

Sumi Agro Europe Limited

Slavery and Human Trafficking Statement for the Financial Year 2016

1. Overview

This statement is made pursuant to Part 6, section 54 of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year 2015-2016 for Sumi Agro Europe Limited (“SAE”) and its subsidiaries (collectively the “SAE Group”), a member of the Sumitomo Corporation Group (the “Group”), with its headquarters in Tokyo, Japan. The statement is approved by the board of directors of SAE.

The SAE Group is in the business of the marketing and distribution of plant protection products, including agro chemicals, fertilizers, and seeds. The SAE Group is able to provide a powerful platform in the agriculture sector for new product developments, product registration, strong marketing and reliable logistics. The SAE Group has over 500 employees (on a consolidated basis) with a core operation run through subsidiaries and branch offices in Poland, Hungary, Romania, Czech Republic, Slovakia, Bulgaria, Germany, France, Ukraine and Russia. Suppliers to the SAE Group include various producers mainly from Japan and the European Union.

The Corporate Mission Statement of the Group comprises the “*Management Principles and Activity Guidelines*”, a fundamental and long-standing value paradigm of the Group, derived from over 400 years of history. As expressly declared in the Guidelines, the Group aims to respect the personality of each individual and places prime importance on integrity and sound management.

2. Implementation Steps

Set out below are the measures the SAE Group has implemented to ensure slavery and human trafficking do not take place in the SAE Group’s supply chains or business:

Action Guidelines for Supply Chain Management

In November 2009, in order to promote sustainability and social wellbeing in accordance with the Group’s values, the Group established the “*CSR Action Guidelines for Supply Chain Management*” (the “**CSR Action Guidelines**”). SAE Group, as a member of the Group, upholds the CSR Action Guidelines by working together with suppliers and business partners to achieve responsible value chain management. Our suppliers and business partners are expected to, amongst other declared principles, “respect human rights and not to be complicit in human rights abuses”, “prevent forced labor, child labor and the payment of unfairly low wages” and “provide employees with safe and healthy work environments.” The CSR Action Guidelines establish overarching principles encompassing our robust commitment to combat slavery and human trafficking in our supply chains.

Active commitment to the UN Global Compact

In March 2009, the Group declared its support for the 10 principles of the UN Global Compact, an international CSR-related initiative sharing similar values to the Group’s Corporate Mission Statement. With our participation in the Global Compact, SAE Group, as a member of the Group, has committed itself to seeking out areas of its business activities that can be improved in light of the values advocated by the 10 principles. In addition, SAE Group’s ultimate parent company, Sumitomo Corporation, actively participates as a Board Member of the Global Compact Network Japan, a local Global Compact network. Through this involvement, Sumitomo Corporation has been provided with insight from specialists on recent global trends and the latest thinking on diverse topics including human rights due diligence. As a

result of attending Global Network Japan study groups focused on these themes, Sumitomo Corporation has utilised the knowledge it has gained to further strengthen its own CSR programmes.

SAE Group's Initiatives for 2016

In addition to the general policy outlined above, the SAE Group has taken the following initiatives in 2016:

1. Adopting the CSR Action Guidelines as an official "SAE Group Rule" in the form attached hereto as Exhibit to reinforce the awareness to the CSR Action Guideline among the SAE Group Employees
2. Requesting all suppliers to acknowledge and confirm that the products supplied to the SAE Group are produced in compliance with the CSR Action Guidelines.
3. Holding training sessions with employees regarding the principles to be followed to mitigate the risks of slavery and human trafficking in supply chains and the business.
4. Encouraging employees to identify and report potential violations of the CSR Action Guidelines and to report suspicious activities relating to slavery and human trafficking.

3. Continued Commitment

The SAE Group, as a member of Sumitomo Corporation Group, acknowledges the seriousness of identifying and immediately addressing any incidences of slavery and human trafficking in its supply chains and businesses worldwide, and is fully committed to continuously reviewing and improving its processes going forward

Sumi Agro Europe Limited
President and CEO



Włodzimierz Wleklík

October 28th, 2016

Sumi Agro Europe Group CSR Action Guidelines for Supply Chain Management

The Sumi Agro Europe Group aims to be a global organization that constantly stays a step ahead in dealing with change, creates new value and contributes broadly to society

With the integrated corporate strength of Sumi Agro Europe and its local sales and marketing organizations together with Sumitomo Corporation, we are able to provide a powerful platform in the agriculture sector for new product developments, product registration, strong marketing and reliable logistics. This excellent knowledge and experience is combined with long-term relationships with our loyal partners in agriculture, being built on trust and shared values. These values will contribute in helping our farmers to feed the world. The Sumi Agro Europe Group is also committed to the further expansion of its network through direct investment and joint ventures, utilizing this integrated corporate strength.

In order to promote sustainability and social wellbeing in accordance with our above mission, the Sumi Agro Europe Group hereby adopts the Sumitomo Corporation Group CSR Action Guidelines for Supply Chain Management set forth below. With a view to further strengthening global relations, which form one of the foundations of our core competence of integrated corporate strength, we request our suppliers and business partners to kindly accept, understand, and practice these guidelines so that together we can achieve responsible value chain management

Our suppliers and business partners are expected to:

1. Respect human rights and not to be complicit in human rights abuses
2. Prevent forced labor, child labor and the payment of unfairly low wages
3. Not engage in discriminatory employment practices
4. Respect the rights of employees to associate freely in order to ensure open and fair negotiations between labor and management
5. Provide employees with safe and healthy work environments
6. Protect the global environment and give due consideration to biodiversity
7. Ensure the quality and safety of products and services
8. Ensure fair business transactions, to abide by all applicable laws, rules and regulations, and to prevent extortion, bribery and all other forms of corrupt business practices
9. Ensure appropriate information security
10. Cooperate with members of local host communities and contribute to sustainable regional development
11. Disclose information regarding the above in a manner both timely and appropriate.