



YARA UK LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT

For the financial year ending 31 December 2019

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that we are taking to reduce the risk of slavery and human trafficking occurring within our organisation and its supply chains.

Yara UK Limited is committed to respecting human rights and employees' rights. As a Group, Yara supports the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, and the conventions of the International Labor Organization (ILO). We expect that our core values will also be applied by our business partners, including suppliers and contractors.

## **OUR BUSINESS AND SUPPLY CHAINS**

Yara UK Limited is a manufacturer and distributor of nitrogen and other nutrient based fertilisers, nitrogen based industrial products and also provides analytical and consultancy services for the agricultural market. We are part of the Yara Group and our ultimate parent company is Yara International ASA, which is listed on the Oslo Stock Exchange.

We predominantly source materials from affiliated companies in Europe but also use third party suppliers from across the globe as necessary. We operate within the UK and Republic of Ireland, working closely with distributors and customers. In our capacity as a manufacturer, we also export finished goods to affiliated companies and third-party customers across the world.

Further details about Yara can be found at [www.yara.co.uk](http://www.yara.co.uk) and [www.yara.com](http://www.yara.com)

## **OUR POLICIES AND VALUES**

The Yara Code of Conduct expressly prohibits forced labour and child labour and there is an expectation that employees maintain high awareness on relevant human rights risks in our own operations and those of our business partners. We are committed to ensuring that there is transparency in our business and employees are encouraged to raise any concerns they may have without delay. Yara has extensive reporting channels to raise concerns, including an ethics Hotline, and website and intranet communication tools. Any matters raised by our employees or communities and stakeholders will be dealt with promptly to address any modern slavery and human trafficking exposures that might be identified in our supply chains.

We recognise that our business partners, including suppliers, distributors, agents, resellers, and joint venture partners, make important contributions to Yara's success. We aim to develop relationships with business partners who share our corporate values and conduct business in an ethical manner. Accordingly, Yara has developed a Code of Conduct for Business Partners, which sets out the expectations that we have for third parties. Forced labour and child labour are expressly prohibited. Failure to comply with the principles of the Code of Conduct for Business Partners may result in discontinuance of business relationships. Yara UK Limited's standard conditions of purchase and sale specifically require suppliers and customers to comply with the Code of Conduct for Business Partners, in addition to obliging suppliers and customers to comply with all applicable laws, especially those dealing with human rights.

## **INTEGRITY DUE DILIGENCE (IDD) PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We assess all potential business partners for a number of IDD risk factors prior to entering into any transactions or agreements, including:

- suppliers in high risk countries;

- types of goods or services supplied;
- strategically important suppliers; and
- known integrity risks/red flags (customers included).

All employees as appropriate, especially those with purchasing responsibilities, are required to familiarise themselves with the IDD procedure.

We adopt a risk-based approach to identify and mitigate modern slavery and human trafficking risks and have put in place processes to:

- identify and assess potential risk areas in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- mitigate the risk of modern slavery and human trafficking occurring in our business and supply chains (through appropriate due diligence processes, policies and training); and
- encourage the reporting of concerns and the protection of whistle blowers.

## TRAINING

Employees are required to complete e-learning programmes on ethical business conduct, which incorporates modern slavery issues. Targeted training on customer and supplier due diligence is also provided to appropriate personnel.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Yara International ASA has established a dedicated ethics and compliance team to address at a group-wide level, inter alia, the identification of modern slavery and human trafficking risks. The team aims to develop and promote appropriate measures to help us ascertain our effectiveness in ensuring that modern slavery and human trafficking is not taking place in our business or supply chains.

We review the effectiveness of the measures we take in seeking to ensure that there is no modern slavery or human trafficking in our supply chains and use this to inform the development of our procedures and best practices.

This Modern Slavery Statement was approved by the Board of Directors on 8 July 2020

Signed .....

Charles Spenser Grey, Director

Yara UK Limited

Date

14 July 2020