



Nufarm Code of Conduct

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PART 1: INTRODUCTION

Company overview

Nufarm Limited (“Nufarm”) is one of the world's leading global crop protection and seed companies.

Our Mission: to Grow a better tomorrow®

Our Vision: to be known for providing our end-use customers with innovative solutions and a superior experience.

With a focus on building a global platform, the business has rapidly expanded via acquisitions and solid organic growth. We operate in the global marketplace and hold a clear leadership position in Australia, with substantial manufacturing operations in Australia, North and South America, Europe, and Asia.

We recognise that everyone makes a vital contribution and by working together we enhance our reputation for quality products, innovation, first class marketing and customer service.

Wherever we operate, the health and safety of our people, our contribution to sustainable development, and conducting business with integrity are key priorities in delivering value to our shareholders and stakeholders. We build strong, mutually beneficial relationships with the communities we operate in, respecting their laws and customs.

Nufarm is listed on the Australian Stock Exchange (symbol NUF) with global headquarters based at Laverton in Melbourne, Australia.

Living the Nufarm Values

Nufarm's Mission, Vision and Values guide our decision making and clarify the behaviours we must all demonstrate. They collectively underpin our work and bind us together to develop our culture, ensuring sustainable success. Our culture is driven by team work and personal accountability to deliver results. Our Values and the guiding behaviours outlined below assist us to understand what we must all do to achieve this and strengthen all sections of the Code of Conduct (Code).

Our Values	Guiding behaviours
Responsibility	<ul style="list-style-type: none"> ▪ We work together as One Nufarm. ▪ We never compromise health, safety or the environment. ▪ We act ethically and are accountable for our actions. ▪ We always do what we say we will do. ▪ We thoughtfully manage our risk and impact.
Agility	<ul style="list-style-type: none"> ▪ We put our customers at the heart of what we do. ▪ We are resourceful and run the business as if it were our own. ▪ We are flexible and innovative in meeting challenges and finding better solutions. ▪ We partner for success.
Respect	<ul style="list-style-type: none"> ▪ We embrace diversity and treat others with respect. ▪ We work together as a team. ▪ We contribute ideas and accept decisions. ▪ We proudly represent Nufarm.

	<ul style="list-style-type: none"> ▪ We respect and care for the environment and communities in which we operate.
Empowerment	<ul style="list-style-type: none"> ▪ We are performance driven and enjoy working in a fun and energising environment. ▪ We are empowered and use the Values to make decisions. ▪ We communicate openly and honestly and share ideas. ▪ We encourage, recognise and support the success of others.

PART 2:

ABOUT THE CODE

About the Code of Conduct

The Code guides our work and represents our commitment to fair, ethical and professional business practices and legislative requirements. We are committed to conducting business consistent with the principles of honesty, integrity and respect which allow us to positively contribute to society. As a global business, Nufarm is subject to laws and regulations of many countries and abides by relevant international standards. We believe consistent and appropriate business conduct builds loyalty and trust with all of our stakeholders.

During our day to day work, we are faced with situations and decisions where the right response is not obvious or easy. The Code brings our Values to life and assists us to make the right decision by:

- outlining minimum expectations of behaviour; and
- demonstrating how to practically apply our Values, policies, procedures and guidelines.

The Code does not address every situation nor does it stand alone. It is supported by law and our internal framework of policies, procedures and standards which are regularly reviewed. In everything we do we must use our good judgment. We must all be mindful of our responsibility to be familiar with the Code, Values, legislation and internal policies, procedures and standards that apply to our work. Where there is uncertainty, seek guidance and ask questions.

We are all expected to go beyond compliance and demonstrate genuine commitment. Where differences exist due to local customs, culture, norms, rules, regulations, the Code or local requirements need to be applied – whichever sets the higher standard for behaviour.

The Code outlines our commitments and expectations, and provides practical examples to assist in our everyday work.

Nufarm's Leadership Team is responsible for ensuring the Code is regularly reviewed, updated and monitored. The Nufarm Board is responsible for approving the Code.

Who does The Code apply to?

The Code applies to all Nufarm directors and employees across all operations and subsidiaries. It applies to contractors, consultants, suppliers, agents and other key stakeholders in their dealings with and on behalf of Nufarm.

The Code applies during working hours and locations of work, and also applies to other situations such as meetings at third party locations, work functions, and in the community or if there is a connection with Nufarm.

Our responsibilities: expectations of you

We are all responsible for our own behaviour at work and when representing Nufarm. We must carry out our duties in a professional and conscientious manner whilst delivering service and value to our customers. It is important we all live by the Code and the responsibilities outlined below.

We all must:

- read, understand, adhere to, and apply the Code in our daily work, whatever our role, wherever we are and in all situations;
- understand and abide by the law, regulations, policies, procedures, and guidelines that apply to our work, and never accept bad practice as our culture;

- make decisions and demonstrate behaviours always in Nufarm’s best interest, and if in doubt, seek guidance;
- speak up by asking questions and raising concerns where something doesn’t seem right;
- report all incidents and concerns. Never turn a blind eye, encourage or ignore a potential breach of the Code. Remember: the behaviour we walk past is the behaviour we accept;
- not take shortcuts to “get the job done” if it means not adhering with the Code or breaching our policies and procedures;
- understand that investigations into breaches may result in disciplinary action, up to and including termination of employment.

All leaders are expected to lead by example and:

- demonstrate appropriate behaviours, set standards and live the Code every day;
- take reasonable steps to ensure people have read, understood and apply the Code every day by providing training and support;
- help their people understand practical applications of the Code, and embed it into every day practices and processes;
- foster a diverse and inclusive culture where people understand what is expected of them and are comfortable in raising concerns and sharing ideas;
- respond in a timely and appropriate manner to concerns raised or questions asked, and escalate issues where required;
- seek guidance where they are not sure of something;
- investigate and where there has been a breach, apply appropriate actions;
- never permit, encourage or turn a blind eye to retaliation against someone raising a concern.

Guiding questions

Where uncertainty exists or the right decision or action isn’t obvious, the following questions may help guide you.

Topic	Guiding questions
Health, safety and environment	<ul style="list-style-type: none"> ▪ Could it directly or indirectly endanger someone or result in an injury? ▪ What are the potential impacts on the environment?
Values	<ul style="list-style-type: none"> ▪ Is it aligned and consistent with our Values, behaviours and expectations?
Conscience	<ul style="list-style-type: none"> ▪ Does it fit with my personal values? ▪ Would I prefer to keep it a secret?
Family and friends	<ul style="list-style-type: none"> ▪ Am I comfortable telling my family (partner, parents, grandparents, children) and friends? ▪ What would I tell someone else to do if they were in this situation?
Law	<ul style="list-style-type: none"> ▪ Is it legal and aligned with our policies, procedures and guidelines? ▪ Could this impact our relationship with regulators or our license to operate?
Stakeholders	<ul style="list-style-type: none"> ▪ What would my manager, customer or shareholder want me to do? ▪ Would my manager or colleagues consider it appropriate?
Communities	<ul style="list-style-type: none"> ▪ How would the local community respond? ▪ Could it impact our license to operate?
Feel	<ul style="list-style-type: none"> ▪ Does it feel like the right thing to do? ▪ What does my intuition tell me? If it doesn’t feel right, it probably isn’t.

Media	<ul style="list-style-type: none"> ▪ What would the reaction be if it was reported in the media? ▪ Would I feel comfortable about it?
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Raising a concern

If something does not seem right, does not reflect the Code, or contradicts our policies or law, we all have the right and responsibility to speak up. We do not need to be directly impacted to raise a concern. If you become aware of a situation or a person not doing the right thing, you must report it immediately.

Concerns can be raised in person, in writing (including email) or over the phone.

In the most instances, concerns should be raised and managed locally. If you work at Nufarm, contact and discuss your concern with your supervisor or manager. If you are not comfortable speaking with them, escalate your concern to a local HR representative, Nufarm Legal Counsel, your one / two up manager, or a senior site / business representative.

If you do not work at Nufarm, contact the local office or operation and ask to speak to a HR representative, legal representative, or a senior site / business representative.

If your concern is significant and you wish to escalate it higher, or you don't know who to contact, you can raise your concern directly to the Company Secretary, Nufarm Limited:

Email: codeofconduct@au.nufarm.com

In all cases confidentiality will be respected, and you may elect to remain anonymous. You are expected to be open and honest, and will be asked to provide information to assist us in determining the appropriate steps. This may include what business you work for, details of your concern, who is involved, evidence you may have, and what actions you have taken. You may be required to provide additional information at a later date.

We encourage and respect people who raise legitimate concerns. We will not tolerate retaliation against anyone who reports a suspected breach in good faith or assists in an investigation process. If you believe you have been retaliated against you should raise your concern immediately.

What happens when a concern is raised?

Nufarm takes all concerns made in good faith seriously, and investigates potential violations thoroughly and confidentially using fair and consistent processes. Where a breach has occurred, appropriate disciplinary and / or corrective actions will be applied.

These actions will be determined in consultation with relevant senior staff, taking into account:

- the type and seriousness of the breach;
- potential impacts;
- whether the behaviour was intentional or unintentional; and
- other relevant and / or extenuating circumstances.

Appropriate disciplinary actions may include, but are not limited to, discussions about desired behaviours, verbal or written warnings, suspension, dismissal, contractual sanctions, or criminal charges.

Breaches of the Code of Conduct

It is important to understand that breaches of the Code include:

- failing to comply with the Code;
- instructing or encouraging others to breach the Code;
- failing to promptly raise a known or suspected breach;



- failing to cooperate in an investigation;
- retaliating or allowing retaliation to occur; or
- failing to demonstrate leadership in ensuring compliance with the Code.

Violations of the Code may constitute a breach of law and will be referred to law enforcement authorities where appropriate.

Company tools and resources

It is important we are all familiar with the global corporate, regional and local policies, procedures and guidelines that support the Code, and apply these in our everyday activities.

Copies of global, regional and local policies are available on the Nufarm intranet or by contacting your supervisor or HR representative.

Need help?

The Code provides guidance to assist us in our work. We are expected to use our good judgment; however additional support may be required. It is important to refer to law, policies and procedures to help guide us and to seek assistance from others.

For advice on policies and procedures, the Code and how they apply in particular circumstances, speak with:

- your supervisor, manager, or senior line manager;
- a health, safety or environment representative;
- a HR representative; or
- a Nufarm Legal Counsel, or a finance, supply, procurement, or information technology representative.

PART 3:

OUR COMMITMENTS AND BEHAVIOURS

Sustainability

Sustainability underlies Nufarm's global brand and builds trust amongst stakeholders that we will act responsibly whilst providing value. The safety of our people and products is our priority and is always front of mind.

We are committed to:

- understanding and observing the Life Saving Rules;
- creating a Zero Incident culture and supportive processes that help us identify and understand hazards and risks, implement preventative measures, and conduct periodic reviews to ensure ongoing effectiveness;
- operational excellence in everything we do;
- reducing Nufarm's environmental footprint by implementing structured continuous improvement processes;
- continually improving our products and processes whilst ensuring quality and eliminating rework;
- delivering business, end users and societal benefits from the responsible and ethical management of Nufarm's products throughout their life cycle;
- engaging our Suppliers to uphold the sustainability standards we hold ourselves accountable to; and
- supporting our communities through developing strong partnerships and ensuring alignment with or exceeding community standards for corporate behaviours.

✓	✗
<ul style="list-style-type: none"> – We understand, observe and live by the Life Saving Rules and our policies and procedures – We never compromise health, safety or the environment – We respect and care for the environment and communities in which we operate – We provide complete and accurate information on our products and services to ensure safety and the environment are not compromised – We have emergency management and asset protection procedures, including trained personnel in place – We immediately stop work where we believe something is unsafe – We handle and dispose of materials and waste properly, safely and lawfully – We have global sourcing arrangements in place ensuring the continuity and quality of our products 	<ul style="list-style-type: none"> – Compromising health and safety – Undertaking work where we are not trained, authorized, or competent – Reporting for work under the influence of drugs or alcohol or in any other unfit for work condition – Turning a blind eye or walking past an unsafe act or condition without taking action to render it safe and / or reporting it – Taking shortcuts or directing others to take shortcuts on established safe work procedures – Not reporting an incident or being open and honest regarding circumstances – Knowingly conducting activities in a manner that violates licensing or other environmental regulations

Law and Legislation

As a public listed company, we comply with appropriate law and corporate governance standards and guidelines which enables us to achieve sustainable shareholder value. The Code is designed to exceed minimum standards provided by national and international legislation which applies to our business. In all cases neither the Code nor legislation will be breached. Where differences exist due to local customs, culture, norms, rules, regulations, the Code or local requirements need to be applied – whichever sets the higher standard for behaviour.

Global policies are available on the Nufarm intranet which explain Nufarm's Policy on subjects including Competition Law, Anti Bribery, Diversity, Environmental Protection and whistleblower protection and importantly all Policies published on Nufarm's Intranet form an integral part of this Code.

We are committed to:

- operating ethically by ensuring compliance and adhering to all laws and regulations in the countries in which we do business in;
- implementing up to date and appropriate policies and procedures, and educating and training our people as required;
- reporting any matters we believe constitute misconduct, fraud, corruption, or unethical practices;
- properly and fully investigating potential and actual breaches in a timely manner; and
- cooperating in a full, transparent and open manner with law enforcement agencies where required.

✓	✗
<ul style="list-style-type: none"> – We all understand and comply with relevant law, legislation, policies, procedures as they apply to our work – We observe and comply with relevant laws and obligations including continuous disclosure, competition, insider trading, antitrust and anti-bribery – We keep our stakeholders fully informed of information that may materially affect the price or value of Nufarm securities in a timely manner – We abide by trade control and sanction laws when importing and exporting goods – We openly compete in the market place in a transparent and competitive way – We ensure all transactions, financial statements, reports and records are accurate, comply with appropriate standards, and provide a true and fair view of the company's position, performance, risk management, and internal controls – We respect and participate in processes with internal and external auditors, and regulating authorities in the legal exercise of their activities, including fully disclosing all relevant 	<ul style="list-style-type: none"> – Disseminating confidential and commercially sensitive information such as new products, research, manufacturing processes, acquisitions, business risks, negotiations, customers without authorization, or using it for trading purposes or personal gain – Misuse of information and relationships to mislead or deceive the market or damage competitors – Falsifying, concealing, altering, destroying or tampering with documents, records, and reports – Influencing or allowing others to compromise the integrity of data and information – Inappropriately using a position within Nufarm to attempt to influence business decisions – Buying or selling Nufarm shares or securities directly or indirectly when you are aware of inside or confidential information – Recommending or encouraging others to buy or sell Nufarm shares or securities when you are aware of inside or confidential information – Inappropriately sharing information or colluding with customers, suppliers,

<p>information</p> <ul style="list-style-type: none"> – We avoid anti-competitive behaviours and immediately inform our supervisor or legal representative about any suspected or actual anti-competition activity – We do not engage in conversations, and immediately remove ourselves from situations that may be considered anti competition (for example pricing, tenders, market sharing) – We seek advice from legal representatives to ensure service arrangements are not anti-competitive 	<ul style="list-style-type: none"> – competitors and other third parties in attempt influence outcomes, restrain trade, or restrict fair competition – Engaging in unfair, misleading or deceptive practices – Being or planning to be involved, directly or indirectly, in price-fixing with a competitor by agreeing to fix price or any element of price (for example surcharges, discounts or pricing formulas) – Entering into anti-competitive arrangements to not compete in allocated markets – Providing or requesting bid or tender information from our competitors, or agreeing to refuse particular customers or suppliers
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Conflict of Interest

A conflict of interest exists when a person's interest interferes or may appear to interfere with those of Nufarm. We must all be mindful of relationships and / or associations which may appear to impact our ability to perform work and make decisions objectively and effectively.

Potential conflicts may occur in a variety of circumstances and are not always clear cut or easy to identify. It is important to use our good judgment in all circumstances, and where we have questions or concerns, to raise and discuss these. We all must disclose all potential and actual conflicts of interests to our manager as soon as we become aware to avoid difficult circumstances in the future.

We are committed to:

- conducting business in a professional and competitive manner;
- ensuring all potential conflicts of interest are disclosed and managed appropriately;
- making impartial decisions resulting in the best outcomes for Nufarm and stakeholders; and
- ensuring the Delegation of Authority framework is in place, up to date and adhered to.

✓	✗
<ul style="list-style-type: none"> – We ensure our personal or external interests do not conflict or appear to conflict with our work responsibilities and duties – We are focused on work when we are at work and not our personal or external interests – We identify and disclose any potential conflicts of interest we may have, and seek advice and guidance – We excuse ourselves from situations and processes where we may have a potential conflict or influence – We ensure approvals are in accordance with the Delegation of Authority framework 	<ul style="list-style-type: none"> – Employees, or a member of their family, receive unauthorised or inappropriate benefits as a result of their position – Personal, direct or indirect, business connections with a competitor, customer or supplier – Directly or indirectly influencing recruitment processes for friends, family members of acquaintances – Engaging a supplier you have personal relationship with (eg a relative or close friend) or where you may gain personally – Using your position to obtain advantages, request favours, or unduly influence subordinates, third parties or decision making processes – Receiving cash or anything of value either

	<p>directly or indirectly from third parties providing services or products to Nufarm</p> <ul style="list-style-type: none"> – Holding an interest in a business that directly or indirectly benefits from its relationship with Nufarm – Receiving compensation or something of value from a supplier
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Protecting Information and Assets

We each have an obligation to protect company assets, resources and information and to use them in the manner they are intended. We must ensure data and information is accurate, kept confidential, and used, retained and disposed of appropriately.

Where we are provided with tools and equipment to conduct our work, including information technology and system access, it is important we use these in a responsible and secure manner. We must take adequate precautions to protect against damage, loss, theft, alteration or unauthorised / inappropriate access. Nufarm understands modest personal use of information technology and systems is sometimes required, and reserves the right to monitor and audit the use of its information systems, to the extent permitted by law.

We are committed to:

- respecting privacy and maintaining confidentiality;
- protecting people, company assets, information and resources;
- maintaining a secure working environment;
- protecting intellectual property to ensure a competitive advantage through our innovative products and solutions; and
- preserving the accuracy and integrity of records and data.

✓	✗
<ul style="list-style-type: none"> – We responsibly protect confidential and proprietary information by complying with relevant law when collecting, using, disclosing or providing access to information – We manage and comply with our agreements with third parties including confidentiality provisions – We follow policies designed to capture and protect Nufarm's intellectual property – We immediately report and investigate suspected incidents of fraud, theft, waste, damage, loss or inappropriate use – We understand and abide by our information systems policies – We use Nufarm resources for work related purposes and keep personal use to a minimum – We obtain authorisation for entertainment expenditure and legitimate business expenses in line with policy – We ensure third parties we do business with 	<ul style="list-style-type: none"> – Disclosing confidential, commercially sensitive or proprietary information without proper authorisation – Deliberate or wilful harm, damage, loss, theft, misuse, carelessness or waste of company equipment, material, or information systems – Fraud or any behaviour where a person attempts to obtain a dishonest advantage – Using Nufarm information systems for excessive or inappropriate personal use – Using Nufarm resources to support external business interests or unauthorised activities – Accessing information when you are not authorised to do so – Leaving information technology or mobile devices unlocked or unattended, using someone else's logon, or sharing your password without authorisation – Using company provided credit, debit or purchasing cards for personal or inappropriate use, or claiming personal

understand and abide by our standards, and have access to our Code	expenses as legitimate business expenses
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Being a Trusted Partner

We recognise sustainable success cannot be achieved in isolation and relies upon us developing mutually beneficial relationships with our key stakeholders, customers, suppliers, research partners, regulators, governments, shareholders and communities in which we operate in. Our license to operate requires us to be a trusted operator and engage our stakeholders to understand their needs, concerns and aspirations.

We are committed to protecting our reputation and our license to operate by:

- building strong relationships by working collaboratively and transparently with our key stakeholders;
- conducting our business activities without adverse impact on the community;
- operating in accordance with the social and cultural beliefs of each country we operate in, including recognising indigenous people, culture, identity, traditions, practices and customs;
- being recognised as a good corporate citizen and making a positive, sustainable difference to our communities by supporting initiatives promoting health, education, leisure and charitable actions;
- fair and ethical competition based on independence, quality products, excellent customer service and competitive pricing;
- establishing strategic alliances, partnerships, sponsorships and commercial relationships to enhance value and expand our markets;
- effective, fair, equitable and streamlined supplier processes; and
- religious and political impartiality except where the Board believes that it is necessary to comment due to any perceived major impact on the company, its business or any of its stakeholders.

✓	✗
<ul style="list-style-type: none"> – We put our customers at the heart of what we do – We engage and seek to understand social, cultural, environmental and economic implications of our activities with an aim to improve these – We are professional, open, honest, truthful, courteous and cooperative in our dealings with others – We inform our supervisor if we are offered or accept gifts or anything of value – We obtain pre-approval before anything of value is offered or promised to a key stakeholder – We obtain pre-approval for major sponsorships and partnerships and ensure these are managed appropriately and add value to Nufarm – We competitively engage suppliers who share our commitment to ethical practices and high performance using approved processes 	<ul style="list-style-type: none"> – Accepting, soliciting, offering or authorising, directly or indirectly, anything of value (such as a gift, hospitality, entertainment, payment, gratuity, favour, commission, fees, entertainment or loan which does or may appear to influence business decisions and actions, or is not aligned with our policies and procedures – Accepting anything inappropriate, including of a sexual nature – Personally paying for anything of value in order to avoid complying with the Code – Engaging suppliers who contravene human rights standards, or our Code, Values and standards or without following due process – Ignoring signs that a third party we work with may be engaging in prohibited actions – Directly or indirectly sponsoring or supporting political parties or religious affiliations, without Board approval

People

We value diversity, equal opportunity, respect, inclusion and a culture that offers everyone the opportunity to succeed and to perform to their highest potential. We recognise the value of high performance, engagement and development of our people. We aspire to foster an inclusive environment based on positive team relationships and trust where everyone feels valued and knows their contribution counts.

The strength of our people and relationships with key stakeholders provides us with a competitive advantage. We believe in the contribution of diversity to the richness of Nufarm, our ability to serve customers and to positively contribute to our communities. Diversity contributes to the sustainable growth of our company by building our talent and developing organisational culture, making us better partners within the communities we serve.

We are committed to:

- employment practices that:
 - respect the human rights of all employees and stakeholders;
 - contribute to a culture of high performance and fair treatment;
 - generate a diverse pool of candidates representing the cultures, markets and communities in which we operate;
 - bring a valuable mix of skills, ideas and cultural experience to the company; and
 - ensure selection and compensation are based on merit, business requirements and work related factors;
- an inclusive environment free from harassment, retaliation and unprofessional behaviour;
- innovative thinking through training and development, fostering leadership qualities, and global teams sharing information and ideas; and
- timely, open and effective communication practices that align and inform our employees and key stakeholders.

✓	✗
<ul style="list-style-type: none"> – We work together as One Nufarm, communicating openly and honestly and sharing ideas – We embrace, respect and promote diversity, fairness, different cultures, opinions, and individual differences – We do not tolerate bullying, harassment, discrimination, victimisation, retaliation or unacceptable conduct – We understand our job requirements and provide open and honest feedback on performance – We embrace change and seek flexible and innovative solutions – We abide by all Human Rights legislation and legislative requirements 	<ul style="list-style-type: none"> – Offensive, degrading, insulting, humiliating, intimidating, undermining, or malicious behaviour – Actual or implied threats or physical violence – Bullying or harassment, including sexual harassment – Comments or jokes on ethnicity, colour, gender, sexual orientation or preference, religion, age, social condition or status, place of birth, or physical capacity / appearance – Swearing and inappropriate language or gestures – Graffiti or vandalism – Distributing or displaying inappropriate or offensive material via any medium, including emails, text, pictures, photos, cartoons, videos, pornography – Employment related decisions that are not based on job requirements or performance – Assuming acceptable behaviours are the same in every culture



Bringing Nufarm's Code of Conduct to life:

Common questions and answers

The following questions and answers provide guidance around some everyday situations that we may each during our daily activities. This list is not exhaustive and you should seek assistance or clarification if you are not sure of something.

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Using the Code

I am worried the person or my team might find out I raised a concern.

You are encouraged to raise genuine concerns, which will be treated confidentially, without fear of retaliation. Retaliation is a breach and will be investigated. Appropriate disciplinary action will be applied where retaliation is found to have occurred.

I saw something the other day but I'm not really sure if it a breach of the Code. I don't want to waste anyone's time or get someone into trouble.

The Code provides guidance around acceptable behaviour and what may constitute a breach, however it does not cover all situations. Our Values, policies and procedures support the Code and clarify what is acceptable. You must also use your good judgment. If you are aware of something you think breaches our Code, Values, our policies and procedures or legislation, you have an obligation to speak up and raise it. All reports made in good faith will be taken seriously and investigated accordingly. If you are in doubt, discuss with your supervisor or a HR representative.

I raised a concern but nothing has happened.

If believe your concern has not been dealt with, speak to the person you raised it with. You may also escalate your concern. It is important to remember that thorough investigations will take time, and due to privacy and confidentiality you may not hear the final outcome.

Sustainability

Safety

I cut my finger at work. I probably should have worn gloves, but the cut was minor and I stuck a Band-Aid on it. I know we must report all incidents and injuries, but there is pressure to get the injury frequency rate down and this is only a small thing. Do I need to report this?

You must report all incidents and accidents, including near misses in a timely manner. It is important for us to investigate and understand what is happening in the workplace, and to identify opportunities to improve. We aspire to achieve a workplace free from injury and want everyone to go home to their family injury free every day. In this instance, whilst your injury was minor, it could have been worse. It is also important to ensure the injury has been treated correctly. By understanding what is happening in our workplace, we are able to prevent injuries happening in the future.

A team mate is taking shortcuts to get the job done which impacts safety. I spoke to him about it and he laughed at me. What should I do?

We are all responsible for ensuring our workplace is safe. You did the right thing in raising it directly with your colleague, however you must also speak with your supervisor so the situation can be investigated and resolved. All suspected safety breaches must be immediately reported according to local procedures. By taking this action you may well be saving your colleague or yourself from serious injury or a fatality. It is the right thing to do.

My supervisor is pushing me to reach production targets. This means taking short cuts and breaching safety procedures.

Our safety procedures must never be compromised regardless of our work schedules or challenges, and all mandatory requirements must be met. Discuss your concerns and any competing requirements with your supervisor so they are aware and can assist in prioritising or resourcing activities. If you are uncomfortable, don't believe you were listened to, or do not feel your concerns were adequately addressed, escalate your concern to your safety representative, next up manager, or HR representative.

I need to see many customers and suppliers in one day which means I have to rush between appointments. There is no way I can see them all without breaking the speed limits.

We must never compromise health or safety of our people. Driving when working for or on behalf of Nufarm is an important part of many people's daily work activity. It is important when driving you abide by our policies and procedures and follow the applicable laws including use of seatbelts, only using a mobile phone in full hands free mode (no texting or reading messages), driving within speed limits, driving in accordance with alcohol limits, and driving to conditions (including road condition, weather, time of day, other drivers). If you believe you need to break speed limits to meet your work commitments, you should discuss this with your supervisor and work with them to revise your schedule and manage any conflicts. If you do not believe this has been properly addressed, you should escalate your concern.

I think there are better and safer ways we can do things.

It is important that we don't simply accept things as the way they are always done, especially if there is a better way which improves our safety performance and minimizes risk. It is also important that you don't simply change approved processes without permission. You are encouraged to share your ideas with your supervisor or safety representative for review and evaluation.

Environment

There was a small spill in our workshop today outside of a contained area. It was cleaned up in accordance with our procedures. Do I have to report it?

You must immediately report all spills of hazardous chemicals and liquids. Follow your local site procedures, and if unsure, discuss with your supervisor and / or health, safety, environmental representative. It is important to ensure this is reported (including to regulatory authorities as required), investigations are conducted and corrective actions are implemented to ensure this doesn't happen again.

Fitness for Work

I work on the production line and have been prescribed medication. The box says it may cause drowsiness. I am embarrassed about my condition and don't want anyone to know. I feel fine. Do I need to tell my supervisor?

You must inform your supervisor when you are taking medication that may impact your performance and safety, even if it is for a short time or a one off. This information will be kept confidential and your supervisor will work with you to monitor your performance and to modify your job activities where appropriate to ensure you are not putting yourself and others at risk. You are also encouraged to share this information with any site medical personnel who may also be able to assist you. It is also important to disclose in advance any medication you are taking when you are required to undertake a drug and alcohol test.

I had a few drinks last night at a mate's place. I didn't get much sleep and I'm a bit tired, but I feel okay. I don't think I will be over the limit but I am not sure.

It is your responsibility to maintain your fitness for work. This means turning up ready to work, ensuring you are not under the influence of anything which may compromise your safety or that of others. If you are concerned about your fitness for work, you are required to contact your supervisor immediately and openly and honestly discuss the situation to determine the appropriate actions. Some Nufarm operations have alcohol testers on site where you can test yourself in a confidential setting prior to presenting for work. It is important you utilise these facilities where they are available. Nufarm conducts random and for cause testing drug and alcohol testing where it is permissible by law. Where you breach the local site alcohol and drug requirements you may be subject to disciplinary action up to and including termination of employment.

I think a workmate is under the influence of drugs or alcohol. He often turns up for shift late and has red eyes. Today he looks terrible and smells like alcohol. I overheard him talking about drinking after work yesterday with others. I'm not sure what to do.

You need to take immediate action. If you turn a blind eye you might potentially impact the safety of yourself or others. If you are comfortable you should discuss with him directly, preferably away from other colleagues. You should also immediately report the situation to your supervisor, and provide as much information as you can, including behaviours and actions you observed that led to your conclusions.

Law & Legislation

What are potential breaches of the Code that could be a breach of law?

Examples include anti-competitive behaviour or corruption, collusion, bribery, knowingly submitting false expense claims, providing factually incorrect statements, deliberately misleading investigations, theft of company property, securing personal commissions or benefits, tampering with company records, misuse of information.

The laws of the country allow me to engage in conduct that is prohibited by the Code.

It is important you abide by the Code as it reflects our Values and minimum standards of behaviour. If you have concerns or questions you should raise them with your manager

Anti competition

I was at a conference and went to dinner with some people who work for other companies, including direct competitor to Nufarm. We discussed sales targets and pricing, and one person kept asking for more information. I felt uncomfortable and didn't think the conversation was right, but I didn't want to seem rude.

It is important that you don't discuss or disclose confidential information, such as sales targets and pricing. This is a breach of our Code and could also be a breach of law such including anti-competition, antitrust, price fixing and trade practices. In this situation you should let the people clearly know you are not comfortable with the discussion and do not wish to be a part of it. If the conversation continues you should immediately and politely excuse yourself and leave the situation. You should also raise and discuss this situation with your manager.

Corruption and bribery

What is Nufarm's stance on corruption and bribery?

Nufarm strictly prohibits participation in corruption and bribery. These are likely to be a breach of law and legislation and include giving or receiving any irregular payments such as financial inducements bribes, kick backs, facilitations payments, secret commissions and other like payments, or payment in kind to influence business decisions. You must not authorise or utilise a third party (such as a sub-contractor, consultant or agent) to facilitate a payment on Nufarm's behalf.

In this country bribery and facilitation payments, and non-cash / in-kind payments are part of the local custom and are expected in order to get things done. Is this permissible?

These payments are a breach of the Code and potentially a breach of law and legislation. Providing someone with something of value, even if it isn't cash, can also be considered a breach, especially if it is a government official or someone in a decision making capacity. We must be careful not confuse bad practice with cultural norms. It is important for you to seek guidance by asking questions and raising any concerns you may have, and seeking advice on how to respond appropriately and professionally. If you feel threatened and believe your safety and security is directly compromised you may need to make these payments. In all situations you must report and discuss the circumstances with your manager as soon as you are able to.

I have been asked to make a small payment to a low level official / government employee to expedite the process. It has taken ages and I suspect they are holding things up on purpose.

These payments are referred to as facilitation payments and may be common and expected in some countries. Often money is exchanged in cash with no receipt in exchange for expediting processes. These are not authorised or sanctioned, and are prohibited. These payments are unlawful in many countries and undermine anti-corruption efforts by encouraging a culture of bribery. You should advise the person that you are not authorised to make these payments. If they persist, you should question the legitimacy of the payment or request to speak with a supervisor. You should seek to understand the reason for the payment to assist in the process of dealing with the situation. In all cases you must advise your supervisor. They can provide advice on how to handle the situation and will also escalate accordingly. You may also seek guidance from a legal representative.

Conflict of Interest

I work a continuous roster and have a number of days off every few weeks. My friend wants me to work for him on my days off as they have a big job and need help. I could use the extra money.

Generally speaking, you can accept outside employment if it does not interfere with your work at Nufarm or create a conflict of interest. You must not accept employment with a competitor, supplier or major customer of Nufarm. You must maintain your fitness for work including managing your health and fatigue. Work on your scheduled days off may compromise these. You should be up front and discuss this with your supervisor and / or HR representative, and seek advice before making any commitments.

I am a part owner in a business outside of work. I see an opportunity for the business to work with Nufarm that will be great for Nufarm as we are struggling in this area.

This is a potential conflict of interest. You should raise the opportunity with your supervisor and clarify your interest in the other business up front so it can be considered accordingly. You should not seek to influence the process or decision in any way.

My brother in law has applied for a job as I have told him Nufarm is a great place to work. I think he will be an asset as he is a good person and a hard worker.

You should encourage your friends and family to apply for advertised roles at Nufarm. It is important to let them know that will not have any influence in the hiring process. If you are involved in the hiring process for a particular role, you should declare your conflict of interest up front and remove yourself from the situation by letting others make the decision. Even if you don't have a role in the recruitment process, it is good practice to inform your supervisor and declare your potential conflict of interest up front.

My spouse has just accepted a role with a competitor of Nufarm. Is this okay?

In most circumstance this will not be an issue, however you should let your supervisor know as there may be a potential conflict of interest. If there is a perceived issue, your supervisor will work with you to ensure processes are put in place to limit exposure and may escalate further for advice.

I need to get something to site to fix the break down. It's after hours and my supervisor has gone home sick. If I wait until tomorrow it will impact production. A friend of mine has a business which isn't a preferred supplier. They have the item in stock and I can get it couriered here by the morning.

You must attempt to reach your supervisor or whoever is acting in their position to discuss the situation and determine the solution. If they cannot be reached, then discuss with another supervisor or escalate further for resolution. As the person who owns the business is a friend of yours, this is a potential conflict of interest and you should not make the decision. You must make your connection known to the people you discuss the situation with. Preferred suppliers should be used where they are in place, as breaches of contract may be detrimental to Nufarm.

I've been asked to be on the Board of Directors for a not-for-profit organisation. Do I need permission?

You should advise your Supervisor before accepting or if you are unsure whether it poses a conflict of interest or may negatively impact Nufarm.

Protecting Information and Assets

Business expenses

How do I claim expenses?

You must only claim legitimate business expenses, as per local policies and procedures. Where you have been issued with a company provided credit or purchase card, you should use this for all business expenses. If you spend your own money on a legitimate business expense you will need to claim this using your business local procedures, including expense management systems. Speak with a finance team representative or your supervisor on how to do this. You are responsible for ensuring you following all procedures including reporting requirements, providing receipts, and ensuring appropriate authorisation.

I am travelling for work soon and would like to take some annual leave to sightsee and catch up with friends. Is this okay? Will Nufarm pay for my expenses?

Where your work commitments do not allow you to travel (for example there are no late flights) Nufarm will cover your accommodation and expenses. Where you choose to stay additional days for personal reasons, you must pay for and arrange your own accommodation, meals and entertainment. You must not use your company credit card or claim expenses. You will also need to discuss with your supervisor to ensure you can take annual leave and to ensure that there is no increase in costs to Nufarm (for example more expensive flights).

I have a work credit card. Can I use it for personal expenses and pay Nufarm back?

Work credit cards are for legitimate business expenses only and should not be used for personal expenses, even if you intend to pay the company back. Only in the case of an emergency or exceptional situation should you use a company credit card for personal use. In these rare situations you should advise your supervisor and arrange to pay back amounts owing. If you have a company provided credit, debit or purchasing card it is important for you to familiarise yourself with the company's policies that relate to its use.

Representing Nufarm

I've been asked to speak at a conference as a Nufarm representative. Can I do it?

You should discuss with your manager for guidance and approval before you accept. Depending on the conference and who is sponsoring it, approvals may be required.

A friend of a friend works at a local newspaper / media outlet and has asked me questions about Nufarm. I know the answers, should I speak with them?

If you are contacted by the media, unless you are specifically authorised, you should politely decline the opportunity. You should direct them to the Nufarm website and the relevant media relations/communications contact for your site. Also let your supervisor know you have been contacted.

I am working on some interesting cutting edge research and have been asked to co-author a paper in conjunction with the university I am working with. Is this okay?

Your research may be confidential and proprietary to Nufarm therefore seek approval prior to agreeing to co-author the paper. In the first instance you must speak with your Supervisor, however it is likely additional approvals will be required.

Confidential Information

What information does Nufarm consider confidential?

Generally speaking, confidential data may include, but is not limited to, personal information, sales and marketing plans and data, business plans, information used in trading activities, operational and production data and research. It is important that all information is gathered, managed and utilised in an appropriate manner, including being kept confidential. We must protect intellectual and proprietary property from theft, misuse or loss, including trademarks, trade secrets, copyrights, inventions and patents. It is not appropriate to inadvertently leave information where it can be accessed by others (for example on photocopiers, in lunch room, on desks, in meeting rooms etc).

You should be mindful of what information you are sharing and only discuss publically available information. You should not disclose any confidential or non-public information.

Company resources

What are examples of company resources?

- Company funds
- Corporate credit cards including purchasing cards and expense management systems
- Computers, laptops, tablets, smart phones and other accessories
- Telephones, photocopiers, faxes, stationery and other office equipment and supplies
- Computer networks, including wireless, internet use and emails
- Company cars
- Equipment, products and supplies used in our operations
- Proprietary information

I lost my work mobile phone and credit card. What do I do?

You must report this immediately as per your local site procedures. If you are away from work and do not know the right person to contact, you must immediately inform your supervisor.

I took some items from the scrap bin to sell. I used the money to fix up some desks and chairs that Nufarm was throwing out on my days off to give to a local charity. I haven't hidden what I am doing but someone said this might not be okay.

Even though the items are going to be thrown away, you should discuss and request approval from your supervisor before you take them. It is important you receive authorisation so you will not be accused of theft, and also to ensure items are removed and disposed of in a safe manner.

A company that works with us has contacted me as they want to use our logo on their website. Is this okay? Can I send them something I have copied from a document?

You should forward the request to your supervisor or external affairs / communications representative for consideration. Nufarm will consider requests from other companies to use our logo on their websites, however it must be appropriate, be based on sound rationale, and enhance Nufarm's reputation. You should never encourage another company to simply use the logo without permission or send them a copy of the logo from a document.

Information Technology and Systems

I understand Nufarm information systems and technology can be accessed for modest personal use. What does this mean?

You have access to information technology and systems to assist you with your work. From time to time you may need to use these systems, including email and the internet, for modest personal use which is permitted. You are required to use your good judgment in determining what is appropriate

and what constitutes modest use. As a guide, personal use should be occasional and infrequent, compliant with our Values and internal policies, should not negatively impact Nufarm, and should not impact or distract co-workers. It is important to remember that Nufarm monitors all system usage, and when you are at work you should be focused on work. Excessive use includes amount of time on systems and / or amount of network use, downloads etc. Excessive personal or inappropriate use will be investigated on a case by case basis and may result in disciplinary action up to and including termination of employment. Seek advice from your supervisor if you are not sure.

What are examples of inappropriate use of information technology and systems?

Examples of inappropriate use include, but are not limited to:

- Using Nufarm computer systems for excessive personal use (including inappropriate use of social media),
- Storing non-business related material such as movies, music, and other illegal downloads,
- Non-authorised duplication of software and media files,
- Viewing, sharing or storing pornography or sexually explicit images, video or text;
- Viewing, sharing or storing generally offensive, obscene or abusive material which promotes or depicts of violence, hatred, racism, terrorism or intolerance of others
- Cybercrime such as theft, blackmail, piracy, and fraud
- Gambling, piracy, or other inappropriate, illegal or offensive purposes
- Using Nufarm resources to support external business interests or unauthorised activities

Inappropriate use will be investigated on a case by case basis and may result in disciplinary action up to and including termination of employment.

I received an email which looks suspicious and has a link to a website in it. What should I do?

Don't open the email or click on the website if you think it is suspicious as it could infect your computer or the network with a virus. Contact your local IT department.

Can I use Nufarm resources such as computers, internet, phones and photocopiers for personal use?

Nufarm resources are provided for work related purposes, however a modest amount of personal use is appropriate. In all circumstances you are encouraged to use your good judgment. As a guide, personal use should be occasional, infrequent, compliant with our Values and internal policies, should not negatively impact Nufarm, and should not impact or distract co-workers. You should not use Nufarm resources for any business interests you have outside of Nufarm. Where in doubt seek advice from your supervisor.

Can I use Facebook, YouTube or other social media at work?

You are encouraged to use social media after work hours on your personal devices, and not at work or on work systems. Whilst not banned, you must use your good judgment as to whether it is appropriate or not. It is important for you to be focused on work when you are at work and not to be distracted by things like social media. Social media uses a lot of bandwidth which negatively impacts the network. You should also consider the appropriateness of the material you are accessing as it may be a breach of the Code. Information, photos and personal views that you post may be visible to people you don't intend as recipients and in some circumstances may be considered breaches of the Code. All activity on work systems and networks is traceable and Nufarm monitor's usage. Where in doubt seek advice from your supervisor.

Being a trusted partner

Gifts, entertainment and hospitality

What is Nufarm's policy on entertainment and hospitality?

Occasional business entertainment of low value may be acceptable where it is deemed important in building a strategic business relationship. This may include lunches, Christmas functions hosted by a customer or supplier, or attending a local sporting event. You may not accept entertainment that is not aligned with our Code, such as entertainment that is sexually oriented. In all cases, you should declare and discuss the offer with your supervisor. Offers should only be accepted with your supervisor's prior approval. Refer to the [Nufarm Global Travel and Entertainment Policy](#) for further information.

What is Nufarm's policy on gifts?

If you are offered gifts, entertainment or hospitality by a third party, including suppliers or customers, you must exercise care and use your good judgment. Building relationships with third parties is important, however you must ensure it will not create a perceived conflict of interest, unintentionally influence your decision, or cause embarrassment to Nufarm. It is important to declare and discuss offers with your manager. Your manager will consider and approve, or escalate as appropriate. You may be able to accept the offer depending on circumstances but you shouldn't make this decision where the value is perceived as high or if there is a potential conflict. You must also exercise care in giving business related gifts. They should not be given if they are intended to improperly influence decisions or the conduct of the recipient. All gifts must be pre-approved and must be culturally appropriate. Refer to the [Nufarm Global Travel and Entertainment Policy](#) for further information.

A supplier has offered me a gift. Is it okay to accept?

As a guide, you can usually accept gifts of a modest value such as unsolicited advertising or promotional material, pens, pencils, diaries, notebooks, bags, calendars, caps, t-shirts or other items with customer's or supplier's logo. You must not accept cash or cash equivalents (eg gift cards). Potential conflicts of interest may arise if the gifts are seen to influence your decision making with regards to the supplier, or if the gifts are of a substantial value. You should never accept something of offer if you are in a decision making position or if you are involved in a process with a third party such as a tender. You should declare and discuss all offers with your supervisor.

I have been offered tickets to an international sporting event by a supplier. They have also offered to pay for accommodation and travel. I really want to go!

You should discuss with your manager in the first instance. Your manager will consider and escalate as appropriate. You may be able to attend depending on circumstances but you shouldn't make this decision. Decisions such as these will consider things like:

- the perceived value of the offer;
- any blackout periods where contracts are in a tender process or shortly coming up for renewal;
- if you are in a decision making position or involved in a process;
- whether it is appropriate for the supplier, Nufarm, or you to pay for travel, accommodation and expenses;
- if it is appropriate to accept this from this supplier; and
- is it an appropriate time for someone to be away from work.

I need to organise a function. My manager has asked me to book a strip club because the customers like that kind of thing. I won't be going to the event so I don't really care where they go.

This form of entertainment is not acceptable and is not aligned with our Values or the Code. It does not stand up to public scrutiny, nor does it enhance our reputation. You should speak with your manager and arrange an appropriate venue, or alternatively, escalate to your next up manager or a HR representative if you are not comfortable discussing it with your manager.

Political and religious affiliations

Does Nufarm support political or religious affiliations, contributions or activities?

As a general rule Nufarm does not support any political parties. The Delegation of Authority provides very limited authority to the Managing Director to make political donations. From time to time the Board may elect to provide views or comment on public policy where it is in the best interests for Nufarm or where there is a perceived major impact on Nufarm, its business or any of its stakeholders.

Sponsorships and partnerships

How do sponsorships and partnerships work?

Major sponsorships and partnerships are important to Nufarm's success and must be approved as per the Delegation of Authority and in line with our Code. Minor local sponsorships and in kind donations are to be approved by Regional General Managers in accordance with the Delegation of Authority. Ensure the minimum requirements of the Delegation of Authority Framework are met.

I have been approached by a local sporting organisation requesting Nufarm support their club by making a donation. Is this something I can do? What approvals do I need?

The senior manager at your site can approve modest / minor local sponsorship and in kind donations to local communities where appropriate. Include enough information in your request to allow a considered decision to be made. You must disclose any potential conflict of interest or affiliation you may have. Decisions will be made on size and value of the donation, type of organisation (eg must not be affiliated with religion, political causes etc), whether there is a potential for a perceived conflict of interest.

People

Employment related decisions

I am recruiting for a role that has long hours and travel at short notice. I want a person without children as I don't think someone with children can do the role.

Recruitment decisions must be made on merit and equal opportunity. You must not discriminate or make assumptions on personal attributes such as family responsibilities. Select your preferred candidate on job related requirements and provide them with information about the role so they can decide if they can meet these requirements.

My colleague got the promotion ahead of me because he has been here longer. I am more experienced and work harder.

Promotions are made on merit, skills, knowledge, experience, performance, and behaviours, not simply on who has been here the longest. If you have concerns about a recruitment process, you should discuss and seek feedback on your application with your supervisor or HR representative. In some circumstances, Nufarm's succession planning process may be used.

An ex-colleague has asked me to be a referee for a job. Is it okay for me to do this?

You can provide a personal reference, but it is important you do not provide a reference on behalf of Nufarm. If the person was employed by Nufarm, they can ask for evidence of their employment from HR.

Treating others with respect and cultural sensitivity

At the meeting, my supervisor swore and yelled at Mike. No-one said anything and Mike didn't react but it made me feel uncomfortable and embarrassed. It's not the first time my supervisor has yelled; it's just how he is. People are afraid of him and no one wants to speak at team meetings. I find this stressful and want it to stop. I don't think Mike did anything wrong or deserved to be yelled at. When I asked Mike about it he just shrugged his shoulders and walked away.

It is not appropriate to yell, swear at, or belittle others. People are the foundation of our business and must be treated with respect. You should speak up and stop the behaviour where you feel comfortable to do so. You did the right thing talking to Mike. You should encourage him to speak with his supervisor or raise his concern to someone else like his next up manager or a HR representative. You should also remind him of the Employee Assistance Program. You also have the responsibility to speak up and raise your concerns, and not turn a blind eye. You should speak directly with your supervisor about their behaviour and your concerns if you are comfortable. A HR representative or the Employee Assistance Program can give you tips on how to do this. Alternatively you can raise the concern with your next up manager or a HR representative if you are not comfortable speaking directly with your supervisor.

People at work use derogatory terms, crude language, and call people offensive and racist names. They think it is funny and just a joke. Whilst it's not directed at me, it makes me feel uncomfortable as it's usually directed at females or people from different cultural backgrounds.

This behaviour is not acceptable. One of our Values is respect, and we value diversity, inclusion and professional behaviour. Don't participate, encourage or turn a blind eye. Speak up by raising your concerns with the individuals involved where you are comfortable and letting them know you find their behaviour offensive. You should also raise this with your supervisor, especially if the behaviour does not stop, you feel believe you are retaliated against, or you are not comfortable in talking directly with the individuals. Escalate if you do not believe this has been managed well. You can also raise this with a HR representative. We do not tolerate inappropriate behaviour and will investigate all concerns and address accordingly.

One of the team is particularly aggressive. When he gets upset he threatens to kill or beat up the other person and sometimes punches a wall or desk. I am afraid of him and he is bigger than me.

You should report this to your supervisor or to a HR representative, especially if you are not comfortable in speaking with the person directly. If you experience a situation where you feel threatened or you believe there is a real potential for violence, don't hesitate in getting help from others, include site security. Do not directly intervene in a physical confrontation or put yourself at risk.

I walked into the lunch room yesterday where two colleagues were watching a porn video they had found on YouTube. They were both laughing about it but I didn't find it funny. They were on their break and were using their personal mobile phone. Is this okay?

Technology has changed the world we live in and has significantly changed the environment in which we work. In a culture that is safe, welcoming and inclusive, there is no place for this behaviour in the workplace and it is against our Values. You should discuss this with the individuals if you feel comfortable, or raise it immediately with your supervisor or a HR representative. It is important to be aware that even though the people were on their break, were using a personal phone, and you may not have been the intended audience, they are still in breach of the Code.

My supervisor has told me that I am going to be performance managed as I am not meeting expectations. I feel this is unfair and that they are harassing and bullying me.

Harassment is an action, conduct or behaviour that is unwelcome, humiliating, intimidating or offensive. Bullying is repeated verbal, physical, social or psychological abuse. Whilst these are not tolerated, they should not be confused with honest, open and constructive feedback on work performance, development, coaching or performance management. Refer to the local policy and procedure for more information on performance management or have a conversation with your HR representative if you don't believe processes are being followed.

I travel a lot for work, both domestically and internationally. What do I need to be aware of?

It is important that you are aware of the global travel and policy procedures, and local requirements as they relate to your job. You must respect the rights and culture when travelling and representing Nufarm, and be careful not to assume that acceptable behaviour in one country is acceptable in another. If you are travelling somewhere new, have a conversation with a colleague living in or who is familiar with the location for advice.