

Modern Slavery Act Statement – January 2026

Our business

As a leading provider of agronomy services, technology and strategic advice, Agrii combines excellence and innovation with the latest research and development to ensure our customers can meet today's farming challenges with the highest degree of knowledge and confidence. We supply seed, fertiliser, agri-chemical and a wide range of other products and services to our customers, as well as the provision of farming advice. Agrii is the trading name of Masstock Arable (UK) limited and United Agri Products limited, both of which are wholly owned subsidiaries of Origin Enterprises PLC.

Our ethical standards

Agrii is committed to conducting itself with the highest ethical and legal standards, ensuring that the operations within Agrii and its supply chain meet those standards at all times. Agrii is committed to ensure that it is compliant with the Modern Slavery Act 2015 ("MSA") and will not accept non-compliance with the MSA within its own operations or those of partners or suppliers. We are aware that human traffickers and illegal/unlicensed gang-masters target a range of industries including those involved in the agricultural sector. It remains important that we maintain our vigilance and continually improve our controls and procedures.

Continuous Improvement

We recognise that risk assessment, management oversight and continuous improvement are important, and we closely monitor UK government guidance, updates and requirements, seeking advisor input as appropriate. Agrii continues to review and improve upon its actions and due diligence measures, including, but not limited to, the following:

- Improving upon our internal 'labour supplier/agency risk checks' to ensure that any permanent or seasonal employees (within our 800-900 workforce, based at various sites in the UK, including our production facilities) are sourced in compliance with UK law and in a way that helps minimise Modern Slavery risk. This is done with the understanding that human traffickers and gang masters operate in the UK, disguising themselves as labour providers / labour agencies. In 2025 we increased our vetting of agencies used for the supply of temporary labour, with the introduction of a 'due diligence checklist' including but not limited to bank details verification, companies house checks, website checks, reference checks where available and a telephone supplier screening / verbal confirmation of services provided.
- Enhancement of our internal systems and processes to track and monitor supplier compliance with our Modern Slavery Act principles. As part of this development, we have better reporting through a recently implemented IT system which records the date of acceptance by the supplier that it will adhere to our MSA principles which appear in Agrii's supplier welcome pack and

onboarding process.

- 100% of our newly onboarded suppliers in 2025 (207 suppliers) have all confirmed they will adhere to Agrii's "Supplier Modern Slavery Act Compliance Statement" which requires new suppliers to confirm their adherence to a number of key principles relating to their own operations including their own supply chains, in respect of the prevention of Modern Slavery.
- The majority of product we source already comes from suppliers who have agreed to our principles and requirements in respect of prevention of modern slavery, however we continue to focus on direct engagement with those who have yet to provide this confirmation.

Other existing procedures:

As well as the above measures, we will also continue to take the following steps to ensure that we further combat slavery and human trafficking:

- Continue to monitor and review our MSA processes, ensuring that we are also keeping up to date with proposed government amendments to the legislation, including sourcing external legal advice where appropriate to do so.
- Operation of a MSA steering group comprised of senior HR, Operations, Procurement and Finance representatives to discuss, implement and develop MSA controls and procedures and review progress.
- Commit to promptly answering questions posed by our customers (predominantly farmers and growers) in respect of the MSA who wish to know more about our operations and / or our supply chain.
- Provide an opportunity for all employees to identify risks anonymously through a whistleblowing process which is detailed on the Company intranet and communicated in our modern slavery policy.
- Communicating to all employees our 'Behaviour Charter' which is complementary to Agrii's existing Code of Conduct for employees and recurrent training and guidance to help spot and report human rights abuses/slavery. Collectively these policies and guides reiterate our commitments to our own people, the communities in which we work and to the environment as well as making clear our commitment to human rights abuses/slavery prevention.
- Requiring Agrii suppliers to acknowledge, accept and adhere to the "Supplier Code of Conduct" which covers a number of areas consistent with the general context of the Modern Slavery Act 2015, but with specific focus on: people & labour; business ethics & compliance; and health, safety and the environment.
- Annual communication to all employees reiterating the need for vigilance with respect to modern slavery, alongside the sharing of links to current Agrii guidance and policy. Links to mandatory Modern Slavery e-learning training (to be completed for all new starters and regular re-completion

for existing employees) are also shared as part of the annual communication and training completion levels are closely monitored, with reminders and stepped escalation where an individual has not completed the training within the designated period.

- Annual internal risk assessments performed by our own managers within those departments with seasonal labour needs. Facilitated by HR, these internal risk assessments assess where labour is sourced from and ensure that the approved Procurement process has been followed in relation to the usage of external parties.

Our supply chains

We are a distributor and our supply chain is global in its reach, with supply inputs predominantly from Europe, with the rest from UK, China and Taiwan. We source from manufacturers directly or through intermediaries, many of whom are large multinational organisations. However, we remain vigilant to all risks, particularly in small-scale suppliers such as farms and growers in whose sector there may sometimes be a higher risk of unlicensed, seasonal manual labour.

Agrii is committed to ensuring our supply chain is free from human rights abuses and modern slavery. We actively welcome comments and suggestions from anyone within our supply chain about how we can improve our operations or further reduce risks in our supply chain. If you have any questions regarding this matter, please contact us by emailing us on: info@agrii.co.uk



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