ADAMA Modern Slavery and Human Rights Statement 2025

Introduction

This statement is made in accordance with the United Kingdom Modern Slavery Act (2015), the Australian Modern Slavery Act (2018), and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023).

This joint statement provides information on the steps taken by ADAMA LTD group and its Australian, Canadian, and UK entities during the reporting period from January 1, 2025, to December 31, 2025 (financial year 2025).

Unless otherwise specified, references to “ADAMA”, “we”, or “our” refer to ADAMA Ltd and its subsidiaries, including ADAMA Agricultural Solutions UK Ltd, ADAMA Agricultural Solutions Canada and ADAMA Australia Pty Limited, all of which apply and operate to the standards and practices set out below.

Our Business, Operations, and Supply Chain

ADAMA is a leading global crop protection company, *providing practical solutions to farmers worldwide*. Alongside the main business (Weed Control, Disease Control, Insect Control), ADAMA also operates two specialist businesses: Consumer & Professional Solutions and Ingredients & Intermediates. As part of the Syngenta Group, ADAMA operates in dozens of countries, with a workforce of approximately 7,255 employees as of 2025. Our business activities include research and development, manufacturing, formulation, packaging, marketing, and distribution of crop protection products.

ADAMA’s supply chain is global and complex, with significant procurement activities in China, India, and other regions. Our suppliers are primarily chemical manufacturers, a sector that generally requires skilled labour and is considered less vulnerable to modern slavery than some other industries. In the chemical supply chain, despite advanced health and safety prevention practices in chemical production, improper handling of chemicals could still have adverse consequences for humans and the environment.

Governance and Policies

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

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

ADAMA does not use forced, bonded, nor compulsory labor, nor participates in any form of exploitative child labor practices. Subject to applicable law, ADAMA may authorize children at the age of 14-18 to participate in summer work, industrial placement, or internship (but not in hazardous conditions nor during night hours), in compliance with local applicable law and under managerial supervision.

Our commitment to human rights and fair labor is expressed in the Syngenta Group Code of Conduct (principles 22-24).

ADAMA recognizes that the impact on human rights goes beyond direct operations and expects third parties to conduct business legally and ethically. Our Supplier Code of Conduct forms an integral and binding part of our contractual relationships with suppliers. It focuses on fair labour practices, including the prohibition of forced, bonded, or compulsory labour, exploitative child labour, and discrimination. These requirements are integrated into the supplier contracts.

Our Sustainable Procurement Policy governs how we work with suppliers, and commits ADAMA to sourcing responsibly and in line with high environmental, social and ethical standards, including the protection of labour and human rights. Global HSE and Procurement managers provide and periodically update the policy, while regional procurement ensures that supplier evaluations comply with the policy and escalates any significant non-conformance. Together, these measures promote fair working conditions and embed ethical practices across our supply chain.

Measures to address the risk

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

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

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

Training and Awareness

Every year, all ADAMA employees are required to confirm their commitment to the Code of Conduct. The Code of Conduct is available in multiple languages and is reinforced through mandatory training for all employees, both online and face-to-face. Also, all new joiners (permanent employees) are required to complete the compliance onboarding training, including an e-learning module on the Code of Conduct. In 2025, 100 percent of ADAMA employees submitted their Code of Conduct commitment

Training is also provided to employees involved in procurement and supply chain management, focusing on ethical sourcing and the identification of modern slavery risks.

Grievance Mechanisms and Remediation

ADAMA operates a global, confidential reporting helpline available 24/7 in various languages. This system allows employees, suppliers, and external third parties to report concerns about modern slavery or other ethical issues anonymously. All reports are investigated by an independent third party, and appropriate corrective actions are taken where necessary. ADAMA's policy ensures that all reports are treated confidentially and without fear of retaliation.

Measuring effectiveness

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

In 2025, we expanded our human rights due diligence gap assessment by broadening the focus on child labor and forced labor to encompass human rights more comprehensively with the aim of identifying gaps in our supply chain policies and processes, as well as potential areas for improvement. We have developed an action plan to strengthen our due diligence processes

AdAMA will take positive action within our procurement division to highlight the issue of modern slavery and to ensure that our suppliers understand that adherence to fair labor conditions is a key part of supplier approval. A system for auditing suppliers will be introduced.

External disclosures

We share data and performance information about these programs publicly in ADAMA ESG Report 2025, which together with our previous ESG Reports can be found on the ADAMA website.

Consultation and Approval

This joint Modern Slavery Statement is submitted by ADAMA Agricultural Solutions UK Ltd, ADAMA Agricultural Solutions Canada and ADAMA Australia Pty Limited. It will be published on the ADAMA global and local websites and submitted to the appropriate national registers as required by law.

ADAMA Agricultural Solutions UK Ltd

This joint Statement was approved by the board of ADAMA Agricultural Solutions UK Ltd:

Andreas Schumacher
_____
Andreas Schumacher
Director
Date: Jun 2, 2026

ADAMA Agricultural Solutions Canada

This joint Statement was approved by the board of ADAMA Agricultural Solutions Canada:

_____
Cornie Thiessen
Director
Date: Jun 3, 2026

Australia Pty Limited

This joint Statement was approved by the board of ADAMA Australia Pty Limited:

_____
Steven Scott
Director
Date: Jun 3, 2026