



YARA UK LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT

For the financial year ending 31 December 2020

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, the Voluntary Principles on Security and Human Rights and the core conventions of the International Labor Organization (ILO). As a signatory to the United Nations Global Compact, Yara is firmly committed to its ten core principles, which cover human rights, labor rights, environment and anti-corruption. Supporting the UN Guiding Principles on Business and Human Rights means we aim to closely monitor our potential human rights impacts, preventing, mitigating and remediating those we are causing or contributing to, and seeking to prevent and mitigate impacts we may be linked to. 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 and www.yara.com

OUR POLICIES AND VALUES

The Yara Code of Conduct applies to all Yara employees, whether full-time, part-time, permanent or temporary. It expressly prohibits forced labour, child labour and human trafficking and there is an expectation that employees maintain a strong 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. Yara has extensive reporting channels to raise concerns, including an Ethics Hotline, and website and intranet communication tools. Employees and business partners are expected to raise any concerns without delay. Any matters raised by our employees or 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; the Code of Conduct for Business Partners addresses internationally recognised and endorsed standards in key areas such as international human rights, business ethics and labour conditions. Yara expects its business partners to uphold similar standards and for each of these to require the same from its own set of business partners, especially those that conduct business for Yara. Our default position is that the Code of Conduct for Yara's Business Partners should be referenced in all material contracts. 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. Failure to comply with the principles of the Code of Conduct for Business Partners may result in discontinuance of business relationships.

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

Human rights considerations are a core element of our Group compliance programme and risk management processes and we are committed to monitoring our potential human rights impacts, preventing, mitigating and remediating those we are causing or contributing to, and seeking to prevent and mitigate impacts we may be linked to. We aim continuously to improve our work in this area.

A global human rights risk assessment is updated annually and ranks the countries where Yara operates in terms of human rights risk exposure. This helps guide Group focus on targeted human rights impact assessments (HRIAs) which are an integral part of meeting our due diligence obligations. HRIAs are performed by independent external subject matter experts in locations where our operations have the highest impact on human rights, and where our leverage to remedy is considered highest. All high and medium-risk countries are monitored through the compliance programme and specific action plans are developed from the HRIAs to mitigate identified impacts, with mitigating actions remaining a local management responsibility. The Group's Ethics and Compliance department monitors implementation and reports on progress.

Yara has an Integrity Due Diligence (IDD) procedure, which requires an initial assessment of all potential new business partners, to determine whether they fall into one of Yara's pre-defined risk categories. The IDD aims to identify, among other things, actual or potential risks related to corruption or human rights. If one or more risk factors are present, the business partner is required to complete a self-assessment and declaration covering key business information and compliance across many risk areas, such as anti-corruption and integrity; assessment of suppliers and partners; human resources, human rights and labor rights; health and safety and the environment. All employees as appropriate, especially those with purchasing responsibilities, are required to familiarise themselves with the IDD procedure.

In addition to the standard IDD procedures, supplier audits are conducted from time to time to identify and monitor human rights risks in the Group's supply chain. Specific audits are initiated in sectors where risks have been identified through the IDD process or risk assessments. Work on further mapping of human rights impacts and risks in the Group's value chain, and on implementing human rights considerations in our supplier management process will continue in 2021.

Compliance requirements, particularly related to anti-corruption and human rights, are integral to the part of the decision-making process for the assignment of capital for all of Yara's major investment activities. Yara's Capital Value Process includes clear compliance requirements for all projects covered by the policy, including due diligence activities and verification by the Ethics and Compliance department.

TRAINING

Training and communication are key elements of Yara's Ethics and Compliance Program, which includes:

- The Ethics intranet pages with clear, practical guidance for all Yara employees
- Mandatory Code of Conduct e-learning
- E-learning courses on several topics of the Code of Conduct, including a mandatory course on competition law

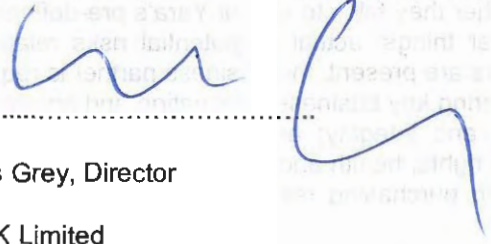
- An interactive, face-to-face training programme covering ethics and compliance-related matters, including human rights as a distinct topic.
 - Mandatory Ethics and Compliance introduction as part of the human resources onboarding
 - Guidance sheets, newsletters and manuals on all topics covered by the Code of Conduct
- As discussed above, 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, child labour 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 annually as part of Yara's business plan and use this to inform the development of our procedures and best practices. In addition, an annual review of key policies is performed by Yara's Ethics and Compliance department and updates made as needed.

This Modern Slavery Statement was approved by the Board of Directors on 7 July 2021

Signed


Charles Grey, Director

Yara UK Limited

Date 7 July 2021