a further reduction as we complete decommissioning activities at our Raymond Road site.

Refer to tables 24–27 in appendix 7(ii) for our waste indices.

Waste (tonnes)



## We strive to use materials more efficiently

Last year our site at Linz, Austria, piloted a process to allow the more efficient reuse of an ammonia sulphate solution, produced as a by-product of copper fungicide manufacturing. Ammonia sulphate can be reused as an input in fertiliser production, but because of the low concentration of our ammonium sulphate solution, we had to transport over 9,000 tonnes (or nearly 400 truckloads) of the material to Germany every year for reprocessing.

This year we installed and commissioned a high-pressure evaporation plant and have successfully halved the volume of ammonium sulphate solution produced by the site and also the number of truckloads needed to transport the material off site. The improved quality has made it possible for the material to be reused locally, so instead of transporting the material to Germany, it is now reused in fertiliser production in Austria.

This initiative, which was intended to deliver better material use efficiency, has also positively contributed towards climate change, reducing transport emissions by over 200 tonnes a year. The evaporation plant itself has not increased the site's carbon footprint because it is powered by 100 per cent renewable electricity.



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## We partner to recycle packaging

We work with suppliers to replace large volumes of packaged raw materials with bulk containers to reduce packaging waste. Where this isn't possible, waste service providers clean large steel and plastic drums so they can be recycled or reused. Intermediate bulk containers are 1,000 L containers widely used within the chemical industry for storing raw materials and distributing finished product. At the end of their life, the containers are stripped down; the steel cages are reused and the plastic bladder is recycled.

Through partnerships with local service providers and non-profit organisations we safely collect empty product containers from farmers after use. These include **drumMUSTER** in Australia, AG Container Recycling Council (ACRC) in the US, Packmittel-Rücknahme Agrar (PAMIRA) in Germany, and COVADA-Adivalor in France.

## We encourage old or damaged product return

We support our customers to take back old or damaged product either directly or through organisations such as Agsafe's ChemClear in Australia and Cleanfarms in Canada. These organisations remove obsolete chemicals from farms and rural communities. We make sure these materials are disposed of appropriately.

## We audit and manage waste suppliers

We evaluate waste service providers as part of the contracting process to make sure our suppliers uphold local regulatory requirements and environmental standards. We have committed to auditing our significant waste suppliers, prioritising first our hazardous waste suppliers.

Our policy is to audit hazardous waste suppliers every three years and, while COVID-19 restrictions continued to limit visits to suppliers' sites during early FY22, we audited 32 per cent of our hazardous waste suppliers this year.

## We are partners in product stewardship

As producers grapple with establishing processes for managing post-consumer waste for their products, initiatives such as Agsafe's stewardship program **drumMUSTER** has been successfully enabling a solution for 25 years.

**drumMUSTER** collects used agricultural chemical rigid-packaging (plastic and metal) from across rural and regional Australia. The system is free for farmers to access; they simply rinse their used containers and take them to one of the 800 or more collection sites.

**drumMUSTER** collects the used containers and recycles the plastic into useful products, such as wheelie bins, irrigation pipes, and fenceposts, and recycles the metal containers through the standard metal recycling system.

Not only is this a more efficient use of a non-renewable resource, replacing the virgin material that would otherwise be used for making these everyday products, it also reduces the number of these containers being burnt or dumped and harming the environment or going into landfill.

Since inception, **drumMUSTER** has diverted more than 44,000 tonnes of waste from landfill into recycling. This year the packaging from over 22 per cent of Nufarm's Australian crop protection sales was eligible for farmers to recycle through this program.

Much of our Australian product is packed in larger returnable packaging, such as 110 L and 1000 L containers. Our Australian business has partnered with a third party provider to collect this type of post-consumer packaging from rural regions.

Through this service, containers are refurbished for reuse or the materials are recycled at the end of their effective life. This year the packaging from almost 75 per cent of our sales was eligible for farmers to recycle or reuse this way.

Post consumer chemical drum collection and recycling programs such as these, help Nufarm contribute to a circular economy and better environmental and safety outcomes for our farmers and their farms.

*'Nufarm is proud to be a part of this voluntary end-of-life stewardship program. As one of the biggest participants in drumMuster, we find it reassuring that growers have a simple and professional avenue to keep their packaging waste out of landfill.'*

**Peter O'Keeffe,**  
Commercial General Manager  
Nufarm Australia Limited





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## We continue to reduce air emissions

Eliminating or minimising emissions from our operations and products is important for the health of our people, customers, communities and the environment.

All of our significant sites are required to have environmental licences for process emissions such as volatile organic compounds (VOCs) and particulate matter (PM) and combustion emissions such as carbon monoxide (CO) and nitrogen oxides (NOx). We do not generate emissions of persistent organic pollutants (POPs). We use scrubbers, filters and incinerators to control air emissions, monitor compliance through both online and internal measurements and have third parties regularly monitor this.

We use refrigerants in process equipment and air conditioning. We are progressively replacing domestic air conditioning units still containing R22 with non-ozone depleting substances and, where possible, refrigerants that also have lower global warming potential. We have preventative maintenance plans in place to prevent or minimise leakage from refrigeration systems and as a result we have no to low emissions of ozone-depleting substances.

Over the past few years we have reduced our hazardous air pollutants (HAPs) by upgrading our emissions controls, so late last year we turned our attention to our VOC emissions. We use organic solvents in some extraction operations, and they are also a component of some of our products. Our sites at Gaillon, France and Linz, Austria contribute to most of these emissions given the products they manufacture.

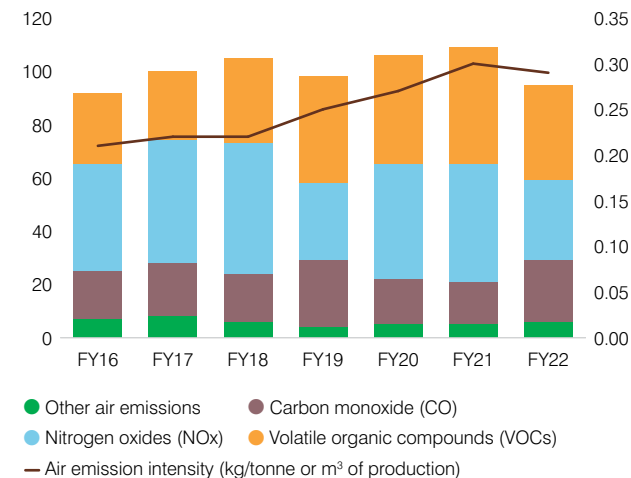
We set a target to reduce our VOCs by 25 per cent by 2025 using FY20 as our baseline. This year we ceased manufacturing a product the use of which is now restricted in Europe and which contributed to our VOC emissions at our site in Gaillon, France. This reduced our emissions by 11 per cent against our FY20 baseline.

We continue to focus on our largest emitting site to make another stepwise improvement in our emissions profile. The site has investigated a number of potential solutions and has completed the engineering design for the preferred option, which is a large scrubber system. We are currently engaging with the environmental regulator on this proposal.

We are conscious that some of the chemicals we process can be odorous and under some conditions there is potential for this to affect our neighbours' amenity. We have procedures to promptly and thoroughly investigate any concerns about our manufacturing facilities from any member of the public. This year we received complaints at both our Wyke, United Kingdom and Pipe Road, Australia sites and are undertaking detailed odour assessments, working with the concerned parties and regulators to firstly identify whether we are the source of these issues and, if so, to identify the root cause and corrective actions.

Refer to tables 16, 17 and 23 in appendix 7(ii) for our air indices.

Air emissions (tonnes)



Our target is to reduce our volatile compound emissions to air by **25% by 2025**





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## We have reduced our energy consumption

Our most energy-intensive operations are those that manufacture our crop protection products because they are undertaking synthesis and formulation activities.

Synthesis involves chemical reactions, whereas formulation is the blending of chemicals. Synthesis activities are more resource-intensive, consuming approximately 80 per cent of our total energy use. The primary energy consuming activities at our manufacturing sites are:

- boilers, which generate steam to heat materials or provide space heating
- electricity to produce chlorine and power process equipment
- fuel for vehicles, such as forklifts and our mobile sales force.

We have synthesis operations at Pipe Road, Australia; Wyke, United Kingdom; and Linz, Austria. At Wyke we have a third party owned and operated combined heat and power plant onsite which is a very efficient means of generating steam and electricity from gas combustion. Our Linz site is powered by 100 per cent off-site renewable electricity and uses waste heat generated by upstream processes in the industrial complex where it is housed. The closure of our 2,4-D synthesis operation at Linz in March 2021 reduced our consumption of renewable electricity.

Our Pipe Road site is progressing its strategy for a power purchase agreement for off-site renewable electricity and a project to reuse waste hydrogen in the site's steam boiler which has the potential to replace up to 20 per cent of the site's natural gas consumption and also reduce scope 1 greenhouse gas emissions.

### Lowering energy consumption

This year our energy consumption is over 83,000 GJ or 8 per cent lower than last year:

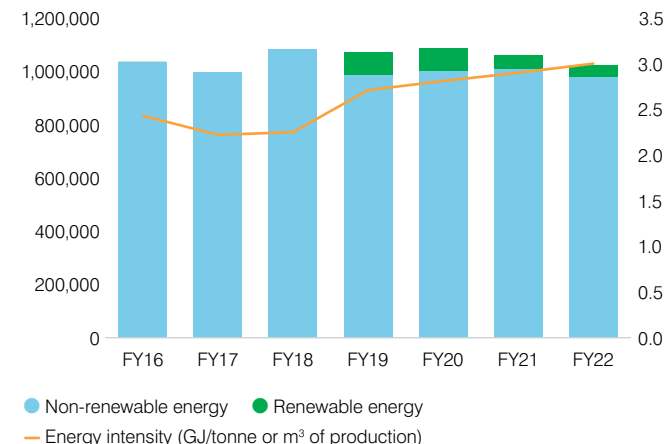
- We rationalised manufacturing, closing Raymond Road, Australia and 2,4-D synthesis at Linz. Combined, these activities reduced natural gas, electricity, and cooling (ammonia) consumption by more than 31,500 GJ or a 3 per cent sustained energy reduction.
- Ongoing energy efficiency activities, such as upgrading electrical lighting and improving steam services, generated an additional 2,500 GJ energy reduction.
- Year-on-year production variability contributed to a net reduction of 49,000 GJ or 5 per cent of the total group energy reduction.

We also work to improve resource efficiency in our supply chain. By developing formulations with higher active content, we can more efficiently transport our product to our customers.

This year, we obtained external assurance for energy consumption at our manufacturing sites for both FY20 and FY22.

Refer to tables 12 and 13 in appendix 7(ii) for our energy indices.

### Energy consumption (GJ)

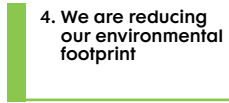




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## We use water for production

**Our growers need to use water to apply our products. We help growers use water more efficiently by developing multi-action products and products that support more complex tank mixes. This allows growers to achieve their desired outcomes while using less water and energy.**

We extract groundwater and river water to supplement supplied water at some of our locations. We discharge uncontaminated, single use cooling water back to the Seine River from our site in Gaillon, France and to the Danube River from our site in Linz, Austria. We operate to strict regulatory limits for discharging any water back to the environment and have controls to ensure compliance. Monitoring and third party impact assessments have determined this discharge has negligible environmental impact on the rivers.

Some of our sites are licensed to discharge effluent which is first treated through onsite treatment facilities before being discharged to third party treatment facilities. We undertake additional wastewater treatment steps at our synthesis sites, using technologies such as solvent extraction and activated carbon filtration to further reduce organic compounds in our wastewater.

We protect local water bodies from potential chemical contamination sites by bunding our operations and treating the captured rainwater in our effluent treatment plants.

We have reduced our freshwater withdrawal and discharge by 1,000 ML this year and more than 2,000 ML since FY20. This reduction is essentially the result of closing our 2,4-D synthesis operation at Linz, Austria in March, which was the primary user of single use cooling water at this site.

The same change in our manufacturing footprint reduced effluent discharge by more than 1,000 ML from the site and the chemical oxygen demand (COD) of the effluent by 1,000 tonnes or 21 per cent, improving the quality of effluent discharged from this site.

Opportunities for further water reductions exist across our business and we are working to improve the accuracy of our water balances with additional metering to help drive further water reduction activities.

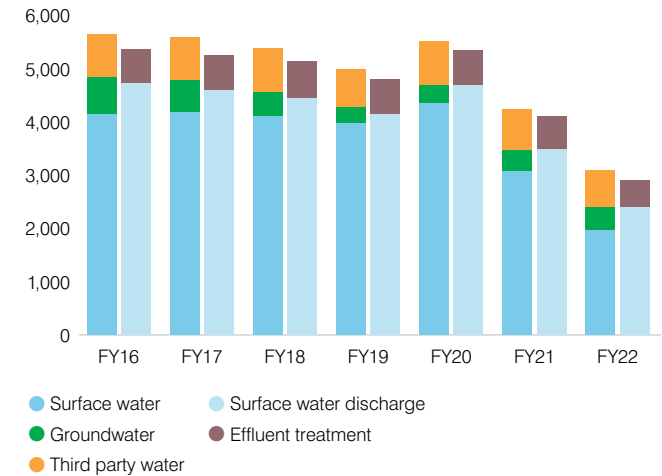
An assessment of water risk identified that only one of our manufacturing operations, Merak in Indonesia, is currently in an area at high risk to water stress. While the site represents only 0.2 per cent of our total water withdrawal, the site takes measures to reduce water consumption during periods of low supply.

As climate change continues, we anticipate some of our other operating locations being at higher risk of water stress. We plan to work towards embedding water stewardship principles at these sites to help make more and better quality water available for other water users in our catchments. As a continuation of the first phase of our climate risk assessment we will also progress our understanding of flood risk at our operating locations.

We also take measures to protect groundwater at our sites. We have groundwater monitoring networks in place and robust controls to prevent chemical contamination. Some of our sites have been used as chemical manufacturing facilities for many years and historical operating practices have impacted the groundwater. We undertake remediation activities when needed to minimise potential environmental harm from this legacy.

Refer to tables 18–22 in appendix 7(ii) for our detailed water indices.

**Water withdrawal and water discharge (ML)**

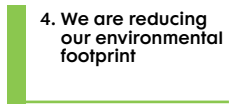




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## We contribute to better biodiversity outcomes

**Biodiversity is essential for thriving farms and ongoing food security. It is integral to agriculture, supporting healthy soils, pollinator populations and providing wildlife habitats, and controlling pests and diseases.**

Our planet's unique and rich biodiversity is under increasing strain from the demands of a growing population on our natural resources. Many species are threatened or extinct. As we lose our biodiversity, our food supply and the lives and livelihoods that depend on it become more vulnerable to environmental stressors, such as climate change.

Nufarm enables sustainable agricultural practices, with crop protection products such as glyphosate, which supports low and no-tillage. Long-term tillage contributes to erosion and land degradation, and degraded land has limited agricultural and ecological benefit. Sustainable agriculture can help to reduce biodiversity loss and degradation of natural resources.

Crop protection also increases the productive output of crops, reducing the need to clear more land for farming. Our Nuseed Carinata® is a cover crop that protects against soil erosion while helping to regenerate the soil. Cover crops help to sustain and improve soil ecosystems, while also capturing nitrogen and carbon dioxide.

### We are reducing the risk to non-target species

We recognise the need to continue to develop products that deliver improved ecological outcomes and enhanced efficacy. We have a portfolio of biological solutions that give growers an alternative to synthetic chemistry. We classify products in this category as having very low or no human health and environmental impacts.

More than 5 per cent of our business comprises partially or fully sustainable products – primarily biological products. In the coming year we will direct approximately 21 per cent of our research and development budget to crop protection products that are partially or fully sustainable or sustainability enabling.

We consider the impacts on biodiversity in our new and existing product portfolio (via regular renewal cycle) through thorough impact and rigorous and conservative risk assessments that form a part of the registration process. Examples of these assessments are human toxicology studies, which consider potential direct and indirect exposure risks to people; environmental fate studies, which examine the risks to soil, air, and water; and ecotoxicology studies, which assess potential short- and long-term risks to living organisms, such as fish, mammals, birds and plants. We use this information to minimise risks to as low as reasonably practicable through product design and application.

Nufarm participates in industry bodies that collect data to support the scientific evaluation and reduction of the impact of crop protection products on non-target species, such as the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) Endangered Species Task Force (FESTF) and the Environmental Protection Agency's Spray Drift Task Force (SDTF) in the United States.

### We minimise impacts from our operations

We locate our manufacturing operations in industrial zones where they have minimal impact on high biodiversity or protected areas. Each operating site has an environmental aspects and impacts register which considers potential risks to flora, fauna and natural habitats. Where necessary, we implement control measures to reduce the risk to as low as reasonably practicable.

Our crop protection manufacturing site in Gaillon, France is located in a small industrial zone on the Seine River in Normandy. Areas both on and near to the site were identified under the Zone naturelle d'intérêt écologique, faunistique et floristique (ZNIEFF) and Natura 2000. A large area of land that was historically used for industry partially extends onto our site. It is now valued for its rich flora and fauna, with species unique to that part of the Seine valley. The portion that is within Nufarm's boundary is secured and separated from our site's operations so to preserve it. We have not had any incidents impacting these areas this year, and we have not required to protect or restore any habitats.

### We have a new product to reduce off-target impacts

**Amicide Dropzone 500™ is a patented low-odour 2,4-D herbicide that helps manage spray drift and improve efficacy. The unique formulation creates the optimum size range of droplet to maximise the amount of product reaching the target and to minimise the amount lost. This improves product efficacy and reduces the risk of impacting off-target areas.**

**This new product was specifically formulated and tested for Australian conditions and is the culmination of many years development work that began in 2014. It was successfully launched in Australia in October 2022.**





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We prioritise health, safety and wellbeing



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## We prioritise safety above all

At Nufarm, the safety of our people, our products, our customers, and the community is our number one priority. We believe all incidents can be prevented and that we are all responsible for making sure everyone who works at, or visits our sites goes home safely. Working safely helps us deliver on our vision to grow a better tomorrow.

Our continuous listening employee engagement survey, Nufarm Voice, placed Nufarm's safety climate in the top quarter percentile (Glint, 2022), with 88 per cent of respondents confirming that safety is a top priority at Nufarm.

### We have best practice health and safety management systems

Our safety management system (SMS) comprises our corporate health, safety and environment (HSE) policy, HSE standard, HSE procedures and site-specific HSE procedures. It aligns with industry practice for the plastics and chemicals industry as established by relevant global and regional bodies such as Chemistry Australia.

The SMS framework cascades from the corporate level down to regional and site levels. At each level, qualified and industry-experienced health and safety professionals and line managers support the framework. The framework applies to all Nufarm employees and non-employees whose work or workplace is controlled by Nufarm and covers key health and safety system elements such as incident and injury reporting and investigation, managing change, training and competency, and emergency planning and response.

### We have a safety leadership and accountability framework

The board has charged our board risk and compliance committee with overseeing compliance management and making recommendations to the board on financial and non-financial risk, including health and safety risk and compliance matters. Our executive risk and compliance committee supports this committee and is responsible for setting and overseeing the implementation of our health, safety and environment policy, management strategies and frameworks. These committees meet approximately four times a year and receive information on health and safety incidents, compliance matters, health and safety audit findings, and safety key performance indicators.

We have established procedures for internal reporting and escalation of safety incidents. Our CEO and the Nufarm leadership team want to know about serious incidents as soon as they occur. To meet this expectation, we have an incident notification process which defines the senior leadership notification process if an event occurs.

Monthly reporting is done at site, regional and global levels to track leading and lagging health and safety key performance indicators, including process safety compliance metrics. Reported metrics include serious injury frequency rate (SIFR) and lost time injury frequency rate (LTIFR). Process safety metrics are reported to track the effectiveness of our process safety management system. Process safety metrics include loss of containment incidents, asset integrity, management of change, and operational safety measures.

Our manufacturing sites have a health, safety and environment management team, and we have site health and safety committees where employees and managers come together to identify safety improvements and deploy learnings. These committees provide an important employee communication and engagement channel. In many regions it is a regulatory requirement to involve employee-elected representatives with prescribed roles and powers and we comply with these requirements. Typically, these committees would meet either monthly or quarterly.

Our HSE standard requires all employees and non-Nufarm personnel to stop any activity where they believe illness or injury could result and to alert management to these unsafe conditions. They do this without fear of adverse consequence, since reporting safety risks is part of our culture. Our whistleblower policy supports this approach, and our integrity helpline is another confidential mechanism for reporting safety concerns.

88%

of our people agree that safety is a top priority at Nufarm





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### We conduct regular health and safety audits

To ensure the effectiveness of our safety controls, we have internal audit programs. Our sites continuously assess their compliance with, and the effectiveness of, procedures. We also have a corporate health and safety audit program. Audits are scheduled for every two years for our crop protection manufacturing sites unless an issue arises that requires a more frequent audit at a particular location.

During this financial year (FY22), we completed corporate health and safety audits of five of our 11 crop protection manufacturing sites, assessing them against Nufarm's best practice corporate health and safety standard. While these sites demonstrated some improvement, we identified further opportunities and some good practice solutions that we are sharing across sites.

Government authorities also regularly audit our sites to confirm compliance and we use external auditing organisations on an ad hoc basis to test particular sites.

### We train our people in safe work practices

Health and safety training is important to building capability and responsibility. All employees and non-Nufarm personnel (such as contract workers) undergo occupational health and safety induction training when they join the company. Depending on a person's role and the potential hazards on the job, they might receive additional training. Workers on a chemical manufacturing site can receive training in areas such as chemical safe handling procedures, confined space entry, chemical and electrical isolation procedures, fire safety, permit to work, and dangerous goods.

We use training needs assessments and competency-based training approaches where required. Training is usually a combination of classroom-style and on-the-job training, supervised by qualified personnel. We maintain individual training records, and our training systems schedule follow-up refresher training as required.

In FY22 we provided almost 15,000 hours of health and safety training to our employees and non-Nufarm employees.





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## We manage hazardous chemicals responsibly

### We minimise our risks

As operators of licensed major hazard facilities, the most significant safety hazards we manage relate to processing chemicals at our manufacturing sites.

We strive to apply industry best practice quantitative and qualitative risk assessment methodologies to understand the level of inherent risk and the appropriate layers of controls to be applied, reducing the risks to an acceptable level as defined by regulators or industry best practice. These range from the relatively simple Take 5 type approach used for non-routine and routine tasks through to sophisticated hazard and operability studies (HAZOP), layers of protection analysis (LOPA), and human factors analysis. For these types of assessment, we use specialist facilitators and a cross-sectional team to analyse complex, low frequency, high consequence scenarios that could occur at major hazard facilities.

We manage risks using a hierarchy of controls, starting with removing the hazard entirely and, if that is not feasible, managing the risks using engineering controls. Next in order of priority and effectiveness is reducing the risks through administrative procedural controls. Personal protective equipment is used to protect people as a last line of defence and must always be used where prescribed. Depending on the hazard type and the assessed risk level, multiple layers of risk controls are established such that if any single control fails, it will not result in a negative event.

### We regularly review our emergency preparedness and response

Our process safety management program sets the foundation for safety at our manufacturing sites. Launched in 2017, it is a systematic and best practice approach to identifying and controlling hazards at manufacturing sites where a loss of containment could affect employees, the environment or local communities.

Our sites regularly review their operations and assess credible emergency scenarios. Based on these scenarios, they establish appropriate emergency response plans to guide emergency responses. Emergency response plans consider potential impact on neighbouring facilities, engagement with emergency responders and general response strategies for different scenarios, including incident control, employee evacuation, communications and assessments for return to work or resumption of operations.

These emergency response plans are used in employee training. For example:

- We conducted an emergency response exercise at our manufacturing site at Linz this year, based on one of the developed credible emergency scenarios.
- At our manufacturing site at Gaillon, in November 2021, we retrained all internal firefighters in the skills to fight a fire according to the emergency plan.
- At our manufacturing site at Wyke this year, managers underwent training to be prepared for effective communications in an emergency.

### We maintain an incident management system

We record hazards and incidents in our incident reporting and investigation system, which is available to all staff. Investigations are participatory, and methods depend on the severity of the hazard or event or its potential.

Each operating site runs incident management training programs and has trained HSE professionals and engineers to facilitate more complex investigations using methodologies such as root cause analysis.

Serious incidents are notified to the Nufarm CEO within 24 hours. Contracted labour and services people are covered by Nufarm's SMS and any incidents involving contractors are captured in our incident reporting system and included in our injury statistics.





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## We continue to strive for our zero injury goal

The journey towards zero injuries is not a straight line, but we never lose sight of our goal for everyone to go home safely. We measure our safety performance with our serious injury frequency rate (SIFR), which comprises both lost time injuries and medical treatment injuries per million hours worked for employees and contractors.

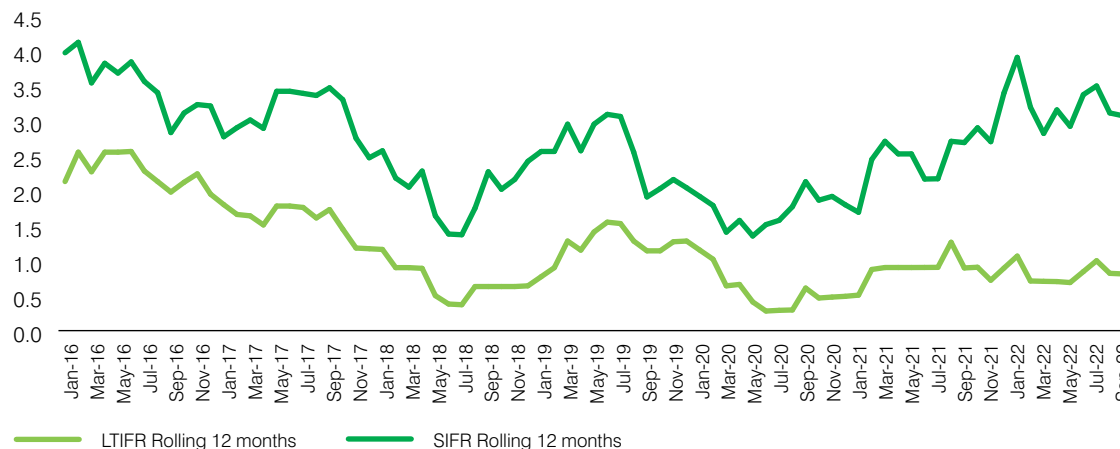
This year brought with it ongoing COVID-19 disruptions and worker shortages, but we are pleased to report no deterioration in our lost time injury frequency rate (LTIFR) despite the distractions (0.81 in FY22 compared with 0.90 in FY21). This compares favourably with the Australian chemical industry, with a reported LTIFR of 3.54.<sup>1</sup>

Several of our manufacturing sites have again delivered on our aspiration of 'Everyone goes home safely' by reaching new injury-free milestones. Seven of our 11 crop protection manufacturing sites achieved a lost time injury (LTI)-free year under challenging operating conditions.

Disappointingly, our SIFR increased this year (3.07 in FY22 from 2.69 in FY21). This has mostly occurred within our Australian-based business and the injuries were strains, sprains, cuts or similar. All injuries are investigated thoroughly and corrective actions taken. Contributing factors include the effect of new staff joining the organisation following COVID-19 disruptions.

Our detailed health and safety performance data can be found in tables 7–11 in appendix 7(i).

Serious injury frequency rate (SIFR) and lost time frequency rate (LTIFR) – rolling 12 month averages (per million hours worked)



### Pursuing one million hours without injury

In January this year our Wyke site in the United Kingdom set a goal to achieve one million hours without a lost time injury (1MZ). The 1MZ program has engaged a wide cross-section of employees, each focusing on the different safety elements that contributes to a positive safety performance.

These teams are tackling six safety pillars: safety tours, 5S, alert eyes, pre-task analysis, permit to work, and management of change. The teams conduct multiple inspections and checks every week, with direct engagement across departments. With many fresh pairs of eyes on the job, the teams can find new opportunities for improvement.

During FY22, Wyke made great progress towards this goal, working 500,000 hours without a lost time injury.



### Next steps

Turning around our injury trend is a priority and we will continue to emphasise workforce safety training, starting with Nufarm's leadership. We are recruiting additional health and safety professionals to further embed our safety-first culture and practices across the business.

Asset integrity is an important element of process safety management. We are investing in our manufacturing sites with a major program underway at Wyke site to improve and maintain asset integrity at the site. This initiative will continue through FY23.

With programs focusing on our safety culture, training, and investing in safe and sustainable operations, we will continue to work towards our goal of having everyone go home safely.

1. Chemistry Australia, Health and Safety Performance Report 2021, available at [http://www.chemistryaustralia.org.au/docs\\_mgr/2018\\_HS\\_Performance\\_Report\\_FINAL.pdf](http://www.chemistryaustralia.org.au/docs_mgr/2018_HS_Performance_Report_FINAL.pdf)



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## We make health and wellbeing matter

### We provide occupational health services globally

We provide occupational health services to employees across all our operations globally. The type and arrangements vary between sites depending on the size of the manufacturing site, the nature of the hazards at that site and the availability of local medical services. Some sites have an onsite medical centre staffed with company occupational health nurses and ancillary health professionals while others contract a local provider to deliver the services. We provide these services to employees during working hours on site. Where this is not the case, we transport employees to an off-site clinic.

We have medical surveillance programs specific to the type of manufacturing process, materials, and potential exposures at our sites, and to the requirements of the relevant health authorities. We maintain confidential employee medical records in accordance with medical standards and practices. In response to the COVID-19 pandemic, we provided opportunities for employees to get their COVID-19 vaccine.

### We made mental health and wellbeing matter

In our efforts to holistically support our people and build a culture that fosters a physiologically safe workplace, we held Nufarm's first global Mental Health Week in early FY22. The message was that mental health is just as important as physical health – it matters.

Globally, our employees attended mental health and wellbeing webinars, listened to podcasts and guest speakers, and participated in guided discussion groups, exercise and relaxation classes. More than a dozen webinars and panel discussions were held around the world on topics such as movement, mental health, nutrition, resilience, and mindfulness. We also held a global safety stand-down during the week, where all employees across our business stopped work for up to an hour to develop self-care plans, have wellness discussions or participate in mindfulness activities.

Our CEO and leadership team each recorded personal messages about the importance of mental health and this endorsement, along with a daily email message, helped to demonstrate to our people that Nufarm is genuinely committed to their health, safety and wellbeing.

We continue to provide our people with ongoing emotional and mental health support through confidential employee assistance providers at each of our locations as well as a dedicated intranet site with access to further reading and resources. We want to ensure our people know they are supported and where to go for help if they need it.

Building on the success of FY22 Mental Health Week, we planned an entire month dedicated to wellbeing, under the theme: Wellbeing – make it matter. This program was held in early FY23.

### We introduced a new global wellbeing platform, LifeWorks

In FY22 we built on our existing culture of care to support good mental health and wellbeing by introducing LifeWorks as Nufarm's new Employee Assistance Program provider, or, as we prefer to call them, our wellbeing partner. LifeWorks is the world's largest employee assistance provider and supports employees and their families worldwide so they can manage work, health and life challenges.

This leading edge service is available in all countries that we employ staff, and in their local language. As Nufarm's wellbeing partner, LifeWorks offers a free, immediate and confidential hotline for any work, life or health concern, plus a wellness platform (app) of podcasts, videos, articles, interactive programs and online toolkits for staff to explore, learn and self assess their general state of mental health and wellbeing.

LifeWorks supports all of our people and their family no matter where they're located.

Users can access private, virtual counselling sessions with clinical counsellors, and talk to advisers on any work and life issue, including health, money and family matters.



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## Our workforce is global

Nufarm is a global agribusiness and in FY22 we employed 2,811 full-time equivalent (FTE) people, from 81 countries and who speak more than 40 different languages.

The increase of 133 FTEs compared with FY21 comes mostly from appointments into North America and across our manufacturing footprint globally. Most of our people are employed at our manufacturing operations or in our sales force as permanent employees. Eighty-nine per cent of our people are on permanent employment contracts, which is unchanged from FY21.

We have a large sales force in Indonesia on temporary contracts because of the structure of remote localised sales promoters and we are gradually transitioning this workforce to permanent employment arrangements.

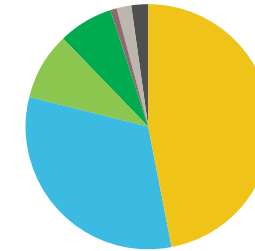
Where the nature of the role allows, we support flexible work arrangements. During FY22, 3 per cent of our workforce operated under part-time arrangements, up from 2 per cent in FY21. COVID-19 initiated a significant increase in flexible working arrangements, and we continue to operate with remote and flexible working. Our introduction of flexible working guidelines encourages flexible work beyond the pandemic and helps us create a more inclusive work environment.

We employ casual and contract labour for short periods, to support our manufacturing operations during high seasonal demand. In FY22, we estimate this was 3.5 per cent of our FTE workforce.

Our global footprint gives us a culturally diverse workforce, with our leaders and teams representing local cultures and customers in the countries in which we operate. Nufarm's employee self-disclosed data indicate that our workforce comes from 81 different countries and can speak over 40 different languages. Our executive and senior management team is also culturally diverse, representing at least 20 different cultural backgrounds.

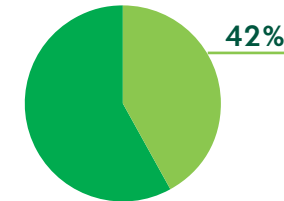
More information on our employee demographics, gender and employment practices is in tables 30–40 of appendix 7(iv).

### A snapshot of our workforce (2,811 FTE)

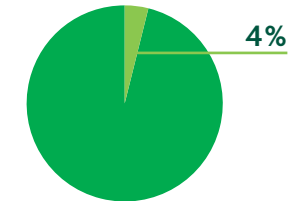


Supply chain	47%
Sales	32%
Portfolio Solutions	9%
Finance	7%
Corporate	2%
Information technology	1%
Human resources	2%

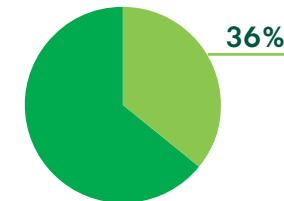
#### Asia Pacific



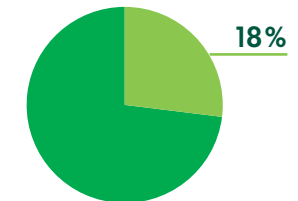
#### Latin America



#### Europe



#### North America



● Permanent employees ● Non-permanent employees







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## We value inclusion, diversity and equality

At Nufarm, our people are our most important asset. They play a key role in achieving the company's strategic objectives and delivering sustainable, long-term value for our shareholders.

Nufarm is a global organisation that nurtures an inclusive work environment where individuals are valued for their diversity, can bring their whole self to work and be empowered to reach their full potential.

We believe diversity fuels innovative thinking and decision-making and contributes to the richness of Nufarm and our ability to solve for the customer.

We are stronger when our plans and operations reflect the thinking of all our people, representing a broad range of backgrounds, cultures and experience. Maintaining a diverse and inclusive culture with varied perspectives and backgrounds is critical for Nufarm to remain innovative and to grow while creating a sense of belonging for all. We do this by recruiting globally so we can compete globally, adapting to support our employees' work-life responsibilities and through board oversight of our inclusion and diversity policy and strategy.

### Our governance of inclusion and diversity

Our executive inclusion and diversity steering committee is responsible for monitoring progress on an ongoing basis and developing strategies and initiatives to meet our objectives. It reviews the effectiveness of, and makes recommendations to the human resource board committee about our inclusion and diversity policy and progress in achieving our inclusion and diversity objectives. This committee meets at least four times a year and assesses performance to achieve objectives.

Our inclusion and diversity policy sets out our commitment to develop a culture of inclusion at all levels of the organisation. This year we updated our inclusion and diversity policy to be more action-oriented and we continue to address broader elements of inclusion.

### We progressed our FY22 inclusion and diversity strategy

This year we implemented the initial phase of our 2022–2025 inclusion and diversity strategy which will allow us to embed inclusion and diversity in the way we conduct our business, wherever we operate around the world.

Some activities were:

- improving our employee satisfaction and inclusion and diversity items measured through Nufarm Voice, our employee continuous listening strategy
- launching LifeWorks as our global wellness platform available in 48 languages, which gives all employees access to the employee assistance program, and seeing 24 per cent uptake since the July launch
- reducing bias in attracting and recruiting talent by:
  - intentionally having greater gender diversity representation on interview panels and in shortlists; for example, women made up 78 per cent of the panels for senior leadership roles (CEO-1 and CEO-2) and women were appointed to 77 per cent of the positions, while other senior leadership roles had women on their shortlist and women appointed to 60 per cent of all roles.
  - facilitating training and developing our hiring managers
  - developing an employee referral program to encourage referrals of those groups who are underrepresented
- celebrating diversity across the globe with International Women's Day, Black History Month in North America, European Diversity Week and Pride
- launching a suite of safety shares on topics such as microaggression and everyday sexism, to create a psychologically safe work environment through inclusive behaviours and raising quiet voices

- intentionally focusing on attracting diverse talent, including more women
- being recognised as a relevant employer under the Workplace Gender Equality Act and as a gender diverse employer, endorsed by work180 in Australia and North America
- being recognised as the Australian Financial Review's BOSS 2022 Best Places to Work for mining, agriculture and utilities.

## We celebrated inclusion and diversity events

### Gender diversity – Pride Month

During June 2022 we learnt about, supported and celebrated the LGBTQI+ community, with informative articles, support from Nufarm leaders, and interesting speakers, including two of our own employees who shared their personal story.





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## We are committed to gender equality

To solidify our commitment to gender diversity and equality, this year we adopted the UN SDG 5 – Gender equality, adding our voice to the global cry to empower all women and girls and achieve gender equality.

Nufarm focuses on removing barriers to equality, and being an inclusive place to work. We are committed to working towards our target of having not less than 35 per cent of either gender represented in our workforce by 2025.

We saw greater representation of women across all areas of the business this year:

- 43 per cent of our board's non-executive board members are women, an increase of 18 per cent compared with 25 per cent in 2021.
- Our executive and senior leadership team gained more women this year, increasing representation from 6 per cent to 31 per cent.
- Across the business, the number of women increased from 26 per cent (2021) to 27 per cent.

We continued to focus on improving gender diversity in our commercial and manufacturing functions and pursued targeted objectives to address the gender diversity gap.

Our target is to have no less than 35 per cent of either gender represented in our workforce by 2025.



## What's next?

Looking ahead to FY23, we will pursue a new aspiration to have **40:40:20 representation** by 2030 for our senior leadership team (CEO-1 and CEO-2): 40 per cent who identify as female, 40 per cent who identify as male and 20 per cent who identify as male, female, or other, in our senior leadership by 2030.

For more information on our inclusion and diversity strategy, approach and performance, see our inclusion and diversity statement in the corporate governance section of our FY22 annual report and tables 30–36 in appendix 7(iv) of this report.





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## We attract and retain diverse talent

### Our employee value proposition continues to guide our actions

Our employee value proposition defines the value we provide for our people and the unique characteristics of the Nufarm family. The three tenets of the proposition support how we attract, retain and develop our people:

**Come as you are:** We trust and respect one another and celebrate our differences. Feel empowered to be who you are and unlock your potential.

**Own your growth:** We encourage employees to take advantage of opportunities where together we can all make a difference.

**Stay curious:** We want our people to explore new ideas, get creative and be heard.

### Employee feedback is important to us

Employee feedback uncovers opportunities to improve and strengths to leverage, helping us to build a better Nufarm. As part of our continuous employee listening strategy, this year we conducted three Nufarm Voice employee engagement surveys and introduced onboarding surveys.

Nufarm Voice empowers managers to better use anonymous employee feedback on a regular basis to fuel meaningful conversations and prioritise timely action that responds to this feedback and contributes to positive change. Nufarm Voice puts our managers in the driver's seat to act on what their teams are saying about ways to create positive change.

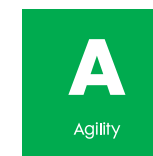
We conduct shorter and more frequent surveys so we can continuously listen to the voice of our people. The results are delivered with resources and checklists for managers to utilise and start to make positive change immediately.

The survey runs every four months and, while participation is not compulsory, it is encouraged. We saw gradual improvement towards the top quartile benchmark: high participation continued at 78–80 per cent and overall employee satisfaction improved slightly, from 77 to 79 over the year. Both these results are close to the top quartile benchmark (Glint Database, 2022).

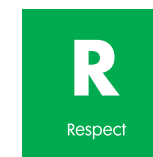
### We live our values



We are accountable for our decisions and our actions. We recognise trust is at the foundation of relationships and acting ethically, safely and responsibly creates that trust.



We are resourceful and adaptable in meeting the needs of our customers and our organisation.



We respect others – colleagues, customers and stakeholders – and our environment. We care for all our resources.



We are an innovative, entrepreneurial organisation where individuals and teams can do what is best for the customer, the organisation and our stakeholders.

## We are acknowledged as an employer of choice

### Best Place to Work award

Nufarm was recognised for creating a workplace that supports our people's mental health and wellbeing. We made the 2022 AFR BOSS Best Places to Work list for Mining, Agriculture and Utilities from over 750 nominated organisations across Australia and New Zealand.

The AFR Boss Best Places to Work award recognises organisations that are pioneering new ways of working and pushing the boundaries in workplace policies and practices.

We were also recognised during FY22 as a Gender Diversity Endorsed Employer, which means women can confidently apply with Nufarm knowing they'll receive the fair and equal support they need to thrive at work. We won the LinkedIn Employee Engagement Champion award for ANZ which recognises companies that create a culture of continuous feedback and growth to improve employee engagement and wellbeing.

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Employee satisfaction





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## We remain agile and committed to continuous employee development

At Nufarm we believe continuous improvement and agility are key to meeting the changing needs of our people and our customers. Engaging with people is a fundamental requirement of a Nufarm leader – it's about creating a safe environment to contribute ideas, continuously learn, and feel empowered to make a difference. Our NuLead principles set clear expectations of our leaders at Nufarm:

**Create clarity:** Help others to understand how their role contributes to the Nufarm strategy with clear communication and a genuine passion for achieving our goals.

**Generate growth:** Look ahead to future possibilities and make decisions that move us forward especially when times are tough. Be enthusiastic about learning opportunities and empower others to own their growth at Nufarm.

**Inspire others:** Encourage others to be their best and leverage our diversity as an asset. Always look for innovative solutions to business challenges.

**Deliver results:** Prioritise and be agile in your decision making. Put the customer experience at the heart of your business choices. Hold yourself and others accountable to achieve results both within the business and with our partners.

During the year, we facilitated the NuLead development module 'Lead change and inspire others' with our top 120 leaders across the organisation participating. This certificate program, created in partnership with Harvard Business Publishing, is to provide our leaders with the tools needed to inspire others in challenging times using authentic communications and influence.

Our performance and career development program, Grow Plan Succeed, is now recognised as a key business process and aligned with our business strategy and leadership principles. This is a company-wide program that aligns employee priorities and career development goals with business objectives. We encourage all employees to participate in this program, which includes continuous check-in conversations with managers and matrix managers to discuss progress against agreed goals, providing employees with real-time feedback to support performance achievements and development objectives. This year, 58 per cent of our employees participated in performance reviews and check-ins.

We initiated career conversations for sections of our workforce following feedback in the Nufarm Voice survey that showed some parts of the business to be below our company average for the item 'I have good opportunities to learn and grow at Nufarm'. This was an important personal growth opportunity which we also made a high priority for the Nuseed AU group. We know that career health and job satisfaction play a critical role in overall health and wellbeing and this program supports managers and employees to have constructive conversations about career aspirations.

## We continued to recruit across the career lifespan

We continued to recruit across the career lifespan, with 32 per cent (2021: 41 per cent) of new hires aged less than 30 years of age, 51 per cent aged 30–50 years (2021: 46 per cent) and 29 per cent over the age of 50 (2021: 13 per cent).

We saw renewal of our workforce across FY22 and are pleased to see a lower turnover rate across the business with noticeable improvement in retaining the 'under 30' cohort, with a turnover rate of 23 per cent, down from 32 per cent in FY21.

Further information on our employee hire and turnover rates can be found in table 37 in appendix 7(iv).

## We are developing adaptive leaders

Nufarm proudly participates in the Juno Adaptive Leaders Program, an award-winning transformational program that gives our emerging leaders skills to coach and lead others who may not necessarily share their views or background.

Over 12 weeks, participants learn new practices and apply them immediately to motivating and coaching a protégé, usually a community member who is struggling to find work. Juno develops professional and personal skills in leadership, confidence, emotional intelligence and more flexible behaviour and communication styles.



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## We pursue positive labour relations

### We continued to foster workplaces free from discrimination

Our human rights policy sets out our equal opportunity commitment to take all reasonable measures to ensure equal opportunities for all employees and to provide a work environment free from discrimination, sexual harassment, workplace bullying, victimisation and vilification. We educate our employees to understand these principles and provide transparent mechanisms for unacceptable practices to be called out and investigated. We do not tolerate decisions based on attributes unrelated to job performance, and breaches of our position on non-discrimination can result in disciplinary action.

Nufarm acts in accordance with local legislation and cultural considerations that may impact workplace decisions and actions. We have an independently operated integrity helpline where employees can anonymously raise concerns about potential discriminatory behaviour. We had no confirmed discrimination incidents in FY22.

Our talent and people practices are designed to reduce bias and to increase equal opportunity for all employees. Our Nufarm Voice employee engagement survey results in February and July 2022 showed we are tracking close to the global GLINT benchmark for high-performing organisations for equal opportunity (as well as work-life balance and ability to speak our mind).

We are pursuing gender-neutral recruitment and to have more women on interview panels and shortlists for senior leadership positions. We are integrating evidence, assessments, and a calibrated group view to reduce unconscious bias in our recruitment processes.



### We respect employee rights and freedoms

Our human rights policy recognises and respects employees' rights and freedoms to join or not join organisations of their choice, to associate freely and bargain collectively. We pride ourselves on providing supportive work environments and communicating directly with employees on issues of fair treatment. Unionisation is legal in the countries in which we have manufacturing operations so the choice to negotiate directly with Nufarm or seek the help of a third party is ultimately up to our employees.

This year we estimate at least 25 per cent of our employees were covered by a collective bargaining agreement. These employees are primarily based at our manufacturing sites. This is up from 24 per cent in FY21.



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## Our governance framework demonstrates accountability

Our governance framework, and adherence to that framework, are fundamental to demonstrating accountability to stakeholders and promoting a culture of ethical, lawful and responsible behaviour. Nufarm is committed to ensuring its policies and practices reflect a high standard of corporate governance.

### Our board is our highest governing body

Nufarm's highest governing body is the board of directors. To assist the board in carrying out its responsibilities, it is supported by the following board committees:

<b>Risk and compliance committee</b>	Assists the board in the oversight of financial and non-financial risk and compliance management. The scope of the committee's responsibilities extends to health, safety and environment (HSE) and environment, social and governance (ESG) topics, including modern slavery and climate change.
<b>Human resources committee</b>	Assists the board perform its functions in relation to remuneration policies and practices, development, retention and termination of the CEO and key management personnel (KMP). The scope of the committee's responsibilities includes inclusion and diversity and Nufarm's code of conduct.
<b>Audit committee</b>	Assists the board in fulfilling its responsibilities in respect of the company's financial statements, the effectiveness of internal and external audit processes, internal control systems, treasury and taxation practices and compliance with relevant legal and regulatory and best practice requirements within the responsibility of the committee.
<b>Nomination committee</b>	Assists the board in overseeing the composition, performance, and succession planning of the board as well as induction and ongoing training for directors.
<b>Innovation committee</b>	Assists the board in the oversight of the company's strategy, policies and procedures for the development and adoption of innovative solutions and technologies in crop protection and seed technologies.

Each of the committees has a charter which sets out the membership structure, roles and responsibilities and meeting procedures. Generally, these committees review matters on behalf of the board. The committees' charters are available on our corporate website.

The board undertook a number of activities during the year which can be found in our Corporate Governance Statement for the year ending 30 September 2022 (FY22). Key activities that directly relate to the oversight of ESG matters at Nufarm include:

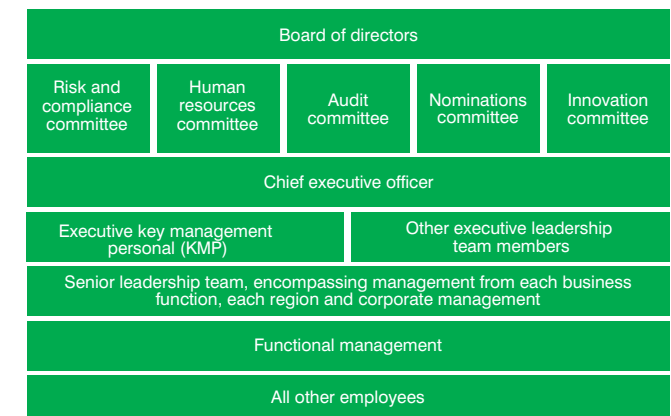
- reviewing and agreeing to adopt updates to governance policies including the anti-bribery and anti-corruption policy, continuous disclosure policy and speak up (whistle blower) policy and the modern slavery statement
- reviewing the risk management system including the risk management policy and framework.

1. During FY22, Dave Allen took over the position of Group executive, manufacturing and supply chain, following the retirement of Elbert Prado.  
2. Kate Hall replaced Fiona Smith as Group general counsel and company secretary after a transition period.

## The board delegates some responsibilities to management

The board has delegated to the CEO, Greg Hunt, responsibility for the day-to-day management of the company's affairs and implementation of the strategic objectives, the annual budgets and policy initiatives, including sustainability impacts. The CEO has delegated responsibility for economic, environmental, and social topics to members of the executive leadership team:

- **Chief financial officer**, Paul Townsend, is responsible for managing financial matters and internal audit.
- **Group executive, manufacturing and supply chain<sup>1</sup>**, Dave Allen, is responsible for managing health, safety and environment matters.
- **Group executive, portfolio solutions**, Rico Christensen is responsible for managing Nufarm's crop protection product strategy, which includes product development and registration activities.
- **Group executive, people and performance**, John Holding, is responsible for Nufarm's human resources and inclusion and diversity strategy.
- **Group executive, customer and commercial**, James Barkhouse, is responsible for product stewardship matters.
- **Group general counsel and company secretary<sup>2</sup>**, Kate Hall, is responsible for managing risk and compliance.





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## We have a skilled board of directors

### We plan for board composition and renewal

The board currently has seven non-executive directors and the CEO, with women holding 38 per cent of the positions and men holding 62 per cent. The average tenure of our board members is 4.7 years.

During FY22, the board continued its structured succession planning process taking into consideration the current skills of the board and the expected requirements into the future. This year, Frank Ford retired from the board and Alexandra Gartmann was appointed as an independent non-executive director. Toshikazu Takasaki resigned from the board in May 2022 following the sale by Sumitomo Chemical Company of its shareholding.

The board is committed to ensuring the majority of non-executive directors are independent. During FY22 all non-executive directors were considered to be independent, except for Toshikazu Takasaki.

### Our board avoids conflicts of interest

Nufarm has a conflict of interest policy to ensure directors disclose any conflicts of interest and that any conflicts are appropriately addressed. In the event a director does have an actual or potential conflict, the director does not receive the relevant board or committee papers unless the Chairman decides otherwise and must absent themselves from the room when the board or committee discusses and votes on matters subject to the conflict.

### We develop board knowledge and skills

At Nufarm, we recognise that new directors bring fresh thinking and new ideas which greatly add to existing corporate knowledge and expertise. When considering new appointments to the board, the nomination committee will consider relevant skills and any gaps identified in the board skills matrix. New board members are fully inducted into Nufarm's frameworks, code of conduct and policies. All directors are expected to undertake ongoing professional development to develop and maintain the skills and knowledge required to discharge their responsibilities.

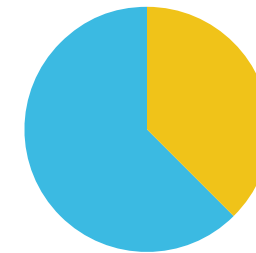
### The board regularly reviews its performance

The board is committed to regularly reviewing its own performance and effectiveness as well of those of the committee and individual directors. The board conducted an externally facilitated review during FY20 and all actions from this review have been implemented.

During FY22 the board continued to monitor the effectiveness of these actions to ensure they remained appropriate. The next external review will be completed in FY23.

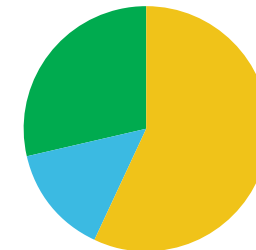
We publish a detailed corporate governance statement and all information relating to board tenure, participation in committees, and skills and experience is in our FY22 annual report.

### Board diversity (as at 30 September 2022)



Women	3
Men	5

### Tenure of non-executive directors (as at 30 September 2022)



0-3 years	4
3-6 years	1
6-9 years	0
9+ years	2





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## We promote responsible and ethical behaviour

We progressively refresh key elements of our governance framework, keeping our corporate policies abreast of current external expectations and requirements. Our policies and code of conduct are available on our corporate web site.

### We have a code of conduct

Nufarm has a code of conduct that applies to all directors, employees, contractors, agents and representatives of the company.

The code of conduct makes clear:

- All actions must be governed by the highest standards of personal integrity and honesty, and ethical and responsible conduct, including the ethical handling of actual or apparent conflicts of interest, and in accordance with Nufarm's values.
- All decisions must be made in accordance with the spirit and letter of applicable law.
- Business must be conducted honestly and ethically, with skill and best judgement, and for the benefit of customers, employees, investors and the company.

The code of conduct outlines expected workplace behaviour, including upholding our values, maintaining workplace safety, protecting company assets, operating lawfully, not misusing corporate opportunities, maintaining privacy and confidentiality, dealing fairly with customers and suppliers, upholding human rights, and speaking up about improper conduct.

The board or human resources committee may amend the code. The group general counsel and company secretary is responsible for the code's administration. Material breaches of the code of conduct are reported to the human resources committee.

### We have a group risk policy

This policy outlines the minimum expectations of how we manage risks so we can protect shareholder value but also take risks to grow our value. We are committed to identifying and comprehensively managing risk within the boundaries of our risk appetite. We aim to achieve a culture that seeks to actively manage risk.

By integrating risk management practices into strategy setting, corporate planning and decision making, we take intelligent and informed actions in the pursuit of our strategic objectives and value creation. Our approach is based on the principles embodied in ISO31000:2018 Risk Management – Guidelines and the ASX Corporate Governance Council Principle 7: Recognise and manage risk.

### We updated our inclusion and diversity policy

Our updates made our inclusion and diversity policy more action oriented, and the board approved the updated policy in early FY23. Our inclusion and diversity policy contributes to the sustainable growth of our company by positively building our talent and developing an inclusive culture within the organisation for our talent to thrive.

We are committed to inclusion at all levels of the organisation, regardless of a person's gender, marital or family status, sexual orientation, gender identity, age, abilities, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective and experience.

### We maintained our human rights policy

Nufarm is committed to providing a work environment where human rights are respected and upheld. We expect the same from all parties we do business with. Our human rights policy and our code of conduct set out our expectations of employees, officers, contractors, distributors and suppliers in upholding our human rights obligations and responsibilities in our business, supply chain and the communities in which we operate, consistent with the United Nations' Universal Declaration of Human Rights.

We believe that respecting human rights in all we do is integral to the sustainability and success of our business because employees and communities who act with integrity contribute to a more stable and profitable business. The board reviewed and updated our human rights policy in September 2022.

Nufarm believes that slavery and trafficking in persons and child labour are very serious issues. We prepare a modern slavery statement that is approved by the board.



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## We have a global supplier code of conduct policy

Nufarm is committed to ethical, sustainable and socially responsible procurement and we seek the same standards of conduct from our suppliers. Our global supplier code of conduct policy outlines to our suppliers our expectations regarding ethical and responsible behaviour in the course of business between our organisations, including matters of integrity and ethics, conflicts of interest, labour practices, health and safety, and environment.

We use EcoVadis, a global leader in supplier corporate social responsibility (CSR), to independently assess the performance of our suppliers. EcoVadis scores companies on environmental, labour and human rights, ethics and sustainable procurement themes. We are progressively assessing our suppliers in higher risk countries, such as China and India. Refer to page 78 for further information.

## We updated our anti-bribery and anti-corruption policy

Nufarm is committed to conducting business with high ethical standards and in full compliance with the law, including all anti-bribery, anti-corruption and other related laws in all countries in which Nufarm operates. Our anti-bribery and anti-corruption policy states that Nufarm directors, employees and contractors must not offer, provide or receive, anything of value to or from a public official or someone in business, either directly or indirectly, to obtain or retain a commercial advantage or to induce or reward the recipient, or any other person, for acting improperly.

While bribery may involve a monetary payment or offer, it covers anything of value such as gifts, entertainment, scholarships, donations and travel. The policy is supplementary to our code of conduct and our speak up policy, which read together reinforce Nufarm's culture and commitment to lawful and ethical behaviour.

Breaches of the anti-bribery and anti-corruption policy are reported to the risk and compliance committee. We reviewed, and the board approved, updates to the anti-bribery and anti-corruption policy in July 2022.

## We have an integrity helpline and whistle blower policy

Nufarm has a speak up (whistle blower) policy that outlines how employees, contractors and other external stakeholders can report unethical, unlawful or irresponsible behaviour without fear of intimidation or recrimination. It outlines how we protect whistle blowers, how we investigate disclosures, and the option to make a disclosure anonymously.

The policy helps detect and address any conduct that is:

- corrupt, illegal, unlawful or fraudulent including bribery or any other act in breach of our anti-bribery and anti-corruption policy
- contrary to or in breach of any Nufarm policy or code of conduct, including harassment, bullying, discrimination, and victimisation
- seriously harmful or potentially seriously harmful activity that poses a threat to our employees, shareholders, clients or third parties such as deliberate unsafe work practices with wilful disregard for the safety of others
- activity that could cause significant financial loss to the company or damage its reputation or be otherwise detrimental to the company's interests
- a substantial mismanagement of company resources
- any act which endangers the public or the financial system.

Material breaches of the speak up policy are reported to the risk and compliance committee.

We reviewed, and the board approved, updates to the speak up policy in June 2022.

During the year, we raised employee awareness of our integrity hotline by promoting it on our intranet.

**INTEGRITY HELPLINE**

**IF YOU SEE SOMETHING SAY SOMETHING**

If you have a concern about:  
**unethical**  
**illegal** or  
**unsafe activity**  
**don't keep it to yourself**

**Please report it**

- In person**  
With a manager, supervisor or HR
- By phone**  
Multiple languages available
- Online**  
integrity.nufarm.com

**Calls and reports to our Integrity Helpline can be anonymous.**

Nufarm | NUSEED



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## We have an integrated risk management approach

**The board recognises that the effective identification and management of risk reduces the uncertainty in executing the company's business strategies.**

The board has delegated oversight of the ongoing risk management program to the risk and compliance committee. This committee is responsible for overseeing and monitoring the identification, assessment, management, prioritisation and reporting of financial and non-financial risks that are material to the operations and achievement of Nufarm's strategy.

Our risk management process is to identify and assess risk, respond to the risk through risk treatment strategies, then monitor the effectiveness of control measures. Risks are identified at different levels of the business (site, region, global) as well as across the different functional departments. There is a formal reporting mechanism through to our executive risk and compliance committee, and our board risk and compliance committee, and ultimately the board.

We use a third party to conduct our internal audit process to provide assurance over key risks, processes and controls. The board has delegated oversight of the effectiveness of the internal audit function and internal controls to the board audit committee.

Both the board risk and compliance committee and board audit committee are chaired by independent directors.

Nufarm's key financial and non-financial risks are disclosed in our FY22 annual report.





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## We comply with laws and regulations

Nufarm is committed to being fully compliant with laws and regulations in the jurisdictions in which we operate, as set out in our global code of conduct.

### We have had no significant non-compliances in FY22

To the best of our knowledge, we had no significant instances of non-compliances with laws and regulations.

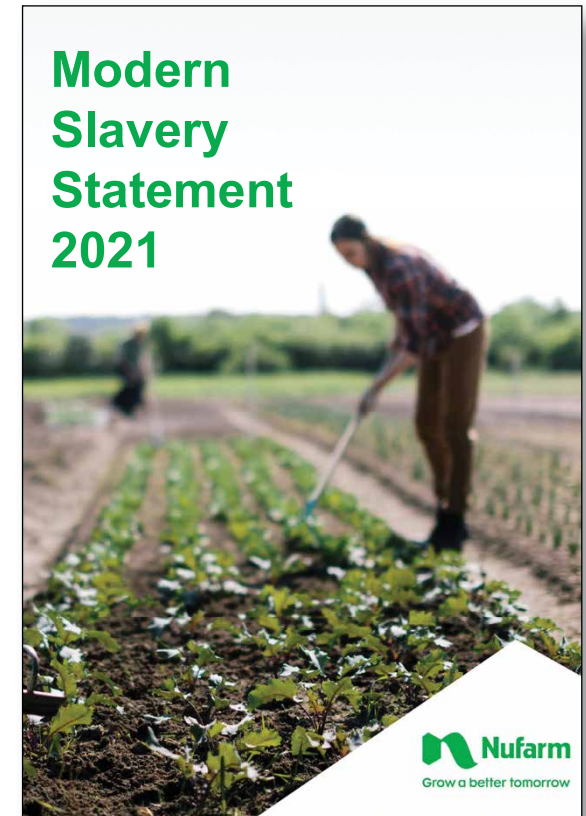
### We publish a modern slavery statement every March

We prepare a modern slavery statement under the Australian and UK Modern Slavery legislation and act to identify and minimise the risk of modern slavery in our supply chain and operations.

Our focus has primarily been on the largest component of our procurement spend: countries that are at higher risk of modern slavery practices. Vendors in these countries are subject to third party corporate social responsibility (CSR) assessments by our partner Ecovadis.

These assessments consider a number of human rights factors, including child and forced labour. We are also strengthening our internal assessment, training, and employment policies to minimise the risk of modern slavery within our operations.

More information is in our modern slavery statement, published every March, six months after the end of the financial year. Our most recent modern slavery statement is for FY21. It was approved by our board in March 2022 and is on our website.





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# Appendices

1. Material sustainability topics
2. Our approach to stakeholder engagement
3. Entities included in this report
4. GRI content index
5. Taskforce on Climate-related Financial Disclosures (TCFD) index
6. Restatements of information
7. Our ESG data
  - i. Health and safety
  - ii. Environment
  - iii. Ethical sourcing
  - iv. Our employees
8. Assurance statements

## Appendix 1. Material sustainability topics

**Our material sustainability issues are those that are most impactful on our business strategies and influence the decisions of our key stakeholders. Understanding these helps us to prioritise our resources and risk management activities.**

In defining the initial sustainability topics for evaluation, we undertook a desktop study of external sources, including analyst reports, media, industry bodies, and regulatory requirements, and benchmarked our peers. We also considered our business plans and strategies and communications. Senior business leaders validated these topics, and then internal and external stakeholders assessed them for materiality and priority. External stakeholders who were consulted and whose views have informed our material issues include customers, financiers and investors and sustainability analysts.

We ranked the stakeholder responses to determine the significance of the potential and actual impacts of our activities and business relationships on the social, economic and environmental topics evaluated. These are shown in table 2. We recognise the materiality of issues changes over time and new topics emerge, and we will endeavour to refresh our materiality study again next year.

We remain committed to our goal to be transparent in reporting our management approach and performance of our material sustainability issues.



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**Table 2 Our material sustainability topics**

Rank	Our material topics	Impacts and response	Management approach
1	Worker occupational safety, health and wellbeing	Ensuring the ongoing physical safety and wellbeing of all our people helps them live healthy and productive lives without disability or impairment.	FY22 SR pages 33–37
2	Regulatory compliance	Complying with current regulations maintains our social and operating licences. Complying with product registration requirements and standards in particular protects the community and environment while enabling sustainable agriculture and ongoing food security.	FY22 SR pages 46, 48–49 & 51
3	Hazardous and toxic materials management	Having robust systems eliminates or minimises the risk of an incident during the transportation, storage or use of hazardous chemicals that has the potential to cause the loss of human life or significant, long-term environmental harm.	FY22 SR page 35
4	Governance, ethics, anti-corruption and anti-bribery	Providing independent and robust oversight by embedding governance frameworks and values helps protect Nufarm and its stakeholders against illegal or unethical behaviour.	FY22 SR pages 46–49
5	Responsible product use	Developing products and equipping our customers with the right information and skills to responsibly use and dispose of our products minimises potential health and safety impacts or unintended impacts on non-target species and the environment.	FY22 SR page 15
6	Occupational health and safety management systems	Implementing best practice safety management systems systematically identifies hazards, reduces risks and drive continuous health and safety improvement.	FY22 SR page 33
7	Customer relations	Building strong customer relationships, meeting customer needs, protecting customer data and responding to changes in community expectations help build trust and loyalty.	FY22 SR pages 6, 9 & 48–49
8	Product and process innovation that responds to sustainability challenges	Responding to the sustainability challenges and opportunities faced in manufacturing and agriculture through product and process innovation will contribute to Nufarm’s long-term success and sustainability.	FY22 SR pages 9–14
9	Pollution prevention	Preventing or minimising pollution of the air, water and ground from our products and operations will reduce potential impacts on the environment and human health.	FY22 SR pages 26–27, 28 & 30
10	Attraction, retention and development of talent and employee engagement	Attracting, retaining and developing the talents of an engaged workforce ensures we have the right people and skill to execute our strategies and deliver long-term, sustainable growth.	FY22 SR pages 42–44
11	Community safety, health and wellbeing	Protecting the safety of community members living or working near our operations earns trust and allows Nufarm to continue operating and conducting business in those communities.	FY22 SR page 35
12	Climate change adaptation	Developing products that respond to climate change can help our customers build reliance and adapt to the anticipated impacts and opportunities of climate change in agriculture.	FY22 SR pages 17–18
13	Environmental management systems	Implementing best practice environmental management systems allows us to drive continuous environmental improvement while providing compliance assurance and risk management.	FY22 SR page 25
14	Waste management	Having effective practices to manage waste minimises the potential environmental and health impacts from its disposal. Reducing waste can reduce the use of non-renewable resources and contribute to a circular economy.	FY22 SR pages 26–27
15	Limiting biodiversity loss and environmental degradation	Protecting biodiversity from potential unintended impacts of our products and operations helps to minimise the loss of wildlife and habitats as well as species essential to sustainable agriculture.	FY22 SR page 31
16	Sustainable supply chain management	Having controls in place to ensure we partner with suppliers with legal and ethical business practices minimises the risks to human rights and the environment in our supply chain.	FY22 SR page 78
17	Emerging sustainable risk identification	Identifying and assessing emerging sustainability risks ensures we are responding to them in our business strategies and plans.	FY22 SR page 50
18	Human and labour rights	Applying and adhering to international standards on human and labour rights protects our employees and the people we potentially indirectly impact through business relationships from discrimination and exploitation.	FY22 SR pages 40–41, 44 & 51
19	Transparency	Being open and honest with our stakeholders by disclosing non-financial information builds trust and credibility and supports our stakeholders in making informed decisions about Nufarm.	FY22 SR pages 1–91
20	Climate change action	Reducing greenhouse gas emissions and transitioning to renewable energy at our operating locations reduces our impact on climate change.	FY22 SR pages 22–23

## Appendix 2. Our approach to stakeholder engagement

**In the course of our business, we regularly engage with stakeholders with whom we have a direct relationship and whom our activities potentially impact or whose activities potentially impact our business or operations.**

Some of the key stakeholder groups are:

- employees and other workers (including trade unions)
- customers and growers
- shareholders and investor groups
- suppliers
- government regulators
- industry groups and non-government bodies
- local communities.

These stakeholders' knowledge and perspectives are important to our continued growth and innovation, helping us to better service our customers and deliver sustainable growth to our shareholders. We engage with this wide range of stakeholders in all regions in which we operate, through many different forums, such as face-to-face meetings, surveys, trade shows, collaborative partnerships, consulting and compliance activities.

By engaging with employees on matters of health and safety through committee meetings, for example, we can help improve the procedures and processes that keep our people and communities safe. Our engagements with government regulators allow us to develop products that will meet regulatory requirements.

Employees across our organisation, from our executive leadership team down to our site and middle management, are authorised to engage with external stakeholders relevant to their responsibilities. Our code of conduct sets out our commitment to honesty, integrity and respect, and gives our employees a standard to apply when engaging with our stakeholders. Our employees are required to comply with the letter and spirit of the applicable rules and regulations in their jurisdiction.





## Appendix 3. Entities included in this report

Table 3 lists all entities represented in this sustainability report. These entities are wholly owned Nufarm subsidiaries and are included in Nufarm’s audited consolidated financial statements. Nufarm’s financial statements also includes non-operating subsidiaries which are not included in this sustainability report.

**Table 3 Entities included in this sustainability report**

Entity	Location	ESG data			
		Health and safety	Environmental	Ethical sourcing	Our employees
Nufarm Limited – ultimate controlling entity	Australia	●			●
<b>Subsidiaries</b>					
Atlantica Sementes SA	Brazil	●			●
Croplands Equipment Ltd	New Zealand	●			●
Croplands Equipment Pty Ltd	Australia	●			●
Nufarm Agriculture (Pty) Ltd	Canada	●	●		●
Nufarm Americas Inc	USA	●	●	●	●
Nufarm Australia Ltd	Australia	●	●	●	●
Nufarm BV	Netherlands	●			●
Nufarm Chemical (Shanghai) Co., Ltd	China	●		●	●
Nufarm Crop Products UK Limited	United Kingdom	●			●
Nufarm Deutschland GmbH	Germany	●		●	●
Nufarm España SA	Spain	●		●	●
Nufarm Europe GmbH	Germany	●			●
Nufarm GmbH & Co KG	Austria	●	●	●	●
Nufarm Hungária Kft	Hungary	●		●	●
Nufarm Italia srl	Italy	●		●	●
Nufarm KK	Japan	●		●	●
Nufarm Korea Limited	Korea	●		●	●
Nufarm Malaysia Sdn Bhd	Malaysia	●	●	●	●
Nufarm Mexico	Mexico	●		●	●
Nufarm Middle East Operations	Egypt	●		●	●
Nufarm Nordics AB	Sweden	●			●
Nufarm Polska SP.Z O.O	Poland	●		●	●
Nufarm Portugal LDA	Portugal	●		●	●
Nufarm Romania SRL	Romania	●		●	●
Nufarm s.a.s	France	●	●	●	●
Nufarm Services (Singapore) Pte Ltd	Singapore	●			●
Nufarm Services Sdn Bhd	Malaysia	●		●	●
Nufarm Turkey Import & Trade of Chemical Products LLP	Turkey	●			●



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## Appendix 3. Entities included in this report continued

Entity	Location	ESG data			
		Health and safety	Environmental	Ethical sourcing	Our employees
Nufarm UK Limited	United Kingdom	●	●	●	●
Nufarm Ukraine LLC	Ukraine	●		●	●
Nuseed Americas Inc	USA	●			●
Nuseed Canada Inc	Canada	●			●
Nuseed Europe Ltd	United Kingdom	●			●
Nuseed Global Innovation	United Kingdom	●			●
Nuseed Global Management USA Inc	USA	●			●
Nuseed Nutritional Australia Pty Ltd	Australia	●			●
Nuseed Nutritional US Inc	USA	●			●
Nuseed Pty Ltd	Australia	●			●
Nuseed Russia LLC	Russia	●			●
Nuseed SA	Argentina	●			●
Nuseed Serbia d.o.o	Serbia	●			●
Nuseed Ukraine LLC	Ukraine	●			●
PT Nufarm Indonesia	Indonesia	●	●	●	●
Richardson Seeds	USA	●			●



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## Appendix 4. GRI content index

Nufarm Ltd has reported in accordance with the GRI Standard 2021 for the period 1 October, 2021 to 30 September 2022. Our GRI content index can be found in Table 4.

**Table 4 Our GRI content index**

GRI Standard	Location of our disclosure
<b>General Disclosures</b>	
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organisational details	FY22 SR pages 2 and 6
2-2 Entities included in the organisation's sustainability reporting	FY22 SR pages 56–57
2-3 Reporting period, frequency and contact point	FY22 SR page 2
2-4 Restatements of information	FY22 SR page 64
2-5 External assurance	FY22 SR page 84
2-6 Activities, value chain and other business relationships	FY22 SR page 6
2-7 Employees	FY22 SR pages 39 and 79–80
2-8 Workers who are not employees	FY22 SR page 39
2-9 Governance structure and composition	FY22 SR pages 46–47
2-10 Nomination and selection of the highest governance body	FY22 AR pages 38–39
2-11 Chair of the highest governance body	FY22 AR page 38
2-12 Role of highest governance body in overseeing the management of impacts	FY22 AR pages 35–36 and FY22 SR page 46
2-13 Delegation of responsibility for managing impacts	FY22 SR page 46
2-14 Role of the highest governance body in sustainability reporting	FY22 SR pages 2
2-15 Conflicts of interest	FY22 AR page 38
2-16 Communicating critical concerns	FY22 AR page 40
2-17 Collective knowledge of highest governance body	FY22 AR pages 37
2-18 Evaluation of the performance of the highest governance body	FY22 AR pages 39
2-19 Remuneration policies	FY22 AR pages 62–66
2-20 Process for determining remuneration	FY22 AR pages 59 and 61
2-21 Annual total compensation ratio	FY22 SR page 83
2-22 Statement on sustainable development strategy	FY22 SR page 3
2-23 Policy commitments	FY22 SR pages 48–49
2-24 Embedding policy commitments	FY22 SR pages 48–49
2-24 Processes to remediate negative impacts	FY22 AR page 48
2-26 Mechanisms for seeking advice and raising concerns	FY22 SR page 41
2-27 Compliance with laws and regulations	FY22 AR page 30 and FY22 SR page 51
2-28 Membership associations	FY22 SR page 31
2-29 Approach to stakeholder engagement	FY22 SR page 55
2-30 Collective bargaining agreements	FY22 SR page 44



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## Appendix 4. GRI content index continued

GRI Standard	Location of our disclosure
<b>Material Topics</b>	
<b>Economic</b>	
<b>GRI 3: Material topics 2021</b>	
3-1 Process to determine material topics	FY22 SR page 53
3-2 List of material topics	FY22 SR page 54
<b>GRI 201: Economic performance 2016</b>	
201-2 Financial implications and other risks and opportunities due to climate change	FY22 SR pages 19–21 and FY22 CC Sup.
<b>GRI 204: Procurement practices 2016</b>	
3-3 Management of material topics	FY22 SR page 49
204-1 Proportion of spending on local suppliers	FY22 SR page 78
<b>GRI 205: Anti-corruption 2016</b>	
3-3 Management of material topics	FY22 SR page 49
205-1 Operations assessed for risks related to corruption	FY22 SR page 49
205-2 Communication and training about anti-corruption policies and procedures	FY22 SR page 49
205-3 Confirmed incidents of corruption and actions taken	FY22 SR page 51
<b>GRI 206: Anti-competitive behaviour 2016</b>	
3-3 Management of material topics	FY22 SR page 49
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	FY22 SR page 51
<b>Environmental</b>	
<b>GRI 301: Materials 2016</b>	
3-3 Management of material topics	FY22 SR page 27
301-2 Recycled input materials used	
301-3 Reclaimed products and their packaging materials	FY22 SR page 27
<b>GRI 302: Energy 2016</b>	
3-3 Management of material topics	FY22 SR page 29
302-1 Energy consumption within the organisation	FY22 SR page 67
302-3 Energy intensity	FY22 SR page 67
302-4 Reduction of energy consumption	FY22 SR page 29
<b>GRI 303: Water and effluents 2018</b>	
3-3 Management of material topics	FY22 SR page 30
303-1 Interactions with water as a shared resource	FY22 SR page 30
303-2 Management of water discharge-related impacts	FY22 SR page 30
303-3 Water withdrawal	FY22 SR pages 71 and 73
303-4 Water discharge	FY22 SR pages 71 and 73
303-5 Water consumption	FY22 SR page 74



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## Appendix 4. GRI content index continued

GRI Standard	Location of our disclosure
<b>GRI 304: Biodiversity 2016</b>	
3-3 Management of material topics	FY22 SR page 31
304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside of protected areas	FY22 SR page 31
304-2 Significant impacts of activities, products, and services on biodiversity	FY22 SR page 31
304-3 Habitats protected or restored	FY22 SR page 31
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	The Eurasian Thick-knee <i>Burhinus oedicephalus</i> is a bird that nests in the ZENIFF area on and adjacent to our site in Gaillon, France and which is classified in the IUCN Red List species as 'least concern'.
<b>GRI 305: Emissions 2016</b>	
3-3 Management of material topics	FY22 SR pages 22 and 28
305-1 Direct (Scope 1) GHG emissions	FY22 SR page 68
305-2 Energy indirect (Scope 2) GHG emissions	FY22 SR page 68
305-3 Other indirect (Scope 3) GHG emissions	
305-4 GHG emissions intensity	FY22 SR page 68
305-5 Reduction of GHG emissions	FY22 SR page 23
305-6 Emissions of ozone-depleting substances (ODS)	FY22 SR page 69
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	FY22 SR page 69
<b>GRI 306: Waste 2020</b>	
3-3 Management of material topics	FY22 SR pages 26–27
306-1 Waste generation and significant waste-related impacts	FY22 SR pages 26–27
306-2 Management of significant waste-related impacts	FY22 SR pages 26–27
306-3 Waste generated	FY22 SR page 75
306-4 Waste diverted from disposal	FY22 SR page 76
306-5 Waste directed to disposal	FY22 SR page 77
<b>GRI 307: Environmental compliance 2016</b>	
3-3 Management of material topics	FY22 SR pages 46, 48–49 and 51
307-1 Non-compliance with environmental laws and regulations	FY22 AR page 57 and FY22 SR page 51
<b>GRI 308: Supplier environmental assessment 2016</b>	
3-3 Management of material topics	FY22 SR pages 49 and 51
308-1 New suppliers that were screened using environmental criteria	FY22 SR page 78
308-2 Negative environmental impacts in the supply chain and actions taken	FY22 SR page 78



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## Appendix 4. GRI content index continued

GRI Standard	Location of our disclosure
<b>Social</b>	
<b>GRI 401: Employment 2016</b>	
3-3 Management of material topics	FY22 SR page 39
401-1 New employee hires and employee turnover	FY22 SR pages 43 and 82
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	FY22 SR page 39
401-3 Parental leave	FY22 SR page 83
<b>GRI 402: Labour management relations 2016</b>	
3-3 Management of material topics	FY22 SR page 44
402-1 Minimum notice periods regarding operational changes	We comply with regulatory minimum notice periods in all locations and endeavour to exceed them when possible; prior to significant operational changes we have minimum notice periods starting from 1 month (4 weeks) with regulatory requirements in some locations providing for more.
<b>GRI 403: Occupational health and safety 2018</b>	
3-3 Management of material topics	FY22 SR pages 33–34
403-1 Occupational health and safety management system	FY22 SR page 33
403-2 Hazard identification, risk assessment, and incident investigation	FY22 SR page 35
403-3 Occupational health services	FY22 SR page 37
403-4 Worker participation, consultation, and communication on occupational health and safety	FY22 SR page 33
403-5 Worker training on occupational health and safety	FY22 SR page 34
403-6 Promotion of worker health	FY22 SR page 37
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FY22 SR page 15
403-8 Workers covered by an occupational health and safety management system	FY22 page 33
403-9 Work-related injuries	FY22 SR pages 65 and 66
403-10 Work-related ill health	
<b>GRI 404: Training and education 2016</b>	
3-3 Management of material topics	FY22 SR pages 34 and 43
404-1 Average hours of training per year per employee	FY22 SR page 34
404-2 Programs for upgrading employee skills and transition assistance programs	FY22 SR page 43
404-3 Percentage of employees receiving regular performance and career development reviews	FY22 SR page 83
<b>GRI 405: Diversity and equal opportunity 2016</b>	
3-3 Management of material topics	FY22 SR pages 40–41 and FY22 AR pages 43–45
405-1 Diversity of governance bodies and employees	FY22 SR pages 79–80
405-2 Ratio of basic salary and remuneration of women to men	A comprehensive pay parity review against our remuneration framework is planned for FY23.



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## Appendix 4. GRI content index continued

GRI Standard	Location of our disclosure
<b>GRI 406: Non-discrimination 2016</b>	
3-3 Management of material topics	FY22 SR page 44
406-1 Incidents of discrimination and corrective actions taken	FY22 SR page 44
<b>GRI 407: Freedom of association and collective bargaining 2016</b>	
3-3 Management of material topics	FY22 SR page 44
<b>GRI 408: Child labour 2016</b>	
3-3 Management of material topics	FY22 SR page 51 and FY21 Modern Slavery Statement
408-1 Operations and suppliers at significant risk for incidents of child labour	FY21 Modern Slavery Statement
<b>GRI 409: Forced or compulsory labour 2016</b>	
3-3 Management of material topics	FY22 SR page 51 and FY21 Modern Slavery Statement
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	FY21 Modern Slavery Statement
<b>GRI 413: Local communities 2016</b>	
3-3 Management of material topics	FY22 SR pages 28 and 35
413-1 Operations with local community engagement, impact assessments, and development programs	FY22 SR pages 28 and 36
413-2 Operations with significant actual and potential negative impacts on local communities	FY22 SR pages 28 and 74
<b>GRI 414: Supplier social assessment 2016</b>	
3-3 Management of material topics	FY22 SR pages 49 and 51
414-1 New suppliers that were screened using social criteria	FY22 SR page 78
414-2 Negative social impacts in the supply chain and actions taken	FY22 SR page 78
<b>GRI 416: Customer health and safety 2016</b>	
3-3 Management of material topics	FY22 SR page 15
416-1 Assessment of the health and safety impacts of product and service categories	FY22 SR pages 10 and 15
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	FY22 SR page 51
<b>GRI 417: Marketing and labelling 2016</b>	
3-3 Management of material topics	FY22 SR page 15
417-1 Requirements for product and service information and labelling	FY22 SR page 15
417-2 Incidents of non-compliance concerning product and service information and labelling	FY22 SR page 51
417-3 Incidents of non-compliance concerning marketing communications	FY22 SR page 51
<b>GRI 418: Customer privacy 2016</b>	
3-3 Management of material topics	FY22 AR page 31



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## Appendix 5. Taskforce on Climate-related Financial Disclosures (TCFD) index

In FY21, Nufarm became a TCFD Supporter, which formalised our commitment to continue improving our disclosures on how climate change may impact our organisation and the communities in which we operate. Table 5 aims to improve this disclosure by summarising our actions as they relate to the four pillars in the TCFD recommended framework.

**Table 5 Our TCFD index**

	Recommendations	Reference
<b>GOVERNANCE</b> Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	FY22 SR page 19
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	FY22 SR page 19
<b>STRATEGY</b> Disclose the action and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	FY22 SR pages 20–21
	b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	FY22 CC Sup pages 5–8
	c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios.	
<b>RISK MANAGEMENT</b> Disclose how the organisation identifies, assesses, and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks.	FY22 CC Sup pages 5–8
	b. Describe the organisation's processes for managing climate-related risks.	FY22 SR page 19
	c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	FY22 SR page 19
<b>METRICS AND TARGETS</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	FY22 SR page 19
	b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks.	FY 22 SR pages 22–23 and 68
	c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	FY22 SR pages 22–23

### Key:

**FY22 SR** – this sustainability report for the year ending 30 September 2022 (FY22)

**FY22 AR** – our FY22 annual report, available on our corporate website

**FY22 CC Sup.** – our FY22 supplementary climate change risk assessment document available on our corporate website





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## Appendix 6. Restatements of information

**Table 6 Restatement of information**

Disclosure	Specified information	Reporting year	Previous disclosure	Restated disclosure	Reason for restatement
302-1 Energy consumption within the organisation	Total energy consumption (GJ)	FY20	1,074,883	1,082,903	Restatement of total energy consumed for FY20 identified while undertaking external energy assurance
	Total energy consumption (GJ)	FY21	1,045,617	1,059,792	Restatement of total energy consumed for FY21 identified while undertaking external energy assurance
305-1 Direct (scope 1) GHG emissions	Scope 1 (tonne CO <sub>2</sub> e)	FY20	17,509	18,848	Restatement of total scope 1 GHG emissions for FY20 identified while undertaking external GHG emissions assurance
	Scope 1 (tonne CO <sub>2</sub> e)	FY21	16,287	16,951	Restatement of total scope 1 GHG emissions for FY21 identified while undertaking external GHG emissions assurance
305-2 Energy indirect (scope 1) GHG emissions	Scope 2 – Energy indirect (tonne CO <sub>2</sub> e)	FY20	74,096	75,070	Restatement of total scope 2 GHG emissions for FY20 identified while undertaking external GHG emissions assurance
	Scope 2 – Energy indirect (tonne CO <sub>2</sub> e)	FY21	69,350	70,430	Restatement of total scope 2 GHG emissions for FY21 identified while undertaking external GHG emissions assurance
403-9 Work-related injuries	Lost-time injury frequency rate (LTIFR)	FY21	0.91	0.90	Restatement of LTIFR for FY21 using actual hours worked rather than forecast hours worked
	Medical treatment injury frequency rate (MTIFR)	FY21	1.82	1.79	Restatement of MTIFR for FY21 using actual hours worked rather than forecast hours worked
	Serious injury frequency rate (SIFR)	FY21	2.73	2.69	Restatement of SIFR for FY21 using actual hours worked rather than forecast hours worked
	LTIFR – Asia Pacific	FY21	0.80	0.77	Restatement of LTIFR – Asia Pacific for FY21 using actual hours worked rather than forecast hours worked
	SIFR – Asia Pacific	FY21	2.00	1.92	Restatement of SIFR – Asia Pacific for FY21 using actual hours worked rather than forecast hours worked
	Total hours worked	FY21	5,489,359	5,582,732	Restatement of LTIFR for FY21 using actual hours worked rather than forecast hours worked



## Appendix 7. Our ESG data

### (i) Health and safety

**Table 7 Safety performance**

	FY17		FY18		FY19		FY20		FY21		FY22	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Work-related fatalities	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
High-consequence work-related injuries	0	0.00	0	0.00	1	0.13	0	0.00	0	0.00	0	0.00
Lost time injuries	13	1.76	3	0.37	12	1.53	2	0.29	5	0.90	5	0.81
Medical treatment-related injuries	12	1.62	8	1.00	12	1.53	9	1.29	10	1.79	14	2.26
Serious injuries	25	3.39	9	1.37	24	3.06	11	1.58	15	2.69	19	3.07
Number of hours worked	7,371,420		8,016,914		7,846,956		6,978,173		5,582,732		6,188,811	

**Table 8 Lost time injuries by region**

	FY17		FY18		FY19		FY20		FY21		FY22	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Asia Pacific	-	-	-	-	-	-	-	-	2	0.77	2	0.69
Australia & New Zealand	-	4.47	-	1.25	-	2.29	-	0.88	-	-	-	-
Asia	-	0.00	-	0.63	-	0.67	-	0.00	-	-	-	-
Europe	-	2.30	-	0.00	-	1.94	-	0.00	2	1.03	1	0.48
Latin America	-	0.06	-	0.00	-	1.42	-	0.62	-	-	-	-
North America	-	1.24	-	0.00	-	1.14	-	0.00	1	1.19	2	2.14
<b>Nufarm Group</b>	-	<b>1.76</b>	-	<b>0.37</b>	-	<b>1.53</b>	-	<b>0.29</b>	<b>5</b>	<b>0.90</b>	<b>5</b>	<b>0.81</b>

**Table 9 Serious injuries by region**

	FY17		FY18		FY19		FY20		FY21		FY22	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Asia Pacific	-	-	-	-	-	-	-	-	5	1.92	12	4.13
Australia & New Zealand	-	8.30	-	4.99	-	9.16	-	6.17	-	-	-	-
Asia	-	0.63	-	0.63	-	0.67	-	0.00	-	-	-	-
Europe	-	2.87	-	0.00	-	1.94	-	0.95	4	2.07	4	1.92
Latin America	-	1.20	-	0.00	-	1.89	-	0.62	-	-	-	-
North America	-	4.98	-	2.17	-	3.42	-	1.25	6	7.11	3	3.21
<b>Nufarm Group</b>	-	<b>3.39</b>	-	<b>1.37</b>	-	<b>3.06</b>	-	<b>1.58</b>	<b>15</b>	<b>2.69</b>	<b>19</b>	<b>3.07</b>

- All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on 1,000,000 hours worked.
- A high consequence work related injury is one where the worker cannot, does not, or is not expected to recover fully to pre-injury health within six months. This excludes fatalities.
- A medical treatment injury is an injury that requires treatment above and beyond first aid.
- A serious injury within Nufarm is the sum of both lost time and medical treatment injuries.
- The serious injury frequency rate (SIFR) is the headline safety metric used within Nufarm. It is measured as the number of serious injuries per million hours worked and includes both Nufarm employees and contractors.

- The lost time injury frequency rate (LTIFR) is the number of lost time injuries per million hours worked.
- Severity rate is the sum of lost days of work per thousand hours worked.
- In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.
- In FY21 we reorganised our business, combining Australia New Zealand with Asia to form our Asian Pacific region.
- In FY21 the following were incorrectly reported and have been restated here: LTIFR was reported as 0.91 instead of 0.90; the medical treatment injury frequency rate as 1.82 instead of 1.79; the SIFR as 2.73 instead of 2.69 and the number of hours worked as 5,489,359 instead of 5,582,732.



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## Appendix 7. Our ESG data continued

### (i) Health and safety

**Table 10 Medical treatment injuries by region**

	FY22	
	Number	Rate
Asia Pacific	10	3.44
Europe	3	1.44
Latin America	0	0
North America	1	1.07
<b>Nufarm Group</b>	<b>14</b>	<b>2.26</b>

**Table 11 Severity rate by region**

	FY17	FY18	FY19	FY20	FY21	FY22
	Rate	Rate	Rate	Rate	Rate	Rate
Asia Pacific	–	–	–	–	0.002	0.008
Australia & New Zealand	0.026	0.003	0.064	0.003	–	–
Asia	0.000	0.003	0.007	0.000	–	–
Europe	0.064	0.000	0.023	0.000	0.000	0
Latin America	0.005	0.000	0.014	0.004	–	–
North America	0.004	0.000	0.005	0.000	0.006	0.006
<b>Nufarm Group</b>	<b>0.022</b>	<b>0.000</b>	<b>0.023</b>	<b>0.001</b>	<b>0.002</b>	<b>0.005</b>

- All injury counts include injuries of employees and workers whose work/workplace is controlled by Nufarm. Injury rates include the hours worked by Nufarm employees and the majority of the hours worked by workers whose work/workplace is controlled by Nufarm, however we do not have an information system that records the number of people or hours worked by professional services and other technical contractors. Injury rates are based on 1,000,000 hours worked.
- Severity rate is the sum of lost days of work per thousand hours worked.
- When calculating the severity rate the time away from work for an individual injury is limited to 365 days. An injury that occurred in May 2019 ceased accumulating time lost, (for the purposes of the severity rate), after 365 days. This contributed to the drop in severity rate between FY19 and FY20.
- In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.
- In FY21 we reorganised our business, combining Australian New Zealand with Asia to form our Asian Pacific region.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 12 Energy and energy intensity**

Energy consumption <sup>1</sup> (GJ)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Fuel consumption (non-renewable) <sup>2</sup>	47,282	49,253	49,174	58,486	49,398	28,102	30,711
Fuel consumption (renewable)	50	–	–	–	–	67	58
Electricity consumption	320,885	306,030	309,218	309,690	305,933	296,096	284,380
Heating (gas) consumption	269,562	246,904	242,356	248,094	268,620	271,614	267,565
Steam consumption	397,740	394,202	482,731	455,269	441,737	453,120	384,558
Cooling	–	–	n/a	n/a	10,440	4,791	–
Other energy	–	–	n/a	n/a	6,776	6,002	9,475
<b>Total energy consumption</b>	<b>1,035,519</b>	<b>996,389</b>	<b>1,083,479</b>	<b>1,071,539</b>	<b>1,082,903</b>	<b>1,059,792</b>	<b>976,745</b>
Energy sold	–	–	–	–	–	–	–
Energy intensity <sup>3</sup> (GJ/tonne or m <sup>3</sup> of production)	2.43	2.22	2.25	2.71	2.81	2.90	3.00

**Table 13 Energy and renewable energy consumption by region**

Energy consumption (GJ)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	355,365 (34%)	331,755 (33%)	324,451 (30%)	33,212 (31%)	343,652 (32%)	338,889 (32%)	323,716 (33%)
Renewable	–	–	–	25,829	27,480	25,827	23,419
Non-renewable	355,365	331,755	324,451	307,382	316,172	313,062	300,297
Europe	550,313 (53%)	550,142 (55%)	644,240 (59%)	604,367 (56%)	600,338 (55%)	605,321 (57%)	533,739 (55%)
Renewable	–	–	–	59,876	55,919	26,402	24,232
Non-renewable	550,313	550,142	644,240	544,491	544,419	578,918	509,507
Latin America	17,140 (2%)	21,762 (2%)	27,264 (3%)	42,664 (4%)	28,158 (3%)	–	–
Renewable	–	–	–	–	–	–	–
Non-renewable	17,140	21,762	27,264	42,664	28,158	–	–
North America	112,702 (11%)	92,729 (9%)	87,526 (8%)	91,296 (9%)	113,119 (10%)	115,583 (11%)	119,290 (12%)
Renewable	–	–	–	–	–	–	–
Non-renewable	112,702	92,729	87,526	91,296	113,119	115,583	119,290
<b>Total Renewable</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>85,705 (8%)</b>	<b>83,399 (8%)</b>	<b>52,229 (5%)</b>	<b>47,651 (5%)</b>
<b>Total Non-renewable</b>	<b>1,035,519 (100%)</b>	<b>996,389 (100%)</b>	<b>1,083,479 (100%)</b>	<b>985,833 (92%)</b>	<b>1,001,869 (92%)</b>	<b>1,007,563 (95%)</b>	<b>929,094 (95%)</b>

1. Energy consumption data are determined from invoices with United States Energy Information Administration (EIA) conversion factors applied.

2. The total energy consumption reported here is from our manufacturing operations and the energy intensity includes energy consumed within the organisation only.

3. Energy consumption for our former Latin American site at Fortaleza, Brazil has been estimated up to March 2020. This represents less than 3 per cent of our total energy consumption.

4. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

5. During FY22 we obtained external assurance for our energy consumption. It was identified that we had previously understated FY20 energy consumption by 8,020 GJ and 2021 by 14,175 GJ, less than 1 per cent in both cases. These are restated here.

## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 14 Greenhouse gas emissions**

Greenhouse gas emissions (tonne CO <sub>2</sub> e)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Scope 1 – Direct	20,252	20,729	20,393	21,183	18,848	16,951	17,039
Fuel	–	–	–	–	–	–	2,139
Gas	–	–	–	–	–	–	14,241
Onsite incineration	–	–	–	–	–	–	417
Hydrofluorocarbons (HCFs)	–	–	–	–	–	–	15
Other	–	–	–	–	–	–	226
Scope 2 – Energy indirect	75,661	73,711	72,203	72,830	75,070	70,430	64,485
Purchased steam	–	–	–	–	–	–	18,571
Purchased electricity	–	–	–	–	–	–	45,914
<b>Total greenhouse gas emissions</b>	<b>95,913</b>	<b>94,440</b>	<b>92,596</b>	<b>94,013</b>	<b>93,918</b>	<b>87,381</b>	<b>81,524</b>
<b>Greenhouse gas intensity (tonne CO<sub>2</sub>e/tonne of m<sup>3</sup> of production)</b>	<b>0.225</b>	<b>0.211</b>	<b>0.192</b>	<b>0.238</b>	<b>0.244</b>	<b>0.239</b>	<b>0.251</b>

**Table 15 Greenhouse gas emissions by region**

Greenhouse gas emissions (tonne CO <sub>2</sub> e)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	59,955 (63%)	56,477 (60%)	51,579 (56%)	53,009 (56%)	54,261 (58%)	48,607 (56%)	44,917 (55%)
Scope 1 – direct	12,947	10,517	10,458	10,610	10,582	10,806	10,645
Scope 2 – energy indirect	47,008	45,960	41,121	42,400	43,680	37,802	34,271
Greenhouse gas intensity (tonne CO <sub>2</sub> e/tonne of m <sup>3</sup> of production)	0.45	0.36	0.31	0.63	0.47	0.34	0.36
Europe	25,927 (27%)	29,159 (30%)	30,522 (33%)	30,277 (32%)	31,448 (33%)	31,614 (36%)	29,174 (36%)
Scope 1 – direct	1,144	5,501	4,986	4,003	1,999	930	883
Scope 2 – energy indirect	24,784	24,108	25,565	26,275	29,449	30,684	28,291
Greenhouse gas intensity (tonne CO <sub>2</sub> e/tonne of m <sup>3</sup> of production)	0.21	0.25	0.24	0.25	0.28	0.28	0.30
Latin America	1,759 (2%)	1,837 (2%)	2,984 (3%)	2,787 (3%)	1,839 (3%)	–	–
Scope 1 – direct	701	945	1,099	2,349	1,550	–	–
Scope 2 – energy indirect	1,058	892	1,885	438	289	–	–
Greenhouse gas intensity (tonne CO <sub>2</sub> e/tonne of m <sup>3</sup> of production)	0.03	0.03	0.04	0.03	0.03	–	–
North America	8,271 (9%)	6,967 (7%)	7,482 (8%)	7,940 (8%)	6,369 (7%)	7,159 (8%)	7,433 (9%)
Scope 1 – direct	5,460	4,217	3,850	4,222	4,717	5,215	5,511
Scope 2 – energy indirect	2,811	2,750	3,632	3,718	1,652	1,944	1,922
Greenhouse gas intensity (tonne CO <sub>2</sub> e/tonne of m <sup>3</sup> of production)	0.21	0.06	0.07	0.08	0.06	0.07	0.07

1. We report our scope 1 and 2 greenhouse gas emissions from our crop protection manufacturing sites, over which we have both financial and operational control. We estimate this represents 90 per cent of our total scope 1 and 2 emissions.
2. We include the following gases in our calculation of our emissions: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs). We do not have emissions of perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) or nitrogen trifluoride (NF<sub>3</sub>).
3. Scope 1 and 2 emissions are calculated using the relevant regulatory authority conversion factors (location-based method). Where not available, Intra-governmental Panel on Climate Change (IPCC) default emission and global warming potential factors are applied to determine scope 1 emissions and supplier emission factors for determining scope 2 emissions.
4. Greenhouse gas intensity includes only the scope 1 and 2 emissions reported under total greenhouse gas emissions.
5. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.
6. Through external assurance we identified that we had previously understated our FY20 scope 1 and 2 emissions by 2,300 tonne CO<sub>2</sub>e and have restated the emissions here.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 16 Air emissions**

Air emissions (tonne)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Nitrogen oxides (NOx)	40	46	49	29	43	44	30
Sulphur oxides (SOx)	0	1	1	1	1	1	1
Carbon monoxide (CO)	18	20	18	25	17	16	23
Volatile organic compounds (VOC) <sup>3</sup>	27	26	32	40	41	44	36
Persistent organic pollutants (POP)	–	–	–	–	–	–	–
Hazardous air pollutants (HAP)	4	3	2	–	<1	<1	<1
Particulate matter (PM)	3	3	3	3	4	4	4
Ozone depleting substances (ODS) (tonne of CFC-11 equivalent)	–	–	<1	<1	<1	<1	<1
Other air emissions	<1	<1	<1	<1	<1	<1	<1
<b>Total air emissions</b>	<b>92</b>	<b>100</b>	<b>106</b>	<b>98</b>	<b>105</b>	<b>109</b>	<b>95</b>
<b>Air emission intensity (kg/tonne or m<sup>3</sup> of production)</b>	<b>0.22</b>	<b>0.22</b>	<b>0.22</b>	<b>0.25</b>	<b>0.27</b>	<b>0.30</b>	<b>0.29</b>

1. Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.

2. FY16, FY17 and FY18 NOx were overestimated but are unable to be restated.

3. VOC emissions have been restated due to a more accurate calculation method being applied at our site in Linz. This method has been applied retrospectively to FY19 and early years have been extrapolated.

4. 'Balance' refers to the sum of sulphur oxides (SOx), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.

5. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 17 Air emissions by region**

Air emissions (tonne)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	40 (44%)	38 (38%)	36 (34%)	33 (33%)	32 (30%)	35 (32%)	37 (39%)
Nitrogen oxides (NOx)	18	17	16	14	14	15	13
Carbon monoxide (CO)	15	14	13	14	12	12	16
Volatile organic compounds (VOC)	4	4	4	1	1	4	2
Balance	3	4	3	3	4	4	5
Europe	45 (49%)	54 (54%)	62 (59%)	49 (50%)	66 (63%)	68 (63%)	49 (51%)
Nitrogen oxides (NOx)	19	27	31	7	25	26	13
Carbon monoxide (CO)	1	3	3	5	2	2	2
Volatile organic compounds (VOC)	21	21	26	37	39	40	34
Balance	4	4	3	–	–	–	–
Latin America	1 (1%)	1 (1%)	2 (1%)	1 (1%)	1 (1%)	–	–
Nitrogen oxides (NOx)	–	–	–	1	–	–	–
Carbon monoxide (CO)	–	–	–	–	–	–	–
Volatile organic compounds (VOC)	1	–	1	–	–	–	–
Balance	–	–	–	–	–	–	–
North America	6 (6%)	6 (7%)	6 (5%)	15 (16%)	66 (%)	6 (5%)	10 (10%)
Nitrogen oxides (NOx)	2	3	2	8	3	3	4
Carbon monoxide (CO)	2	2	2	6	3	2	5
Volatile organic compounds (VOC)	1	1	1	1	–	–	–
Balance	1	1	1	1	–	1	1
Air emissions intensity (kg/tonne or m <sup>3</sup> of production)							
Asia Pacific	0.03	0.24	0.22	0.39	0.28	0.25	0.29
Europe	0.36	0.47	0.49	0.41	0.59	0.60	0.50
Latin America	0.02	0.01	0.02	0.01	0.01	–	–
North America	0.05	0.06	0.05	0.15	0.61	0.50	0.96

1. Combustion air emissions are calculated from the fuel source using combustion emissions conversion factors. Other air emissions have been determined by a combination of direct online measurement, emissions monitoring and estimation.  
 2. FY16, FY17 and FY18 NOx were overestimated but are unable to be restated.  
 3. VOC emissions have been restated due to a more accurate calculation method being applied at our site in Linz. This method has been applied retrospectively to FY19 and early years have been extrapolated.  
 4. 'Balance' refers to the sum of sulphur oxides (SOx), persistent organic pollutants (POP), hazardous air pollutants (HAP), particulate matter (PM), ozone depleting substances (ODS) and other air emissions.  
 5. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 18 Water withdrawal by source**

(ML)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Surface water (total)	4,134	4,176	4,099	3,973	4,336	3,072	1,955
Freshwater ( $\leq$ 1,000 mg/L TDS <sup>2</sup> )	4,134	4,176	4,099	3,973	4,336	3,072	1,955
Other water ( $>$ 1,000 mg/L TDS)	–	–	–	–	–	–	–
Groundwater (total)	702	601	442	284	351	385	428
Freshwater ( $\leq$ 1,000 mg/L TDS)	702	601	442	284	351	385	428
Other water ( $>$ 1,000 mg/L TDS)	–	–	–	–	–	–	–
Seawater (total)	–	–	–	–	–	–	8
Produced water (total)	–	–	–	–	–	–	9
Third party water (total)	791	794	826	715	822	774	705
Freshwater ( $\leq$ 1,000 mg/L TDS)	791	794	826	715	822	774	705
Other water ( $>$ 1,000 mg/L TDS)	–	–	–	–	–	–	–
Rainwater collected and stored	1	–	–	–	–	–	–
<b>Total water withdrawn</b>	<b>5,628</b>	<b>5,571</b>	<b>5,366</b>	<b>4,972</b>	<b>5,508</b>	<b>4,232</b>	<b>3,104</b>
<b>Water withdrawn intensity (KL/tonne or m<sup>3</sup> of production)</b>	<b>13.19</b>	<b>12.34</b>	<b>11.12</b>	<b>12.59</b>	<b>14.31</b>	<b>11.60</b>	<b>9.54</b>

**Table 19 Water discharge by destination**

(ML)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Surface water	4,711	4,586	4,445	4,144	4,687	3,473	2,394
Groundwater	>1	>1	>1	>1	>1	>1	>1
Seawater	–	–	–	–	–	–	–
Third party water (total)	648	659	687	653	649	621	502
Third party water sent for use to other organisations	–	–	–	–	–	–	–
Sewer/utilities	–	–	–	449	446	390	342
Treatment	–	–	–	204	203	230	161
Unplanned discharge	–	–	–	–	–	–	–
<b>Total water discharge</b>	<b>5,359</b>	<b>5,245</b>	<b>5,132</b>	<b>4,797</b>	<b>5,336</b>	<b>4,094</b>	<b>2,896</b>
<b>Water discharge intensity (KL/tonne or m<sup>3</sup> of production)</b>	<b>12.56</b>	<b>11.96</b>	<b>10.43</b>	<b>12.14</b>	<b>13.86</b>	<b>11.22</b>	<b>8.90</b>
<b>Water discharged by freshwater and other water (ML)</b>							
Freshwater ( $\leq$ 1,000 mg/L TDS)	–	–	–	4,147	4,687	3,473	2,394
Other water ( $>$ 1,000 mg/L TDS)	–	–	–	650	649	621	502
<b>Water discharged quality</b>							
Chemical oxygen demand (tonne) <sup>4</sup>	–	–	–	4,851	5,045	4,922	3,976

1. All water withdrawal is determined from direct meter measurements or from municipal water supplier billing.

2. TDS is the total dissolved solids.

3. Water discharge (effluent) has been determined by direct meter measurement.

4. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.





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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 20 Water withdrawal by region**

(ML)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	373 (7%)	373 (7%)	346 (6%)	265 (5%)	366 (7%)	366 (9%)	358 (12%)
Surface water	–	–	–	–	–	–	–
Groundwater	3	2	5	3	4	4	4
Third party water	370	371	342	262	362	362	354
Europe	5,159 (92%)	5,095 (91%)	4,894 (91%)	4,592 (92%)	5,049 (92%)	3,812 (90%)	2,691 (87%)
Surface water	4,135	4,176	4,099	3,973	4,336	3,072	1,955
Groundwater	699	599	437	281	347	382	424
Seawater	–	–	–	–	–	–	8
Produced water	–	–	–	–	–	–	9
Third party water	325	320	358	338	367	358	295
Latin America	51 (1%)	49 (1%)	60 (1%)	54 (1%)	36 (1%)	–	–
Surface water	–	–	–	–	–	–	–
Groundwater	–	–	–	–	–	–	–
Third party water	51	49	60	54	36	–	–
North America	46 (1%)	55 (1%)	65 (1%)	60 (1%)	57 (1%)	54 (1%)	56 (1%)
Surface water	1	–	–	–	–	–	–
Groundwater	–	–	–	–	–	–	–
Third party water	46	1	65	60	57	54	56
Water withdrawal intensity (KL/tonne or m <sup>3</sup> of production)							
Asia Pacific	2.78	2.41	2.08	3.14	3.19	2.59	2.87
Europe	41.4	43.8	38.8	37.8	45.0	33.3	27.3
Latin America	0.77	0.79	0.77	0.64	0.64	–	–
North America	0.45	0.48	0.59	0.58	0.56	0.49	0.55

1. All water withdrawal determined from direct, meter measurements or from municipal water supplier billing.

2. Water discharge (effluent) has been determined by direct meter measurement.

3. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 21 Water discharge by region**

(ML)	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	308 (6%)	268 (5%)	258 (5%)	309 (6%)	303 (6%)	315 (8%)	313 (11%)
Surface water	22	11	20	12	11	20	15
Groundwater	–	–	–	–	–	–	–
Third party water	286	257	238	297	292	295	298
Europe	4,995 (93%)	4,884 (95%)	4,777 (95%)	4,488 (94%)	5,032 (94%)	3,779 (92%)	2,583 (89%)
Surface water	4,689	4,575	4,425	4,132	4,676	3,454	2,379
Groundwater	–	0.20	0.30	0.37	0.25	–	–
Third party water	306	308	351	356	356	325	204
Latin America	–	0.2 (0%)	0.3 (0%)	0.4 (0%)	0.2 (0%)	–	–
Surface water	–	–	–	–	–	–	–
Groundwater	–	–	–	–	–	–	–
Third party water	–	0.2	0.3	0.4	0.2	–	–
North America	56 (1%)	–	–	–	–	–	–
Surface water	–	–	–	–	–	–	–
Groundwater	–	–	–	–	–	–	–
Third party water	56	–	–	–	–	–	–
Water withdrawal intensity (KL/tonne or m <sup>3</sup> of production)							
Asia Pacific	2.30	1.73	1.55	3.65	2.64	2.23	2.51
Europe	40.12	42.01	37.91	36.91	44.82	33.02	26.20
Latin America	–	–	–	–	–	–	–
North America	0.54	–	–	–	–	–	–

1. All water withdrawal determined from direct, meter measurements or from municipal water supplier billing.

2. Water discharge (effluent) has been determined by direct meter measurement.

3. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 22 Water consumption by region**

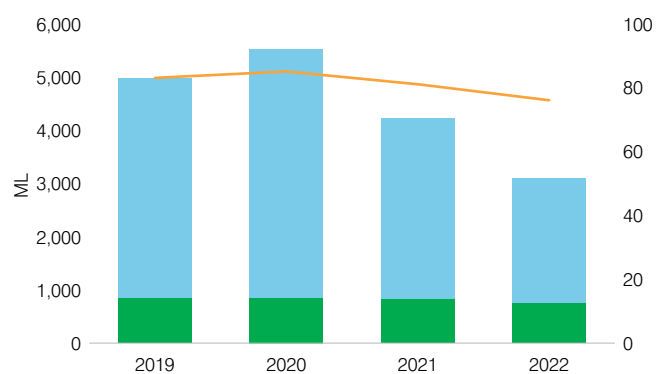
Water consumption (ML)	FY19	FY20	FY21	FY22
Total water consumption (ML)	839	848	818	743
Asia Pacific	264	366	366	367
Europe	491	416	406	341
Latin America	24	16	-	-
North America	60	50	46	35
Total water consumption intensity (KL/tonne or m <sup>3</sup> of production)	2.12	2.20	2.24	2.29
Asia Pacific	3.12	3.19	2.59	2.95
Europe	4.03	3.70	3.55	3.46
Latin America	0.28	0.28	0.00	0.00
North America	0.58	0.49	0.42	0.35

**Table 23 Environmental complaints**

	FY16	FY17	FY18	FY19	FY20	FY21	FY22
Number of complaints received where investigation revealed Nufarm was at fault	-	5	2	2	1	1	2
Number of complaints received where investigation revealed Nufarm was not at fault	2	2	3	-	-	-	-
Number of complaints where the cause was undetermined	3	2	2	2	1	1	36
<b>Total environmental complaints</b>	<b>5</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>38</b>

1. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

### Water consumption and water returned for social and environmental reuse



● Consumed water ● Water returned for reuse  
— % Water returned for reuse

1. Water consumption is an estimate of the water used by Nufarm and no longer available for social or environmental use.  
2. Water returned for reuse is water returned to the catchment and made available for social or environmental use.  
3. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 24 Waste composition**

Waste (tonne)	FY17			FY18			FY19			FY20			FY21			FY22		
	Diverted from disposal	Directed to disposal	Total waste generated	Diverted from disposal	Directed to disposal	Total waste generated	Diverted from disposal	Directed to disposal	Total waste generated	Diverted from disposal	Directed to disposal	Total waste generated	Diverted from disposal	Directed to disposal	Total waste generated	Diverted from disposal	Directed to disposal	Total waste generated
Hazardous waste	728 (4%)	15,569	<b>16,197</b>	930 (5%)	17,435	<b>18,365</b>	458 (2%)	18,185	<b>18,642</b>	2,082 (11%)	17,722	<b>19,804</b>	2,750 (13%)	18,389	<b>21,139</b>	1,417 (8%)	15,558	<b>16,975</b>
Non-hazardous waste	4,959 (64%)	2,749	<b>7,708</b>	5,811 (69%)	2,666	<b>8,476</b>	5,445 (75%)	1,849	<b>7,294</b>	4,408 (79%)	1,198	<b>5,606</b>	1,604 (67%)	777	<b>2,381</b>	1,794 (47%)	2,052	<b>3,846</b>
<b>Total waste</b>	<b>5,687 (24%)</b>	<b>18,219</b>	<b>23,905</b>	<b>6,741 (25%)</b>	<b>20,101</b>	<b>26,842</b>	<b>5,903 (23%)</b>	<b>20,033</b>	<b>25,936</b>	<b>6,490 (26%)</b>	<b>18,919</b>	<b>25,409</b>	<b>4,354 (19%)</b>	<b>19,166</b>	<b>23,520</b>	<b>3,211 (15%)</b>	<b>17,610</b>	<b>20,821</b>

**Table 25 Waste composition per region**

Waste type (tonne)	FY17	FY18	FY19	FY20	FY21	FY22
Asia Pacific	4,819 (20%)	5,058 (19%)	2,794 (11%)	3,594 (14%)	3,889 (17%)	3,003 (14%)
Hazardous	1,719	1,837	1,127	2,537	2,909	2,157
Non-hazardous	3,100	3,221	1,667	1,057	980	846
Waste intensity (tonne/tonne or m <sup>3</sup> of production)	0.031	0.030	0.033	0.031	0.030	0.024
Europe	8,311 (35%)	9,332 (35%)	8,417 (32%)	10,146 (40%)	11,182 (48%)	9,566 (45%)
Hazardous	7,103	8,066	6,999	8,688	10,259	8,356
Non-hazardous	1,208	1,266	1,419	1,458	923	1,210
Waste intensity (tonne/tonne or m <sup>3</sup> of production)	0.07	0.07	0.07	0.09	0.10	0.10
Latin America	1,144 (5%)	1,728 (6%)	2,007 (8%)	1,324 (5%)	–	–
Hazardous	125	287	252	166	–	–
Non-hazardous	1,019	1,441	1,755	1,158	–	–
Waste intensity (tonne/tonne or m <sup>3</sup> of production)	0.018	0.022	0.024	0.024	–	–
North America	9,632 (40%)	10,726 (40%)	12,718 (49%)	10,345 (41%)	8,449 (36%)	8,252 (40%)
Hazardous	7,251	8,176	10,264	8,412	7,971	6,462
Non-hazardous	2,382	2,550	2,454	1,933	477	1,790
Waste intensity (tonne/tonne or m <sup>3</sup> of production)	0.08	0.010	0.12	0.10	0.08	0.09
<b>Total waste</b>	<b>23,905</b>	<b>26,842</b>	<b>25,936</b>	<b>25,409</b>	<b>23,520</b>	<b>20,821</b>
<b>Hazardous</b>	<b>16,197</b>	<b>18,365</b>	<b>18,642</b>	<b>19,804</b>	<b>21,139</b>	<b>16,975</b>
<b>Non-hazardous</b>	<b>7,708</b>	<b>8,476</b>	<b>7,294</b>	<b>5,606</b>	<b>2,381</b>	<b>3,846</b>
<b>Waste intensity (tonne/tonne or m<sup>3</sup> of production)</b>	<b>0.053</b>	<b>0.056</b>	<b>0.066</b>	<b>0.066</b>	<b>0.064</b>	<b>0.064</b>

1. Waste disposal method and quantities have been determined from reports and invoices provided by the waste contractors. Onsite waste has been compiled from internal waste inventory records.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 26 Waste diverted from disposal by recovery operation**

Hazardous waste (tonne)	FY17			FY18			FY19			FY20			FY21			FY22		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Preparation for reuse	–	188	<b>188</b>	–	212	<b>212</b>	–	157	<b>157</b>	144	–	<b>144</b>	–	–	–	–	–	–
Recycling	92	448	<b>540</b>	–	718	<b>718</b>	–	301	<b>301</b>	–	1,843	<b>1,843</b>	–	2,543	<b>2,543</b>	–	1,270	<b>1,270</b>
Other recovery operations	–	–	–	–	–	–	–	–	–	–	95	<b>95</b>	–	208	<b>208</b>	–	146	<b>146</b>
On-site storage	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
<b>Total hazardous</b>	<b>92</b>	<b>636</b>	<b>728</b>	<b>–</b>	<b>930</b>	<b>930</b>	<b>–</b>	<b>458</b>	<b>458</b>	<b>144</b>	<b>1,938</b>	<b>2,082</b>	<b>–</b>	<b>2,750</b>	<b>2,750</b>	<b>–</b>	<b>1,417</b>	<b>1,417</b>
<b>Non-hazardous waste (tonne)</b>																		
Preparation for reuse	1	–	<b>1</b>	116	–	<b>116</b>	98	–	<b>98</b>	1	–	<b>1</b>	1	–	<b>1</b>	–	–	–
Recycling	–	4,762	<b>4,762</b>	–	5,342	<b>5,342</b>	–	5,108	<b>5,108</b>	–	4,217	<b>4,217</b>	–	1,603	<b>1,603</b>	–	1,794	<b>1,794</b>
Other recovery operations	–	196	<b>196</b>	–	352	<b>352</b>	–	239	<b>239</b>	–	190	<b>190</b>	–	–	–	–	–	–
On-site storage	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
<b>Total non-hazardous</b>	<b>1</b>	<b>4,958</b>	<b>4,959</b>	<b>116</b>	<b>5,694</b>	<b>5,811</b>	<b>98</b>	<b>5,347</b>	<b>5,445</b>	<b>1</b>	<b>4,407</b>	<b>4,408</b>	<b>1</b>	<b>1,603</b>	<b>1,604</b>	<b>–</b>	<b>1,794</b>	<b>1,794</b>
<b>Total waste diverted from disposal</b>	<b>93</b>	<b>5,594</b>	<b>5,687</b>	<b>116</b>	<b>6,624</b>	<b>6,741</b>	<b>98</b>	<b>5,806</b>	<b>5,903</b>	<b>145</b>	<b>6,345</b>	<b>6,490</b>	<b>1</b>	<b>4,354</b>	<b>4,354</b>	<b>–</b>	<b>3,211</b>	<b>3,211</b>

1. Waste disposal method and quantities have been determined from reports and invoices provided by the waste contractors. Onsite waste has been compiled from internal waste inventory records.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (ii) Environment

**Table 27 Waste directed to disposal by disposal operation**

Hazardous waste (tonne)	FY17			FY18			FY19			FY20			FY21			FY22		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Incineration (with energy recovery)	–	8,214	<b>8,214</b>	–	10,033	<b>10,033</b>	–	12,082	<b>12,082</b>	23	11,280	<b>11,303</b>	–	9,861	<b>9,861</b>	–	3,056	<b>3,056</b>
Incineration (without energy recovery)	–	219	<b>219</b>	–	390	<b>390</b>	–	370	<b>370</b>	264	665	<b>929</b>	292	2,344	<b>2,635</b>	–	7,831	<b>7,831</b>
Recovered (including energy recovery)	–	2,848	<b>2,848</b>	–	4,169	<b>4,169</b>	–	3,472	<b>3,472</b>	–	2,952	<b>2,952</b>	–	2,987	<b>2,987</b>	–	2,302	<b>2,302</b>
Third party treatment	–	1,580	<b>1,580</b>	–	1,464	<b>1,464</b>	–	989	<b>989</b>	–	928	<b>928</b>	–	1,107	<b>1,107</b>	–	1,469	<b>1,469</b>
Deep well injection	–	2,051	<b>2,051</b>	–	912	<b>912</b>	–	912	<b>912</b>	–	929	<b>929</b>	–	800	<b>800</b>	–	330	<b>330</b>
Landfill	–	448	<b>448</b>	–	271	<b>271</b>	–	189	<b>189</b>	–	298	<b>298</b>	–	419	<b>419</b>	–	177	<b>177</b>
Other disposal operations	–	–	–	–	–	–	–	–	–	–	27	<b>27</b>	–	19	<b>19</b>	–	9	<b>9</b>
On-site storage	109	–	<b>109</b>	196	–	<b>196</b>	170	–	<b>170</b>	357	–	<b>357</b>	560	–	<b>560</b>	381	–	<b>381</b>
<b>Total hazardous</b>	<b>109</b>	<b>15,360</b>	<b>15,469</b>	<b>196</b>	<b>17,239</b>	<b>17,435</b>	<b>170</b>	<b>18,014</b>	<b>18,184</b>	<b>645</b>	<b>17,077</b>	<b>17,722</b>	<b>852</b>	<b>17,537</b>	<b>18,389</b>	<b>381</b>	<b>15,177</b>	<b>15,558</b>
<b>Non-hazardous (tonne)</b>																		
Incineration (with energy recovery)	–	199	<b>199</b>	–	320	<b>320</b>	–	4	<b>4</b>	–	193	<b>193</b>	–	111	<b>111</b>	–	500	<b>500</b>
Incineration (without energy recovery)	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	561	<b>561</b>
Recovered (including energy recovery)	–	1,159	<b>1,159</b>	–	1,349	<b>1,349</b>	–	691	<b>691</b>	–	130	<b>130</b>	–	107	<b>107</b>	–	–	–
Landfill	–	1,026	<b>1,026</b>	–	937	<b>937</b>	–	749	<b>749</b>	–	580	<b>580</b>	–	489	<b>489</b>	–	300	<b>300</b>
Third party treatment	–	82	<b>82</b>	–	59	<b>59</b>	–	326	<b>326</b>	–	151	<b>151</b>	–	70	<b>70</b>	–	582	<b>582</b>
Deep well injection	–	–	–	–	–	–	–	78	<b>78</b>	–	–	–	–	–	–	–	91	<b>91</b>
Direct to surface or groundwater	–	283	<b>283</b>	–	–	–	–	–	–	–	144	<b>144</b>	–	–	–	–	–	–
Other disposal operations	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	20	<b>20</b>
On-site storage	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
<b>Total non-hazardous</b>	<b>–</b>	<b>2,749</b>	<b>2,749</b>	<b>–</b>	<b>2,666</b>	<b>2,666</b>	<b>–</b>	<b>1,849</b>	<b>1,849</b>	<b>–</b>	<b>1,198</b>	<b>1,198</b>	<b>–</b>	<b>777</b>	<b>777</b>	<b>–</b>	<b>2,052</b>	<b>2,052</b>
<b>Total waste directed to disposal</b>	<b>109</b>	<b>18,109</b>	<b>18,219</b>	<b>196</b>	<b>19,905</b>	<b>20,101</b>	<b>170</b>	<b>19,863</b>	<b>20,033</b>	<b>645</b>	<b>18,275</b>	<b>18,919</b>	<b>852</b>	<b>18,313</b>	<b>19,166</b>	<b>381</b>	<b>17,229</b>	<b>17,610</b>

1. Waste disposal method and quantities have been determined from reports and invoices provided by the waste contractors. Onsite waste has been compiled from internal waste inventory records.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.



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## Appendix 7. Our ESG data continued

### (iii) Ethical sourcing

**Table 28 Proportion of spending on local suppliers at signification locations**

Spending on local suppliers as a % of total direct spend	FY22
Asia Pacific	6%
Europe	11%
North America	12%
<b>Total spending on local suppliers</b>	<b>29%</b>

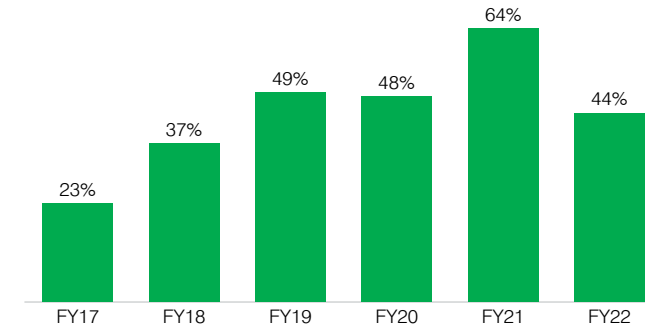
**Table 29 Supplier corporate social responsibility (CSR) assessment program**

	FY22	
	Count	% of spend
New suppliers assessed for ESG impacts	–	–
Total suppliers assessed for ESG impacts	88	44%
Suppliers with significant environmental impacts	–	–
Suppliers with significant social impacts	–	–
Suppliers with agreed improvement plans	1	1%
Suppliers terminated due to ESG impacts	–	–

1. Measured as a percentage of total direct spend in Australian dollars.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Percentage of suppliers in our CSR assessment program**





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## Appendix 7. Our ESG data continued

### (iv) Our employees

**Table 30 Gender diversity by employee contract**

Full-time equivalent (FTE) employees	FY18			FY19			FY20			FY21			FY22		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employee employment contracts															
Number of permanent employees	701	2,050	<b>2,751</b>	772	2,245	<b>3,017</b>	646	1,733	<b>2,379</b>	661	1,711	<b>2,372</b>	733	1,773	<b>2,506</b>
Number of temporary employees (non-permanent)	67	399	<b>466</b>	34	265	<b>299</b>	30	293	<b>323</b>	25	280	<b>305</b>	34	271	<b>305</b>
Number of non-guaranteed hours employees (casual)													-	-	-
<b>Total</b>	<b>768</b>	<b>2,449</b>	<b>3,217</b>	<b>805</b>	<b>2,510</b>	<b>3,315</b>	<b>676</b>	<b>2,026</b>	<b>2,702</b>	<b>686</b>	<b>1,992</b>	<b>2,678</b>	<b>767</b>	<b>2,044</b>	<b>2,811</b>

1. Measured using full-time equivalent employees.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Table 31 Gender diversity by employee contract**

	FY22		
	Women	Men	Total
Asia Pacific	293	896	<b>1,189 (42%)</b>
Number of permanent employees	274	633	<b>907</b>
Number of temporary employees (non-permanent)	19	263	<b>282</b>
Number of non-guaranteed hours employees (casual)	-	-	-
Europe	298	719	<b>1,017 (36%)</b>
Number of permanent employees	286	714	<b>1,000</b>
Number of temporary employees (non-permanent)	12	5	<b>17</b>
Number of non-guaranteed hours employees (casual)	-	-	-
Latin America	27	87	<b>114 (4%)</b>
Number of permanent employees	27	86	<b>113</b>
Number of temporary employees (non-permanent)	-	1	<b>1</b>
Number of non-guaranteed hours employees (casual)	-	-	-
North America	150	342	<b>492 (18%)</b>
Number of permanent employees	147	340	<b>487</b>
Number of temporary employees (non-permanent)	3	2	<b>5</b>
Number of non-guaranteed hours employees (casual)	-	-	-

1. Measured using full-time equivalent employees.

**Table 32 Gender diversity by function**

	FY22		
	Women	Men	Total
Supply chain	21%	79%	<b>47%</b>
Sales	21%	79%	<b>32%</b>
Portfolio solutions	45%	55%	<b>9%</b>
Finance	55%	45%	<b>7%</b>
Corporate	49%	51%	<b>2%</b>
Information technology	22%	78%	<b>1%</b>
Human resources	85%	15%	<b>2%</b>

1. Measured using full-time equivalent employees.





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## Appendix 7. Our ESG data continued

### (iv) Our employees

**Table 33 Gender diversity by employee type**

Head count	FY18			FY19			FY20			FY21			FY22		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employee employment type															
Number of full-time employees	721	2,426	<b>3,147</b>	761	2,500	<b>3,261</b>	640	2,019	<b>2,659</b>	653	1,988	<b>2,641</b>	725	2,034	<b>2,759</b>
Number of part-time employees	92	34	<b>126</b>	105	51	<b>156</b>	56	15	<b>71</b>	52	9	<b>61</b>	61	18	<b>79</b>
<b>Total</b>	<b>813</b>	<b>2,460</b>	<b>3,273</b>	<b>866</b>	<b>2,551</b>	<b>3,417</b>	<b>696</b>	<b>2,034</b>	<b>2,730</b>	<b>705</b>	<b>1,997</b>	<b>2,702</b>	<b>786</b>	<b>2,052</b>	<b>2,838</b>

1. Measured using employee head count.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Table 34 Gender diversity by region and employee type**

	FY22		
	Women	Men	Total
Asia Pacific	298	898	<b>1,196 (42%)</b>
Number of full-time employees	279	893	<b>1,172</b>
Number of part-time employees	19	5	<b>24</b>
Europe	311	725	<b>1,036 (36%)</b>
Number of full-time employees	271	712	<b>983</b>
Number of part-time employees	40	13	<b>53</b>
Latin America	27	87	<b>114 (4%)</b>
Number of full-time employees	26	87	<b>113</b>
Number of part-time employees	1	–	<b>1</b>
North America	150	342	<b>492 (18%)</b>
Number of full-time employees	149	342	<b>491</b>
Number of part-time employees	1	–	<b>1</b>

1. Measured using employee head count.

## Appendix 7. Our ESG data continued

### (iv) Our employees

**Table 35 Gender of governance body and employees**

	FY18		FY19		FY20		FY21		FY22	
	Women %	Men %	Women %	Men %	Women %	Men %	Women %	Men %	Women %	Men %
Board of directors	25%	75%	29%	71%	25%	75%	25%	75%	43%	57%
<b>Other employees</b>										
Key management personnel	0%	100%	0%	100%	0%	100%	0%	100%	0%	100%
Exec and senior management	23%	77%	23%	77%	21%	79%	26%	74%	32%	68%
People manager	19%	81%	19%	81%	20%	80%	21%	79%	19%	81%
Professionals	27%	73%	27%	73%	28%	72%	28%	72%	30%	70%
Manufacturing shop floor	7%	93%	9%	91%	10%	90%	10%	90%	15%	85%
Administration	69%	31%	66%	34%	71%	29%	70%	30%	72%	28%
Other	41%	59%	25%	75%	17%	83%	23%	77%	21%	79%
<b>Total</b>	<b>24%</b>	<b>76%</b>	<b>24%</b>	<b>76%</b>	<b>25%</b>	<b>75%</b>	<b>26%</b>	<b>74%</b>	<b>27%</b>	<b>73%</b>

1. Greg Hunt, managing director and chief executive officer, is included with the key management personnel in this table.
2. Key management personnel are defined in the directors' report in our FY22 annual report which is available in the investor centre on our corporate website.
3. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Table 36 Board and employees by age group**

	FY18			FY19			FY20			FY21			FY22		
	≤ 30 years	30–50 years	> 50 years	≤ 30 years	30–50 years	> 50 years	≤ 30 years	30–50 years	> 50 years	≤ 30 years	30–50 years	> 50 years	≤ 30 years	30–50 years	> 50 years
Board of directors	–	–	100%	–	–	100%	–	–	100%	–	–	100%	–	14%	86%
<b>Other employees</b>	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Key management personnel	–	<1%	<1%	–	–	<1%	–	<1%	<1%	–	–	<1%	–	–	<1%
Exec and senior management	<1%	2%	2%	–	2%	2%	–	1%	2%	–	1%	2%	–	1%	2%
People manager	<1%	12%	5%	<1%	12%	6%	<1%	10%	7%	<1%	10%	7%	–	8%	7%
Professionals	9%	29%	9%	9%	30%	9%	7%	28%	10%	6%	27%	11%	6%	26%	9%
Manufacturing shop floor	3%	12%	8%	3%	12%	7%	3%	12%	9%	4%	12%	10%	5%	15%	12%
Administration	1%	4%	2%	1%	3%	2%	1%	4%	3%	1%	4%	3%	1%	4%	3%
Other	<1%	–	–	<1%	<1%	–	1%	–	–	1%	<1%	–	<1%	–	–
<b>Total</b>	<b>15%</b>	<b>59%</b>	<b>26%</b>	<b>15%</b>	<b>59%</b>	<b>26%</b>	<b>13%</b>	<b>55%</b>	<b>31%</b>	<b>12%</b>	<b>55%</b>	<b>33%</b>	<b>13%</b>	<b>54%</b>	<b>32%</b>

1. Greg Hunt, managing director and chief executive officer, is included with the key management personnel in this table.
2. Key management personnel are defined in the directors' report in our FY22 annual report which is available in the investor centre on our corporate website.
3. It is not mandatory to provide date of birth or age in our human resources business system. Approximately 1 per cent of our employees are not represented here.
4. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

## Appendix 7. Our ESG data continued

### (iv) Our employees

**Table 37 Employee hire and turnover**

	FY19				FY20				FY21				FY22				
	New employees		Turnover		New employees		Turnover		New employees		Turnover		New employees		Turnover		
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	
<b>Employee age group</b>																	
Under 30 years old	170	36%	97	21%	73	22%	59	18%	171	52%	106	32%	171	49%	81	23%	
30–50 years old	277	14%	223	11%	157	10%	176	12%	191	13%	202	14%	256	17%	193	13%	
Over 50 years old	66	7%	114	13%	47	5%	87	10%	53	6%	108	12%	85	9%	110	12%	
<b>Employee gender</b>																	
Woman	156	19%	123	15%	85	13%	78	12%	124	18%	118	17%	182	25%	103	14%	
Men	357	14%	311	12%	192	9%	244	12%	296	15%	297	15%	337	17%	285	14%	
Unknown	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Undeclared	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
Other	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	
<b>Employee region</b>																	
Asia Pacific	–	–	–	–	–	–	–	–	–	–	–	–	187	16%	172	15%	
Australian and New Zealand	77	11%	107	15%	39	6%	75	12%	57	9%	98	16%	–	–	–	–	
Asia	69	10%	86	13%	21	3%	81	13%	82	14%	66	11%	–	–	–	–	
Europe	152	15%	109	11%	105	10%	88	9%	119	12%	138	14%	143	14%	99	10%	
Latin America	132	20%	84	13%	13	14%	5	6%	10	10%	6	6%	8	8%	4	4%	
North America	83	25%	48	14%	99	27%	73	19%	152	36%	107	25%	182	38%	113	24%	
<b>Total</b>	<b>513</b>	<b>15%</b>	<b>434</b>	<b>13%</b>	<b>277</b>	<b>10%</b>	<b>321</b>	<b>12%</b>	<b>420</b>	<b>16%</b>	<b>416</b>	<b>15%</b>	<b>520</b>	<b>19%</b>	<b>338</b>	<b>14%</b>	

- The new employee hire rate is calculated as the percentage of full-time equivalent (FTE) of employees hired, out of the average monthly FTE of employees.
- The employee turnover rate is calculated as the percentage of full-time equivalent (FTE) of employees terminated (voluntary and involuntary) out of the average monthly FTE of employees.
- It is not mandatory to provide date of birth or age in our human resources business system. Approximately 1 per cent of our employees are not represented in the employee age group measures.
- In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.
- In FY21 we reorganised our business, combining Australian New Zealand with Asia to form our Asian Pacific region.

## Appendix 7. Our ESG data continued

### (iv) Our employees

**Table 38 Number of employees using parental leave**

	FY19			FY20			FY21 <sup>2</sup>			FY22		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Took parental leave	39	19	<b>58</b>	27	19	<b>46</b>	35	40	<b>75</b>	26	17	<b>43</b>
Returned from parental leave	31	16	<b>47</b>	11	16	<b>27</b>	19	40	<b>59</b>	13	15	<b>28</b>

1. Measured using employee head count.

2. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Table 39 Employees with performance objectives and who engaged in performance and development check-ins**

	FY19			FY20			FY21 <sup>2</sup>			FY22		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Performance objectives in place	72%	74%	<b>74%</b>	78%	71%	<b>73%</b>	64%	55%	57%	55%	38%	<b>43%</b>
Performance and development check-ins	75%	69%	<b>70%</b>	79%	68%	<b>71%</b>	65%	49%	53%	59%	58%	<b>58%</b>

1. Performance objectives in place is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system.

2. Performance and development check-ins is measured as a percentage of full-time equivalent women, men or total employees with performance objectives registered in our human resources business system and who also registered check-in conversations.

3. In FY20 we changed our financial reporting year. FY21 is the 12 month period from October 2020 to September 2021; all prior years are the 12 month period from August to July.

**Table 40 Annual total compensation ratio**

CEO remuneration	FY22
Annual total compensation ratio	12.0

1. The annual total compensation ratio is the ratio of Nufarm's CEO fixed annual remuneration to the median fixed annual remuneration of all Nufarm's Australian-based employees, less the CEO's fixed annual remuneration.

2. The fixed annual remuneration includes base salary and superannuation.

# INDEPENDENT ASSURANCE REPORT



To: The Stakeholders of Nufarm Limited

## 1. Introduction and Objectives of Work

Bureau Veritas UK Limited ('Bureau Veritas') has been engaged by Nufarm Limited ('Nufarm') to provide limited assurance of its manufacturing operations Scope 1 and Scope 2 emissions and total energy use in the '*Energy and GHG emissions for manufacturing sites FY22 (10.12.2022)*' (the 'Report'). The objective is to provide assurance to Nufarm and its stakeholders over the accuracy and reliability of the reported information and data.

## 2. Scope of Work

The scope of our work was limited to assurance over the following information included within the Report for the period 1<sup>st</sup> October 2021 to 30<sup>th</sup> September 2022 (the 'Selected Information'):

- Scope 1 GHG emissions;
- Scope 2 GHG emissions (market-based); and
- Total energy use

## 3. Reporting Criteria

The Selected Information needs to be read and understood together with the Corporate Procedure – CP 5691 Annual Sustainability Report: HSE metrics (v2.1 Sep 2022) and Corporate Procedure – CP 5217 Sustainability Scorecard (v3.0 Oct 2022). Nufarm have defined their reporting boundary to only include manufacturing sites (globally). The definitions for Scope 1 and 2 emissions are aligned to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (revised edition).

## 4. Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined assurance period;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions;
- Other information included in the Report other than the Selected Information; and
- All non-manufacturing sites under Nufarm's operational control.

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- A detailed justification for exclusions from reporting boundary has not been documented for the reporting period.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

## 5. Responsibilities

This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Nufarm.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Nufarm.

## 6. Assessment Standard

We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

## 7. Summary of Work Performed

As part of our independent verification, our work included:

1. Conducting interviews with relevant personnel of Nufarm;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
3. Reviewing documentary evidence provided by Nufarm;
4. Agreeing a selection of the Selected Information to the corresponding source documentation;
5. Reperforming a selection of aggregation calculations of the Selected Information;
6. Reviewing Nufarm systems for quantitative data aggregation and analysis;

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

## 8. Conclusion

On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

	Reporting period: 1 <sup>st</sup> October 2021 to 30 <sup>th</sup> September 2022
Scope 1 (metric tonnes CO <sub>2</sub> e):	17,040
Scope 2 – Market-based (metric tonnes CO <sub>2</sub> e):	64,484
Total Energy Use (GJ)	976,746

However, the following should be noted:

- The definition of the reporting boundary does not align with the requirements of the GHG Protocol for operational or financial control, as the Report does not include all sites that are under Nufarm's control;
- The Chicago Heights manufacturing site's Scope 1 GHG emissions and total energy data was found to be misstated. However, this did not cause a material misstatement to the total GHG emissions and energy data in scope of assurance, i.e., difference was below the 5% defined threshold for materiality.

## 9. Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2<sup>2</sup>.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)<sup>3</sup>, across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code<sup>4</sup>.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Nufarm.



### Bureau Veritas UK Ltd

Registered in England & Wales, Company Number: 1758622

Registered Office: Suite 206 Fort Dunlop, Fort Parkway, Birmingham, B24 9FD

**London, 20<sup>th</sup> December 2022**

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<sup>1</sup> Certificate available on request

<sup>2</sup> International Standard on Quality Management 1 (Previously International Standard on Quality Control 1)

<sup>3</sup> International Federation of Inspection Agencies – Compliance Code – Third Edition

<sup>4</sup> Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants



## INDEPENDENT LIMITED ASSURANCE STATEMENT

To: The Stakeholders of Nufarm Limited

### Introduction and objectives of work

Bureau Veritas UK Limited ('Bureau Veritas') has been engaged by Nufarm Limited ('Nufarm') to provide limited assurance over Nufarm's manufacturing Scope 1 and Scope 2 emissions and Total Energy Use. This Assurance Statement applies to the related information included within the scope of work described below. The aim of this process is to provide assurance to Nufarm's stakeholders over the accuracy, reliability and objectivity of the GHG emissions data and total energy use.

### Scope of verification

The scope of our work was limited to assurance over Nufarm's Scope 1 and Scope 2 and Total Energy Use for their 12 manufacturing operations for the period FY2020 - August 2019 to July 2020 (the 'Selected Information').

### Reporting Criteria

The Selected Information has been prepared by Nufarm taking into consideration the following internal procedures:

- Corporate Procedure – CP 5691 Annual Sustainability Report: HSE metrics (v 0.2 Jul 2021)
- Corporate Procedure – CP 5217 Sustainability Scorecard (v 2.0 Jul 2020)

### Limitations and Exclusions

The following limitations should be noted:

- This statement is applicable to Nufarm's manufacturing operations only.
- This limited assurance engagement relies on a risk based selected sample of GHG emissions data and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of measurement arrangements employed at site level - where applicable, not addressed as part of this assurance.

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- No f-gas emissions were reported for 9 sites other than Wyke, though refrigeration equipment is reported to be present, and refrigerants used reported as f-gas type. No further evidence was provided.

Excluded from the scope of our work is any verification of information relating to:

- the appropriateness of the reporting criteria;
- any activities outside the defined reporting period as set out in the Scope of verification; and
- any other information included in the Report other than the Scope of verification defined above.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

### **Responsibilities**

The preparation and presentation of the Selected Information in the Report is the sole responsibility of the management of Nufarm.

Bureau Veritas was not involved in the drafting of the Report. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been appropriately and accurately prepared;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Nufarm.

### **Assessment Standard**

We performed our work to a limited level of assurance in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised.

### **Summary of work performed**

As part of the independent verification, Bureau Veritas undertook the following activities:

- interviews with relevant corporate and site level personnel of Nufarm responsible for reporting on GHG emissions and energy use;
- conducting two physical site visits: Wyke and Pipe Road sites;

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- reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries;
- reviewing sampled documentary evidence provided by Nufarm;
- agreeing a selection of the Selected Information to the corresponding source documentation; and
- reviewing Nufarm’s reporting system for quantitative data aggregation and analysis, including where applicable the underlying activity data, conversions, and emission factors applied.

The scope of a limited assurance engagement is substantially less than for reasonable assurance both in terms of the risk assessment procedures and in performing the procedures to address the identified risks.

### Conclusion

On the basis of our methodology and the activities described above, nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

Such opinion is based on work undertaken and the limitations and exclusions defined in this statement.

(year)	FY 2020
Scope 1 (mtCO <sub>2e</sub> ):	18,836.40
Scope 2 – Market-based (mtCO <sub>2e</sub> ):	75,070.42
Total Energy Use (GJ)	1,074,882.69

The following should be noted, this statement is applicable to Nufarm’s manufacturing operations only. This engagement identified that Nufarm have operational control over other assets than the manufacturing sites, however, the basis for exclusion from Nufarm’s GHG emissions inventory is not documented. This could present a material impact to the overall Scope 1 and Scope 2 GHG emissions and total energy use of the business.

The current reporting process, i.e., calculation of Selected Information, is prepared at site level. This is of relevance as the verification team observed that controls set at corporate level are not adequately and consistently present, leading to consistency, accuracy, completeness and transparency issues to the wider reporting which may in turn increase the risk of misstatements.

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### Bureau Veritas UK Limited

London

19 October 2022

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<sup>1</sup> Certificate of Registration available on request

<sup>2</sup> International Federation of Inspection Agencies – Compliance Code – Third Edition

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