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ANTI-SLAVERY POLICY STATEMENT

INTRODUCTION

This statement sets out the measures Certis Belchim B.V. hereinafter "Certis Belchim" has taken to ensure slavery and human trafficking is not taking place within our organization or our supply chains. This statement is made pursuant to the UK's Modern Slavery Act 2015 (the "Modern Slavery Act").

ORGANISATION

Certis Belchim is a crop protection distribution company incorporated and regulated under the laws of the Netherlands. It has its headquartered in Utrecht, the Netherlands. Certis Belchim has branches and subsidiaries, which are regulated by the relevant regulatory bodies in those countries.

For more information on our organization, please visit our website using the following link:

www.certisbelchim.com/countries-2/

BUSINESS

Our business is providing crop protection products and specialties, including advice to the market, and sales and marketing services to our suppliers alongside development and regulatory support worldwide through our branches and subsidiaries, located in Europe, North America, Canada and Asia.

Our annual consolidated turnover for the financial year ended 31/03/2025 was above the £36M threshold specified in the Modern Slavery Act.

For more information on our business, please visit our website.

SUPPLY CHAINS

Supply chains are part of the critical sources of competitive advantage and value creation. To ensure sustainability of our business we engage our suppliers and other stakeholders to understand and evaluate continuity and sustainability of the value chain. Most of our supplier base is located in developed economies including Europe & USA.

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POLICY

Slavery is a crime and a violation of fundamental human rights and cannot be accepted under any circumstances. It might take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, but all forms lead to the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Certis Belchim has a zero-tolerance approach to any form of slavery including modern slavery and is, as also stated in its Business and Ethics code, clearly committed to acting ethically and with integrity and expects the same behavior from all of its business partners.

Certis Belchim is also committed to ensuring there is transparency throughout its business and Certis Belchim is fully aware of his obligations to tackle (modern) slavery throughout its entire supply chain, fully in line with its disclosure obligations under the UK Modern Slavery Act 2015.

Certis Belchim expects the same high standards from all its contractors, suppliers and other business partners, and as part of our contracting processes, Certis Belchim will include over the next period in its relevant agreements and contracts specific prohibitions against the slavery, and we expect that our suppliers will hold their own suppliers to the same standards and zero tolerance towards any form of slavery.

This policy applies to all persons working for Certis Belchim or on Certis Belchim's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns (together referred to as "***Employees***"), agents, contractors, external consultants, third-party representatives, and business partners (referred to as "***Business-Partners***"). This policy may be amended from time to time.

RESPONSIBILITY FOR THE POLICY

Certis Belchim has the responsibility to make sure that this policy complies with its legal and ethical obligations, and that all those under Certis Belchim's control comply with it. Certis Belchim's management is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of (modern) slavery in supply chains.

COMPLIANCE WITH THE POLICY

All Employees at all levels (including but not limited to directors, officers, agency workers, seconded workers, volunteers, interns, external consultants) and Business Partners must ensure that they have read, understand and comply with this policy. Certis Belchim believes that it is by a joint effort of all its Employees and Business Partners it can prevent and if necessary, detect and report any form of slavery and take precautionary measures.

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Every employee is required to avoid any activity that might lead to, or suggest, a breach of this policy. They must notify their line manager or a Director as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. All employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of Certis Belchim's business or supply chains of any supplier tier at the earliest possible stage. If an employee believes or suspects a breach of this policy has occurred or that it may occur, he/she must notify the line manager or company Director or report it in accordance with the Internal Reporting policy as soon as possible. Employees should note that where appropriate, and with the welfare and safety of local workers as a priority, Certis Belchim will give support and guidance to its suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains. If one is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, one should raise it with the line manager or company Director.

APPLICABILITY

This Modern (Anti) Slavery Policy and Statement is intended for businesses in all countries, especially the United Kingdom. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. Other individuals and organisations working on Certis Belchim's behalf, if they breach said policy their contract may be terminated. As stated above, Certis Belchim maintains a zero-tolerance policy for any breach against said anti-slavery policy.

The Supervisory Board of Directors of Certis Belchim approved this statement on 24/09/2025 and it is signed by Certis Belchim's CEO Mark Waltham.

Mr. Mark Waltham

CEO

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Mark Waltham
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