

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
Managing Director

Ronan Hughes
Managing Director



Spencer Evans
Chief Financial Officer

Date: 31st January 2019



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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 its operations or those of partners or suppliers.

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

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

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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 through 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