Modern Slavery Act Statement – January 2023

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We supply seed, fertiliser, agri-chemical and a wide range of other products and services to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) limited and United Agri Products limited.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is committed to ensure that it is compliant with the Modern Slavery Act 2015 ("MSA") and will not accept non-compliance with the MSA within its own operations or those of partners or suppliers. We are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. It remains important that we maintain our vigilance and continually improve our controls and procedures.

Continuous Improvement

We recognise that risk assessment, management oversight and continuous improvement are important and we closely monitor UK government guidance, updates and requirements. Agrii continues to review and improve upon its actions and due diligence measures, including, but not limited to, the following:

- Operation of a MSA steering group comprised of senior HR, Operations, Procurement and Finance representatives to discuss, implement and develop MSA controls and procedures and review progress.

- Implementing a new 'code of conduct for suppliers' covering a number of areas consistent with the general context of the Modern Slavery Act 2015, but with specific focus on: people & labour; business ethics & compliance; and health, safety and environment.

- Updating our procurement policy in relation to good procurement practice and re-emphasising our commitments to identifying and taking action against any modern slavery taking place in our supply chain.

- Introducing a 'code of conduct for employees' which reiterates our stance on modern slavery, in addition to setting out various other commitments to our own people, the communities in which we work and to the environment.

- Continuing our engagement with our supplier base to ensure awareness of our stance on

modern slavery. In the last year alone we have seen in excess of 260 additional suppliers sign up to our core principles relating to the prevention of modern slavery. This follows the improvements made to our method of communicating with our suppliers in 2021. At the time of this statement, the majority of product we source is from suppliers who have already signed up to our principles on modern slavery.

- Requirement for new and existing employees to undertake our e-learning training on modern slavery to improve general awareness and understanding of the risks around it. To that end, the vast majority of our employees have already completed the training and with remaining employees, including new starters, being asked to complete their training in the near term.

- Updating and communicating to all employees our 'employee guidance' document, particularly designed for those working closely within UK agricultural networks to help support improved awareness of modern slavery risks and how to identify and report concerns.

- Updating of our internal modern slavery policy which sets out Agrii's response to the MSA, including details of current procedures that we have put in place. Included within the policy, amongst other things, is an emphasis that each employee has a role and duty to report concerns.

Other existing procedures

As well as the above measures, we will also continue to take the following steps to ensure that we further combat slavery and human trafficking:

- Provide an opportunity for all employees to identify risks anonymously through a whistleblowing process which is detailed on the Company intranet and communicated in our modern slavery policy.

- Continue our internal 'risk checks' to ensure that any permanent or seasonal employment (within our 800-900 workforce, based at various sites within the UK including our production facilities) does not contravene our own ethical standards or any legislation or government guidance.

- Commit to promptly answering questions posed by our customers (predominantly farmers and growers) in respect of the MSA who wish to know more about our operations and / or our supply chain.

- Continue to monitor and review our MSA processes, ensuring that we are also keeping up to date with proposed government amendments to the legislation, including sourcing external legal advice where appropriate to do so.

Our supply chains

We are a distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the MSA. However we remain vigilant to all risks, particularly in small-scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Agrii is committed to ensuring our supply chain is free from human rights abuses and modern slavery. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this matter, please contact us by emailing us on: info@agrii.co.uk

Ronan Hughes

Managing Director

Spencer Evans

Chief Operating Officer

Modern Slavery Act Statement – January 2022

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We supply Seed, Fertiliser, Agro-Chemical and a wide range of other products and services to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) Ltd. and United Agri Products Ltd.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is committed to ensure that it is compliant with the Modern Slavery Act 2015 ("MSA") and will not accept non-compliance with the MSA within its operations or those of partners or suppliers. We are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. It remains important that we maintain our vigilance and continually improve our controls and procedures.

Continuous Improvement

We recognise that risk assessment, management oversight and continuous improvement are important and we closely monitor UK government guidance, updates and requirements. Agrii continues to review and improve upon its actions and due diligence measures, including, but not limited to, the following:

- Operation of MSA Steering group comprised of senior HR, Operations and Finance representatives to discuss, implement and develop MSA controls and procedures and review progress.

- Continuing our engagement with our supplier base to ensure awareness of our stance on modern slavery. In the last year we have seen in excess of 350 new and existing suppliers sign up to our core principles on modern slavery and we've recently made further improvements to our method of communicating with our suppliers. At the time of this statement, the majority of product we source is from suppliers who have already signed up to our principles on modern slavery.

- Requirement for new and existing employees to undertake our e-learning training on modern slavery to improve general awareness and understanding of the risks around it. To that end, the vast majority of our employees have already completed the training and we have set further targets over the coming year. Additionally, we are currently designing more specific educational content for key roles who work closely within agricultural networks, to help support improved awareness of modern slavery risks and how to identify and report concerns.

- Updating of our internal modern slavery policy which sets out Agrii's response to the MSA,

including details of current procedures that we have put in place. Our recent enhancements to the policy, amongst other things, highlights the role and duty of each employee to report concerns.

- Ongoing monitoring of potential risks that might appear in our supply chain or with our partners or suppliers. We have made some amendments to the annual process by which we validate the source of our seasonal workers.

The COVID-19 pandemic

We are acutely aware that the COVID-19 pandemic continues to bring an increased risk of modern slavery in some industries and some organisations within the Agricultural sector. We understand that the situation is everchanging and that there could still be further potential impacts on the food sector supply chain. We can confirm that to date, the following information remains the case for our Company:

- Agrii's own recruitment and staffing demand has been unaffected by the pandemic. BREXIT added an additional challenge with some seasonal workers from overseas no longer being available, however we managed to recruit all positions successfully or relied more on existing internal resource.

- Agrii has supported its own employees by being flexible with working hours, working practices, working from home and offering wellbeing advice.

- Agrii chose not to furlough any of its employees and has fully supported both the return to offices when we were able to do so, and more recently supported employees with our current 'work from home' guidance. We have adopted new ways of working where possible, most notably with video calls, conferences and demonstration events in place of in-person meetings.

- All sites and meetings continue to be risk-assessed as required with regular briefings to all employees on COVID-19 controls / measures in place and provision of PPE to protect against COVID-19 risks in workplaces.

- There have been no indications or evidence to suggest that our supply chain has suffered from an increased risk of modern slavery.

- Agrii's payment of suppliers has not suffered as a result of the COVID-19 pandemic with our usual supplier invoices being paid on time and in full.

- We've continued to work with our new and existing suppliers to confirm they understand and accept Agrii's position on modern slavery and sign up to our core principles on modern slavery. We track responses from suppliers, as one key metric, to assist in determining the effectiveness of our efforts to ensure our supply chain is free from modern slavery and human trafficking.

Other existing procedures

As well as the above measures, we will also continue to take the following steps to ensure that we further combat slavery and human trafficking:

- Provide an opportunity for all employees to identify risks anonymously through a (externally provided) whistleblowing process which is detailed on the Company intranet and communicated in our modern slavery policy

- Continue our internal 'risk checks' to ensure that any permanent or seasonal employment (within our 800-900 workforce, based at various sites within the UK including our production facilities) does not contravene our own ethical standards or any legislation or government guidance

- Commit to promptly answer questions posed by our customers (predominantly farmers and growers) in respect of the MSA who wish to know more about our operations and / or our supply chain

- Continue to monitor and review our MSA processes, ensuring that we are also keeping up to date with proposed government amendments to the legislation.

Our supply chains

We are a distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the MSA. However we remain vigilant to all risks, particularly in small- scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Agrii is committed to ensuring our supply chain is free from human rights abuses and modern slavery. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this matter, please contact us by emailing us on: info@agrii.co.uk

Ronan Hughes

Managing Director

Spencer Evans

Chief Operating Officer

Modern Slavery Act Statement – January 2021

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We supply Seed, Fertiliser, Agro-Chemical and a wide range of other products and services to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) Ltd. and United Agri Products Ltd.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is compliant with the Modern Slavery Act (MSA) 2015 and will not accept non-compliance to the act within its operations or those of partners or suppliers. We are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. It remains important that we maintain our vigilance and continually improve our controls and procedures.

Continuous Improvement

We recognise that continuous improvement is important and we closely monitor UK government guidance, updates and requirements. During the period since our last report and despite the COVID-19 pandemic, Agrii UK has put in place a number of actions, including the following:

- Established a MSA Steering group of senior HR, Operations and Finance representatives who meet to discuss, implement and develop MSA controls and procedures and review progress to date.
- Implemented new e-learning training on Modern Slavery for all employees of Agrii to improve general awareness and understanding of the risks.
- Implemented a new, internal Modern Slavery Policy which outlines our response to the MSA Act of 2015, including detail of current procedures that we have in place.

Modern Slavery Act Statement – January 2021

The pandemic

We are acutely aware that the COVID-19 pandemic brought increased risk to Modern Slavery in some industries and some organisations within the Agricultural sector. We understand that the situation is changing rapidly and that there could be potential impacts on the food sector supply chain, with a need to be increasingly agile, adapting to unforeseen shocks (source: UK Parliament). Whilst we continue to monitor indications affecting our industry, we can confirm that to date:

- Agrii's own recruitment and staffing demand has been stable throughout the pandemic.
- Agrii has fully supported its own employees with COVID-19 support, being more flexible with working hours, working practices and working from home, offering wellbeing advice and Agrii chose not to furlough any of its employees. All sites were fully risk-assessed as required with regular briefings to all employees on covid controls / measures in place and provision of PPE to ensure all workplaces are covid-secure.
- There have been no indications or evidence to suggest that our supply chain has suffered from an increased risk of Modern Slavery.
- Agrii's payment of suppliers has not suffered as a result of the COVID-19 pandemic with our usual supplier invoices being paid on time and in full.

Other existing procedures:

- Agrii also gives an opportunity for all employees to identify risks anonymously through it's Whistleblowing process which is detailed on the Company intranet.
- We continue our internal 'risk checks' to ensure that any permanent or seasonal employment (within our 800-900 workforce, based at various sites within the UK including our production facilities) does not contravene our own ethical standards or any legislation or government guidance.
- We will promptly answer questions posed by our customers (predominantly farmers and growers) in respect of the Modern Slavery Act who wish to know more about our operations and / or our supply chain.

Modern Slavery Act Statement – January 2021

Our supply chain

We are a Distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the Modern Slavery Act, however, as a Company, we remain vigilant to all risks, particularly in small-scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Agrii is committed to ensuring our supply chain is free from human rights abuses. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this matter, please contact us by emailing us on: info@agrii.co.uk

Ronan Hughes

Managing Director

Spencer Evans

Chief Financial Officer

Modern Slavery Statement (MSA) (Updated Jan 2020)

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We are in the business of supplying Seed, Fertiliser, Agro Chemical and a wide range of other products to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) Ltd. and United Agri Products Ltd.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is compliant with the Modern Slavery Act 2015 and will not accept non-compliance to the act within its operations or those of partners or suppliers.

We are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. It remains important therefore that we maintain our vigilance and activities, inclusive of those highlighted below. Nevertheless, we also recognise that continuous improvement is important and that a UK government review took place in 2019 which resulted in a number of additional recommendations which we will closely review the output of, in due course. With effect in 2020, Agrii has set up a new quarterly update with key functions to review progress with existing actions, review achievements and further opportunities and any direction from the government.

Our MSA processes

- We require new suppliers, as part of an onboarding process, to read and accept our stance in relation to preventing Modern Slavery.
- We ask new and existing suppliers to complete a new MSA form, which is designed to assess the supplier's understanding of Modern Slavery and also any risks that may be apparent in the supply chain.
- Further to any centralised processes, individual functional leaders are responsible for the compliance of their own set of suppliers helping to achieve a closer understanding of the business operations and risks of suppliers. In 2020, we will be introducing more guidance for internal functions on Modern Slavery prevention in the supply chain, and introducing audits/reporting in respect of supplier compliance.
- 2020 also sees the launch of a new Agrii policy on MSA which brings together all processes and policy principles into one document, review year-on-year developments and document any changes for the year ahead.
- Agrii continues to provide and update information for its employees about the risks, what to look out for, and enables employees to report issues that they identify via it's Whistleblowing process which is detailed on the Company intranet. New starters receive relevant information upon joining the Company, within their induction, to ensure awareness of modern slavery and human trafficking, right from the outset of their employment with us.
- Continuation of our internal 'risk checks' to ensure that any permanent or seasonal employment (for our 800-900 strong workforce, based at various sites within the UK including our production facilities) does not contravene our own ethical standards, or any legislation or government guidance.
- We promptly answer questions posed by our customers (predominantly farmers and growers) in respect of the Modern Slavery Act who wish to know more about our operations and / or our supply chain.

Our supply chain

We are a Distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the Modern Slavery Act, however, as a Company, we remain vigilant to all risks, particularly in small-scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Company procedures

Agrii is committed to ensuring our supply chain is free from human rights abuses. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this issue please contact us by emailing us on: info@agrii.co.uk

Jim Rennie
Managing Director

Ronan Hughes
Managing Director

Spencer Evans
Chief Financial Officer

Date: 31st January 2020

Modern Slavery Statement (2019)

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We are in the business of supplying Seed, Fertiliser, Agro Chemical and a wide range of other products to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) Ltd. and United Agri Products Ltd.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is compliant with the Modern Slavery Act 2015 and will not accept non-compliance to the act within its operations or those of partners or suppliers.

At Agrii, we are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. We continue to remain particularly vigilant within our supply chain and within our network of other partnerships. Our current and ongoing actions include:

- Requiring new suppliers to sign their understanding and acceptance of our stance in relation to preventing Modern Slavery and asking those suppliers to provide assurances to us that they understand the requirements of the act and are ensuring any risks within their business or supply chain are identified and managed.
- Asking existing suppliers to complete our Modern Slavery Questionnaire which helps us seek to understand if there are risks in the supply chain. We internally review responses to those questionnaires to assess risk and we continue to share knowledge and learnings with colleagues within our Group companies.
- The recent introduction of a new process, whereby (and in addition to the central oversight) individual functional leaders will become responsible for the compliance of their own set of suppliers. This is aimed at developing a closer insight by Agrii and its suppliers, in respect of Modern Slavery and Human Trafficking risk.
- Agrii continues to provide and update information for its employees about the risks, what to look out for, and enables employees to report issues that they identify via it's Whistleblowing process which is detailed on the Company intranet. New starters receive relevant information upon joining the Company, within their induction, to ensure awareness of modern slavery and human trafficking.
- Continuation of our internal 'risk checks' to ensure that any permanent or seasonal employment (for our 800-900 strong workforce, based at various sites within the UK including our production facilities) does not contravene the our ethical standards, or any legislation.
- We promptly answer questions posed by our customers (predominantly farmers and growers) in respect of the Modern Slavery Act who wish to know more about our operations and / or our supply chain.

Our supply chain

We are a Distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the Modern Slavery Act, however, as a Company, we remain vigilant to all risks, particularly in small-scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Company procedures

Agrii is committed to ensuring our supply chain is free from human rights abuses. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this issue please contact us by emailing us on: msa.compliance@agrii.co.uk

Regards,

Jim Rennie	Ronan Hughes	Spencer Evans
Managing Director	Managing Director	Chief Financial Officer

Date: 31st January 2019

Modern Slavery Statement

Modern Slavery Statement

Agrii is committed to conducting itself with the highest ethical and legal standards. We ensure that the operations within Agrii and its supply chain meet those standards at all times and are compliant with the Modern Slavery Act 2015.

We are aware that Human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. Government sources report that in 2013, 10% of potential forced labour victims referred to services came from the agriculture sector (Source:https://www.gov.uk/government/publications/modern-slavery-industry-factsheets). For this reason we remain particularly vigilant within our supply chain and within our network of other partnerships.

Our Principles

Agrii complies with the Modern Slavery Act 2015 and will not accept non-compliance to the act within it's operations or those of partners or suppliers.

Agrii makes positive efforts to identify risks and enables employees to report issues that they identify via it's Whistleblowing process.

Agrii is prepared to terminate the relationship with any supplier or partner that does not comply with the Modern Slavery Act 2015.

Our Business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We are in the

business of supplying Seed, Fertiliser, Agro Chemical and a wide range of other products to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) Ltd. and United Agri Products Ltd.

We are a Distributor and our supply chain is global in its reach. We source from manufacturers directly or through intermediaries. Many of our suppliers are large in scale with deemed low-risk of non-compliance to the Modern Slavery Act, however, as a Company we remain vigilant to all risks, particularly in small-scale farms and growers in whose sector there may sometimes be a higher risk of unlicensed manual labour. Our employees remain vigilant to this risk and through the Whistleblowing hotline are able to raise their concerns confidentially and anonymously if they choose to do so.

Company Procedures

This statement is published on our main website and is issued to our suppliers in order to reiterate that the Company will not tolerate non-compliance to the above legislation. We issue a questionnaire to new and existing suppliers which seeks to identify any challenges and non-compliance risks which may need further investigation. We also ask suppliers to submit their public domain Modern Slavery statement to Agrii, as part of our procurement and tendering process.

We actively ask our staff to "Whistle-blow" on any risks that they identify within the course of their work in relation to this issue. A copy of our Whistleblowing policy and helpline can be found **here**. A copy of relevant documentation is issued to new starters upon their joining of the Company to ensure awareness of the Modern Slavery Act, the actions we are taking as a Company and how to escalate any concerns. Every 3 months, an internal team will meet to discuss and review risks identified within completed supplier questionnaires, non-completion of questionnaires by suppliers and any information from employees that has been raised to us directly or anonymously though the Whistleblowing hotline. We will review this statement every 3 months as part of our internal meeting schedule as well as reviewing training needs and new-starter materials.

Agrii is committed to ensuring our supply chain is free from human rights abuses. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further ensure we all work to create a fully risk-free supply chain. If you have any questions regarding this issue please contact us by emailing us on: info@agrii.co.uk