

## Sumi Agro Europe Limited

### Slavery and Human Trafficking Statement for the Financial Year 2023

#### 1. Overview

This statement is made pursuant to Part 6, section 54 of the Modern Slavery Act 2015 (the “**Act**”) and constitutes the slavery and human trafficking statement for the financial year 2023 for Sumi Agro Europe Limited (“**SAE**”) and its subsidiaries (collectively the “**SAE Group**”), a member of the Sumitomo Corporation Group (the “**Group**”), with its headquarters in Tokyo, Japan. The statement is approved by the board of directors of SAE.

The SAE Group is in the business of the marketing and distribution of plant protection products, including agro chemicals, fertilizers, and seeds. The SAE Group is able to provide a powerful platform in the agriculture sector for new product developments, product registration, strong marketing, and reliable logistics. The SAE Group has around 900 employees (on a consolidated basis) with a core operation run through subsidiaries and branch offices in Poland, Hungary, Romania, Czech Republic, Slovakia, Bulgaria, Germany, France, Ukraine and Russia. Suppliers to the SAE Group include various producers mainly from Japan and the European Union.

The Corporate Mission Statement of the Group comprises the “*Management Principles and Activity Guidelines*”, a fundamental and long-standing value paradigm of the Group, derived from over 400 years of history. As expressly declared in the Guidelines, the Group aims to respect the personality of each individual and places prime importance on integrity and sound management.

#### 2. Implementation Steps

Set out below are the measures the SAE Group has implemented to ensure slavery and human trafficking do not take place in the SAE Group’s supply chains or business:

##### *Action Guidelines for Supply Chain Management*

In November 2009, in order to promote sustainability and social wellbeing in accordance with the Group’s values, Sumitomo Corporation Group established the [CSR Action Guidelines for Supply Chain Management](#) (the “**CSR Action Guidelines**”). SAE Group, as a member of the Group, upholds the CSR Action Guidelines by incorporating it into its company rules, and by collaborating with suppliers and business partners to achieve responsible value chain management. Our suppliers and business partners are expected to, amongst other declared principles, “respect human rights and not to be complicit in human rights abuses”, “prevent forced labour, child labour and the payment of unfairly low wages” and “provide employees with safe and healthy work environments.” The CSR Action Guidelines establish overarching principles encompassing our robust commitment to combat slavery and human trafficking in our supply chains. In the event that any breaches of these guidelines are detected within our supply chains, we will actively encourage our suppliers, business partners, contractors, and other relevant stakeholders to address and improve the situation. We will provide them with the necessary support as deemed necessary. However, if no tangible progress is made, we will carefully evaluate whether to maintain our business association with them.

### ***Identification of the Group's Material Issues***

SAE Group's ultimate parent company, Sumitomo Corporation announced the identification of its "Six Material Issues to Achieve Sustainable Growth with Society" in April 2017, a set of social issues that the Group regards as important and should prioritize addressing through its business activities as well as the challenges the Group needs to overcome in creating solutions.

These material issues were defined based on [Sumitomo's Business Philosophy](#), and the [Group's Corporate Mission Statement](#) which is based on this philosophy and represents our fundamental and ultimate value standard. In the Corporate Mission Statement, it clearly states that we respect the personality of each individual and places prime importance on integrity and sound management. Going forward, the Group will position these material issues as a crucial factor in developing business strategies and in the decision-making process for individual businesses.

<Issues that the Group should prioritize addressing through its business activities>

- Achieving harmony with the global environment
- Contributing to the development of local communities and industries
- Establishing a foundation for comfortable and enriching lifestyles
- Providing diverse "Accessibility"

<The challenges the Group needs to overcome in creating solutions>

- Developing human resources and promoting diversity
- Enhancing governance

The SAE Group will continue to help ensure that modern slavery and human trafficking are not taking place in the SAE Group's business or supply chains through enhancing governance.

### ***Active commitment to the UN Global Compact***

In March 2009, the Group declared its support for the ten principles of the UN Global Compact, an international CSR-related initiative sharing similar values to the Group's Corporate Mission Statement. With our participation in the Global Compact, SAE Group, as a member of the Group, has committed itself to seeking out areas of its business activities that can be improved considering the values advocated by the 10 principles. In addition, SAE Group's ultimate parent company, Sumitomo Corporation, actively participates as a Board Member of the Global Compact Network Japan, a local Global Compact network. Through this involvement, Sumitomo Corporation has been provided with insight from specialists on recent global trends and the latest thinking on diverse topics including human rights due diligence. As a result of attending Global Network Japan study groups focused on these themes, Sumitomo Corporation has utilised the knowledge it has gained to further strengthen its own CSR programmes.

### ***SAE Group's Initiatives for 2023***

In addition to the general policy outlined above, the SAE Group has taken the following initiatives in 2023:

1. Holding training sessions with employees regarding the principles to be followed to mitigate the risks of slavery and human trafficking in supply chains and the business, extending to the whole SAE Group, including an interactive seminar hosted by SAE available to employees within the SAE Group addressing the importance of complying with the Act, and making available access to

a web based E-Learning tool regarding Supply Chain Accountability with a focus on tackling Forced Labour and Human Trafficking.

2. Encouraging employees to identify and report potential violations of the CSR Action Guidelines and to report suspicious activities relating to slavery and human trafficking.
3. In order to embody “Reinforcement of Management Bases” in [the Medium-Term Management Plan "Shift 2023" of Sumitomo Corporation](#), as a member of Sumitomo Corporation Group, SAE Group is working on annual review and enhancement of its group governance aiming to improve business quality and corporate value through internal control. Specifically, we have introduced a governance framework and solve issues identified through dialogue with the parent company.
4. The Corporate Enhancement (Basic Elements), encompassing "Respect for Human Rights," "Labour Management, Health, Safety, and the Environment," and "Supplier Management," mandates essential control measures for risk mitigation and a continuous review framework to bolster SC Group's business sustainability and risk protection. This initiative is pivotal in SAE Group's commitment to preventing modern slavery and human trafficking by enhancing governance tailored to business and regional specifics. Encouraging senior management to prioritise compliance including raising awareness of the importance of preventing modern slavery and human trafficking in SAE Group’s business or supply chains and the necessity to comply with the Act through monthly management meetings launched in 2020.
5. Conducting a monthly departmental meeting across the group, including a specific functional meeting led by the Assurance, Governance, Risk, and Insurance (AGRI) department. This meeting is attended by the heads of Risks, Administration, and Finance from various group companies. These meetings aim to further enhance SAE Group's governance and supply chains, ensuring compliance with regulations and laws.

### **3. Continued Commitment**

The SAE Group, as a member of Sumitomo Corporation Group, acknowledges the seriousness of identifying and immediately addressing any incidences of slavery and human trafficking in its supply chains and businesses worldwide, and is fully committed to continuously reviewing and improving its processes going forward

Sumi Agro Europe Limited  
President and CEO



Antoine Meyer

June 28, 2024

## Exhibit

### Sumi Agro Europe Group CSR Action Guidelines for Supply Chain Management

The Sumi Agro Europe Group aims to be a global organization that constantly stays a step ahead in dealing with change, creates new value and contributes broadly to society.

With the integrated corporate strength of Sumi Agro Europe and its local sales and marketing organizations together with Sumitomo Corporation, we are able to provide a powerful platform in the agriculture sector for new product developments, product registration, strong marketing and reliable logistics. This excellent knowledge and experience is combined with long-term relationships with our loyal partners in agriculture, being built on trust and shared values. These values will contribute in helping our farmers to feed the world. The Sumi Agro Europe Group is also committed to the further expansion of its network through direct investment and joint ventures, utilizing this integrated corporate strength.

In order to promote sustainability and social wellbeing in accordance with our above mission, the Sumi Agro Europe Group hereby adopts the Sumitomo Corporation Group CSR Action Guidelines for Supply Chain Management set forth below. With a view to further strengthening global relations, which form one of the foundations of our core competence of integrated corporate strength, we request our suppliers and business partners to kindly accept, understand, and practice these guidelines so that together we can achieve responsible value chain management.

Our suppliers and business partners are expected to:

1. Respect human rights and not to be complicit in human rights abuses
2. Prevent forced labour, child labour and the payment of unfairly low wages
3. Not engage in discriminatory employment practices
4. Respect the rights of employees to associate freely to ensure open and fair negotiations between labour and management
5. Provide employees with safe and healthy work environments
6. Protect the global environment and give due consideration to biodiversity
7. Ensure the quality and safety of products and services
8. Ensure fair business transactions, to abide by all applicable laws, rules and regulations, and to prevent extortion, bribery and all other forms of corrupt business practices
9. Ensure appropriate information security
10. Cooperate with members of local host communities and contribute to sustainable regional development
11. Disclose information regarding the above in a manner both timely and appropriate.

Signature:   
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