



A GrainCorp business

Saxon Agriculture Company Modern Slavery and Human Trafficking Statement

- Slavery and human trafficking are abuses of a person's freedoms and rights. They are however a growing issue across the world, in every region and every economy. We recognise that we have a responsibility to prevent modern slavery and human trafficking both within our business and our supply chain. We are committed to making a positive contribution to society by developing and implementing business practices that allow us to deliver financial success whilst conducting our business strategy and operations in a responsible manner.
- Saxon Agriculture is committed to implementing responsible sourcing principles and assessment across our supply chain. We expect each employee and supplier to conduct all activities with integrity and according to the letter, spirit and intent of all applicable laws.
- We are committed to fostering open and inclusive workplaces that are based upon recognized workplace human rights, where all employees and partners are valued, engaged and respected in line with our corporate values.
- This statement is in response to the United Kingdom's Modern Slavery Act 2015 and outlines our approach to managing the risks of modern slavery and human trafficking. The statement applies to Saxon Agriculture and all of our business units and other entities in which we hold a majority interest. Saxon Agriculture encourages our business partners to uphold these principles and to adopt similar approaches within their businesses.

Saxon Agriculture

- Saxon Agriculture is a seed and grain merchant specialising in the supply and contract production of seed, merchanting and trading of cereals, oilseed rape and pulses in the UK and international markets. Saxon Agriculture has in-house teams managing quality assurance, compliance and supply chain planning and freight.

Our Approach

- Saxon Agriculture is committed to implementing responsible sourcing principles into its supplier assessment procedures and supplier agreements. We have standards that we expect of suppliers and from those we procure and we examine a supplier's policies and guidelines concerning business conduct, working conditions, employment, child labour, wages and hours, diversity, freedom of association and environment.
- Our employment principles are guided by international human rights standards, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact. They are also consistent with our shared values.

Due Diligence & Risk Identification

- Saxon Agriculture carries out a compliance and due diligence audit on any new operation or company that it acquires, to ensure that such entity is acting in compliance with Saxon Agriculture's policies.



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- Saxon Agriculture regularly performs reviews and scrutinises potential risks in order to facilitate the early detection of sustainability risks in the supply chain.
- If supplier practices do not meet our standards (discovered through audit or otherwise), we will in the first instance work with suppliers to achieve compliance or in some cases terminate our relationship with them. Suppliers not adhering to our minimum requirements may be prohibited from future use.

Employee Engagement and Training

- Saxon Agriculture makes its employees aware of all of its policies and procedures including this statement or the policies referred to in it.
- Saxon Agriculture is committed to providing both online and face to face training to its staff, on the risks of modern slavery within Saxon Agriculture supply chain.
- Saxon Agriculture expects each employee, officer and member of the board of directors to conduct all activities related to, or reflecting on, the Saxon Agriculture business with integrity and according to the letter, spirit and intent of all applicable laws.
- We also operate a whistleblowing policy, aimed at our employees, which encourages staff to report any wrongdoing, including human rights violations such as modern slavery or human trafficking. Any reports of this nature will be fully investigated and appropriate remedial actions taken.
- For our employees, failure to comply with applicable standards may result in disciplinary action which could result in their immediate suspension or the termination of their employment.

Reporting

- Our employees have access to procedures for training, reporting and whistleblowing. This allows employees to ask a question or raise a concern in a confidential and/or anonymous way.
- All reports are recorded, and themes are tracked and monitored.

Approved by the board and signed on its behalf by:

Reid Doyle
Saxon Agriculture Limited
UK Trading Director

30 September 2020