



Monsanto UK Limited - Slavery and Human Trafficking Statement

INTRODUCTION

This statement is made by Monsanto UK Limited (Monsanto UK) in accordance with section 54 of the Modern Slavery Act 2015 and covers the financial year from 1 September 2016 to 31 August 2017, and more recent activities.

Monsanto UK is fully committed to human rights and actively works to avoid slavery and human trafficking within our operations and our supply chain.

INFORMATION ABOUT OUR BUSINESS

Monsanto UK is a wholly owned subsidiary of Monsanto Company, a Delaware corporation, based in St. Louis, Missouri, USA, and as such it is part of a wider group of companies. Monsanto UK and the wider group are referred to collectively in this statement as Monsanto. Monsanto UK uses conventional breeding to develop new varieties of oilseed rape and markets oilseed rape seeds for UK agriculture under the DeKalb® brand. Monsanto UK also markets a range of Monsanto crop protection products, principally Roundup® brand agricultural herbicides (see www.monsanto-ag.co.uk) and a range of Seminis® and De Ruiter® brand vegetable seeds. Further information can be found via our website:

<http://www.monsanto.com/global/uk/whoweare/pages/monsanto-in-the-uk.aspx>

Monsanto is a sustainable agriculture company. We deliver agricultural products that support farmers all around the world. We are focused on empowering farmers—large and small—to produce more from their land while conserving more of our world's natural resources such as water and energy. We do this with our leading seed brands in crops like corn, cotton, oilseeds and fruits and vegetables. We also produce leading in-the-seed trait technologies for farmers, which are aimed at protecting their yield, supporting their on-farm efficiency and reducing their on-farm costs.

We strive to make our products available to farmers throughout the world by broadly licensing our seed and trait technologies to other companies. As referenced above, in addition to our seeds and traits business, Monsanto also manufactures herbicides used by farmers, consumers and lawn-and-garden professionals.

Because of the nature of our business, Monsanto hires farmers to grow seeds for us throughout the world. We also purchase chemicals, services, and supplies globally, as they are needed for our production processes.

HUMAN RIGHTS POLICY AND CODE OF CONDUCT

In 2006, Monsanto Company's Board of Directors adopted our Human Rights Policy, which includes nine key tenets of human rights. In 2009, Monsanto joined the United Nations Global Compact.



Child labor, forced labor, compensation, working hours, harassment and violence, are among the nine tenets referenced in our human rights policy, and we work to eliminate any type of modern slavery in our own operations and among our business partners and supply chains. More detail on Monsanto's commitment to human rights and the prevention of modern slavery can be found on our website:

<https://monsanto.com/company/commitments/human-rights/>

Monsanto adopted its Supplier Code of Conduct in 2014 and can be found at:
<https://monsanto.com/company/procurement/supplier-code-conduct/>

This Code includes the standards by which we assess our suppliers and, as revised in 2017, specifically refers to compliance with the UK Modern Slavery Act. With this Code, we encourage and request all our suppliers and business partners to share our commitment to fight slavery and human trafficking and to require that they comply with all applicable laws. We reserve the right to conduct audits on suppliers and we expect suppliers of materials containing tantalum, tin, tungsten or gold (commonly known as conflict minerals) to know where those minerals were mined and to provide the relevant use, volume, and source information to Monsanto, if requested.

We define business partners as entities that work for us and with us in the production of our seeds, or at our research farms, and these would include individual farmers, field laborers, farmer organizers (sometimes called seed coordinators) and agencies or entities that provide field labor. Our experience since 2006 has shown that these groups, among our many suppliers, pose the highest risk of behavior inconsistent with our standards and Policy. We therefore place particular, but not exclusive, focus on partnering, sharing internal best practices and ensuring compliance amongst those business partners, as explained below.

ENSURING COMPLIANCE AND MONITORING RISK

The number of Monsanto business partners around the world varies every year depending on the needs of the business. In the last two fiscal years, Monsanto has had between 25,000 and 35,000 business partners globally and we have grown seeds in 40–45 countries each year.

Every three years Monsanto undertakes a global risk assessment to reevaluate in which countries the components of our Human Rights Policy may be at greatest risk for compliance. Furthermore, every year, Monsanto conducts audits of our business partners based on our global risk assessment. Some of these audits are conducted by internal trained human rights auditors, and some are conducted by 3rd parties who specialize in this type of work. Our business partners are audited for compliance with our Human Rights Policy, including forced labor. Although our Human Rights Policy does not specifically include human trafficking, we do look at laborers' documents and for other signs of forced labor which should help uncover cases of people who were moved or relocated to be exploited for work. Through our audits in the past few years we have found a limited number of instances of situations with business partners that could be forced labor, including workers without access to their identity documents, workers who were loaned money at high interest rates, workers waiting for long periods for their pay, and workers without the money to return to their home countries. In each of these cases, we actively worked with our



business partners to address, resolve and improve the situation for the workers. We also take any findings into consideration to help inform our future audits and best develop our internal policies and procedures, as these findings could indicate risk factors in the geographical area.

Specifically, in fiscal year 2017, we conducted 49,547 audits of our business partners. After this extensive exercise, we are proud to say we did not find any instances of forced labor. We did have a 3rd party assessment of our audit program for India in 2017, and included the assurance opinion in our sustainability report (https://monsanto.com/app/uploads/2017/12/Sustainability_2017.pdf, pages 72 & 73). Historically, and 2017 was no different, most of our audits have taken place in India, where we face a significant risk of noncompliance with the child labor element of the Policy. We conducted our own audits, with our trained auditors, in many other countries. We have been emphasizing identification and training of new auditors, as we continue to evolve our program. Besides our audits of business partners, we also conduct audits of our own sites in three different ways, depending on the risk level identified after considering a number of objective criteria. These audits can be conducted by employees trained as human rights auditors, employees trained as environmental, safety & health auditors, or by third parties. In our audits of our sites and our business partners, the methodology includes reviews of payroll, time records and other documents, and conducting confidential interviews with a sample of the workers.

Monsanto maintains a Business Conduct hotline and email box to enable employees, seasonal workers, business partners or concerned citizens to report potential issues. In the UK, this information can be conveyed to Monsanto as follows:

- By phone, using the phone numbers listed here:
<http://www.monsanto.com/whoweare/pages/bco-international-numbers.aspx>
- Anonymously on the website: www.contactBCOglobal.com
- Via e-mail directly to the Business Conduct Office: business.conduct@monsanto.com
- Or e-mail to the EME region business conduct office: emea.business.conduct@monsanto.com

Reported concerns are investigated, and the person who raised the concern can remain anonymous and be informed of the result of the investigation by calling back and giving a number they receive when they make the initial call.

All cases opened when a person uses any of the tools above are investigated and duly documented.

TRAINING

To help prevent the incidence of forced labor, we work to educate our employees and our business partners globally on our Human Rights Policy, and what it means for our business relationships. In the past nine years, we have required all employees to take computer-based human rights training three times. In addition, every year, new hires are required to take this training as part of their onboarding trainings.

Training for business partners and workers on their rights also occurs. In high-risk countries, we target to train each business partner annually.

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In fiscal 2017 and early 2018, work focused on our supply chain for the UK was undertaken. Business partners who work for us in the UK were identified and provided training on our Human Rights Policy, in preparation for audits in the coming crop season. Additionally, we launched a forced labor identification and prevention training to approximately 25 Monsanto employees who work on products that get imported to the UK from other countries.

In all countries, we include contract clauses in our agreements with business partners that require them to respect workers' rights, act consistently with our Policy, and allow us to audit, in accordance with the local laws.

This statement has been approved by Monsanto UK Limited's board of directors who will review and update it annually.

Signed by:

MARK BUCKINGHAM

Director of Monsanto UK Limited

Signed by

GEOFF HALL

Director of Monsanto UK Limited