

HEALTH, SAFETY & WELLBEING PERFORMANCE SUMMARY



“Creating a culture where everyone goes home safe and well every day.”

At Agrii, the health, safety and wellbeing of our people, customers, contractors and communities remains a fundamental priority.

During 2025-26, we continued to strengthen our safety culture, invest in innovative risk management solutions and deliver measurable improvements across our operations. Our approach is guided by the belief that everyone should go home safe and well every day.

A Year of Strong Performance

Throughout the year, we continued to embed our Health, Safety & Wellbeing Strategy, successfully completing 26 of 31 strategic improvement initiatives with the remaining in progress; these will be carried forward into the next phase of our programme.

Key achievements during the year include:

	191	Health & safety improvement actions completed.
	887	Internal workplace inspections and audits undertaken.
	42	Senior manager safety assurance visits carried out.
	3	New lifesaving rule documents (forklifts, mobile plant, driving) launched with supporting resources.
	7	Senior leaders attended the Origin Group H&S Leadership Programme (5 month programme).
	12	Monthly safety awareness campaigns delivered on relevant and seasonal topics.
	3	Colleagues recognised through our internal Values in Practice awards for outstanding contributions to health, safety and wellbeing.

Leading Indicators Demonstrate Strong Safety Culture

Agrii places significant emphasis on proactive measures that help prevent incidents before they occur. During 2025-26 we recorded:

Indicator	Target	Result
Hazard reports identified and resolved	>150	222
Near miss reports	>50	57
Positive safety observations	>25	46
Action closure indicator*	<20	6

*Calculated as sum of, total overdue actions + total overdue high priority actions + total actions overdue by 6 months or more.

These results exceed our internal targets and demonstrate a positive reporting culture where employees feel empowered to identify risks, raise concerns and contribute ideas for improvement.

In our annual employee survey:

- + 93% of colleagues believe health and safety is a priority for Agrii.
- + 98% understand their health and safety responsibilities.
- + 90% believe positive action will be taken when they raise a safety concern.

Delivering Continuous Risk Reduction

A major focus throughout the year has been investing in practical solutions that reduce risk and improve operational safety and employee wellbeing. Some examples of this include:

Farm Saved Seed Safety Innovations

Our Farm Saved Seed operation introduced several new safety improvements, including:

- + Clearly defined exclusion-zone barriers around operating equipment.
- + Enhanced customer-site safety procedures.
- + NAAC safety messaging incorporated into seed packaging to promote awareness throughout the agricultural supply chain. 'You are vital to UK agriculture. Stay safe!'

These initiatives help protect both employees and customers while supporting safer working environments across UK agriculture.

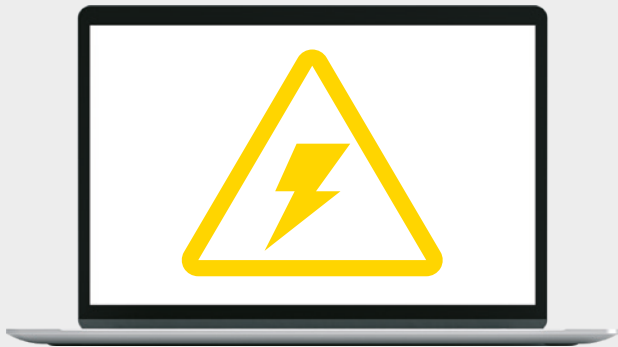


Digital Safety Management

Agrii continues to benefit from investment in the EcoOnline health and safety platform, which provides:

- + Real-time hazard and incident reporting.
- + Contractor management controls.
- + Permit-to-work management.
- + Chemical safety and COSHH management.
- + Improved access to safety information for both employees and customers.

The system helps deliver greater visibility of risk and supports consistent safety standards across the business.



Driving Safety Excellence

Occupational driving remains one of our most significant operational risks. During the year we strengthened driver safety arrangements through:

- + Introduction of Origin Group Driving Lifesaving Rules.
- + Enhanced vehicle safety technology.
- + Improved driver medical assessment programmes.
- + Launch of a "Fit to Drive" self-assessment campaign supporting driver wellbeing and decision making before travel begins.

Investing in Training and Competence

Ensuring colleagues have the skills and knowledge to work safely remains a key priority. This year:

- + 134 new employees completed health and safety inductions with the H&S team.
- + 126 trained first aiders supported our workplaces.
- + 52 employees completed novice or refresher forklift truck training.
- + 23 employees completed ATV training.
- + 76 car drivers received practical in-vehicle driver coaching.

We also continued developing internal training resources, including new video-based safety learning tools focused on high-risk activities. Each site also provides a regular programme of toolbox talk style training to ensure safety awareness remains high on the agenda.

Driving Today?
Take a minute...

Sleep	Health	Emotion
Less than 5 hours sleep? If you slept less than 5 hours last night you are 4x likely to crash than if you had over 7 hours sleep. Sleeping just 4-5 hours a night for a week impairs driving performance to the same extent as being over the legal alcohol limit.	Uncontrolled health condition? Feeling under the weather? Constant fatigue? Taking medication that makes you drowsy? When did you stop drinking last night? Are you certain you are within the legal limit?	Having a tough day? Feeling angry, frustrated? Overwhelmed? Don't take it on to the road. Location, time pressure, stress, road congestion... all have a known detrimental effect on the mental health of drivers.
Between 5 and 7 hours sleep? 1 in 5 collisions are caused by tiredness. Tiredness impairs judgement and slows reaction times. Prioritise your sleep!	Fluid intake below 2.5 litres a day (or 2 litres for women)? Being hydrated is important for your physical health and mental performance. Have some muscle tension, mild headache, low energy?	Feeling a bit irritable, impatient? Struggling with forgetfulness?
7 or more hours sleep? Keep up the sleep! Remain vigilant for periods of sleepiness during the day.	Healthy, hydrated, well fed, full of energy and ready to take on whatever comes your way?	Feeling calm, in control and in a good place? Feeling able to take things in your stride?

1 or more Red
STOP - are you safe?
Talk to your manager / supervisor before you drive today.

Mostly Amber
Proceed & Drive
Can you change anything to make your day better for the whole safety?
Consider discussing potential changes with your manager / supervisor and / or HR.

Mostly Green
GO - enjoy your day.
Keep checking in with yourself in case of any changes throughout the day.



Supporting Health and Wellbeing

Health and wellbeing remain integral to our safety strategy.

Our support framework includes:

- + A network of trained internal Wellbeing Support Advisers.
- + Employee Assistance Programme (EAP) services.
- + Mental wellbeing support through the Thrive platform.
- + Healthcare support via Health Shield and Spectrum Life.
- + Dedicated menopause and neurodiversity support resources and forum.
- + A year-round programme of wellbeing awareness campaigns and activities.



We also have an internal assessment programme for work-related stress and appropriate remedial actions.

Our workplace stress assessment for this year demonstrated continued improvement across key wellbeing factors, reflecting ongoing investment in employee support and engagement.

Independent Assurance and Compliance

Internal and external assurance remains an important part of our governance framework. During the year:

- + 92% of depots were audited internally for health and safety arrangements.
- + All of our active Farm Saved Seed mobiles had a health and safety inspection whilst operating on customer farms.
- + We exceeded our score improvement target in the annual Origin Group-wide health & safety audit programme.
- + Our crop protection and fertiliser storage facilities successfully completed industry assurance inspections (BASIS & FIAS).
- + There were no health and safety enforcement notices or prosecutions raised against Agrii.



Looking Ahead

In 2026-27, we will continue to build on these strong foundations by:

- + Continuing to strengthen leadership engagement in health and safety.
- + Expanding data-driven risk management tools.
- + Further developing training and competence frameworks.
- + Increasing collaboration across the wider Origin Group.
- + Continuing to share health, safety and wellbeing best practice with customers and industry partners.



Through innovation, engagement and continuous improvement, Agrii remains committed to creating a culture where health, safety and wellbeing are embedded in everything we do.