



YARA UK LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is the Yara UK Limited modern slavery and human trafficking statement pursuant to section 54 of the Modern Slavery Act 2015. It has been approved by the Board of Directors of Yara UK Limited.

We are strongly committed to human rights and employees' rights and are supportive of the UK Government's objective of eradicating modern slavery and human trafficking, and we will play our part in the furtherance of this objective. We expect the same from all our business partners, including our suppliers and contractors.

This statement describes the steps we have already taken and propose to take going forward to help ensure modern slavery and human trafficking does not occur in our supply chain or business. We intend to build on our policy and processes in the coming years as we work to deliver on our commitment and implement the steps described below.

ORGANISATION STRUCTURE

We are a wholly owned subsidiary of Fertilizer Holdings AS and our ultimate parent company is Yara International ASA.

Further details can be found at www.yara.co.uk and www.yara.com

OUR BUSINESS

Yara UK Limited operates within the UK and Ireland and our business comprises:

- the distribution of solid nitrogen and compound fertilisers;
- the manufacture and distribution of liquid fertilisers and plant nutritional products;
- the provision of analytical and consultancy services;
- the distribution of water septicity control products;
- the distribution of AdBlue for treatment of emissions in HGV diesel engines; and
- the manufacture of Ammonia.

OUR SUPPLY CHAIN

Yara's supply chain organisation is responsible for the execution of all of our supply chain activities. This includes planning and optimization of finished products, procurement, governance and processes, transport and IT.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensuring that there is transparency in our own business and to tackling any modern slavery and human trafficking that may at any time be identified in our supply chains. We expect the same standards from our suppliers and contractors.

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

We assess all potential Business Partners for the following IDD risk factors prior to entering into any transactions or agreements:

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

All employees, especially those with purchasing responsibilities, are asked to familiarise themselves with the procedure.

We expect all of our Business Partners to comply with our Code of Conduct.

In order to identify and mitigate modern slavery and human trafficking risks, we adopt a risk-based approach 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; and
- encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

TRAINING


To ensure that our staff understand and can identify any potential modern slavery and human trafficking risks in our supply chains and business, we will develop and provide appropriate training, with targeted training for personnel in procurement and/or with responsibility for supply chain management.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Yara International ASA has established a dedicated team to address at a group-wide level, among other things, the identification of modern slavery and human trafficking risks and to ensure that appropriate measures are in place, or introduced.

The team will aim 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 will review from time to time 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 we will use this to inform the development of our procedures and best practices.

Signed 

Charles Spenser Grey
Director
Yara UK Limited

Date 4 August 2016