

Nufarm Ltd - (Global) Privacy Policy - English

Please note that this Privacy Policy may be updated or revised from time to time and changes will apply immediately. Therefore, you should review our Privacy Policy regularly to ensure you are familiar with any changes.

Your continued use of our websites, platforms or our services after any changes to this Privacy Policy are issued will be taken as your acceptance of those changes.

1. Intent and Application

Nufarm Limited (**Nufarm**) means its associates and subsidiaries and related entities. The Nufarm group of companies recognises the importance of protecting the rights of individuals in relation to their personal and private information. We collect, use, keep secure and disclose all Personal Information in accordance with this Privacy Policy.

This document explains how Nufarm collects, uses and manages the personally identifiable information of anyone in their dealings with Nufarm, including visitors and users of Nufarm's websites and online services.

IF YOU DO NOT AGREE TO THIS PRIVACY POLICY, YOU MUST NOT USE ANY OF OUR SERVICES OR WEBSITES.

2. What information do we collect?

Personal Information means any information that personally identifies you (or others) or can be used to personally identify you (or others). We may collect the following Personal Information:

- personal name, physical address, property name or location, GPS identifier, email address, telephone number, facsimile number, age or birth date, profession, occupation or job title; and
- any additional information that you may provide to us directly through any Nufarm website or any other contact with Nufarm.

You acknowledge and agree that all Personal Information submitted by you (including Personal Information related to another individual) is submitted to us with all necessary consents that we may use such information in the ways contemplated by this Privacy Policy and the Terms and Conditions on our websites.

3. How we collect information

We may collect and retain Personal Information during the course of our interactions in order to provide you with the services we offer. We may collect Personal Information that you choose to provide us via our websites, surveys, emails, business correspondence or personal meetings or phone calls between yourself and Nufarm's personnel or agents.

You have the option of not disclosing Personal Information to us or to use a pseudonym instead, unless it is impractical, in our determination, for us to assist you or we are otherwise required by law or a court or tribunal to deal with you on an identified basis. If you choose to withhold any Personal Information, we may not be able to provide you with all or part of our services.

4. Your publicly available information

We may also collect Personal Information from publicly available sources, such as telephone or business directories, your business internet site, and social media platforms such as Facebook and LinkedIn. Where our content or services are provided on platforms with interactive features to which you can contribute, the Personal Information you provide may become publicly available if the platform is publicly accessible or a social media platform (subject to any privacy settings you have set in your social media accounts).

The purpose of collection may include the management, investigation, review and reporting of safety or environmental matters involving



Nufarm products, services, personnel or agents. We may also collect Personal Information from third parties, such as credit reporting agencies, which may provide Nufarm with information relating to your business, or your position as a company director, officer or shareholder, or contact or credit reference for a business. We are not responsible for the Personal Information you publicly disclose to or via these sources.

5. Online browsing and cookies

When you use our websites our Internet Service Provider (ISP) records your server address, internet protocol address, the date, time and duration of your visit, the pages and documents you accessed, the webpage that directed or referred your browser to the current webpage, and the type of browser you are using. If we access this information, it would be for the purpose of analysing web traffic and the improvement of navigation through our websites. We do not identify you or your browsing activity, but law enforcement agencies may exercise legal powers to inspect our ISP's server logs.

Cookies are small text files which are transferred to your computer or other storage device. Cookies can identify your internet browser but not you. **You can adjust your web browser to restrict, limit or deny cookies, but then parts of our websites may not functional correctly.** You can learn more about how to manage your cookies by visiting www.aboutcookies.org.

Your consent is **not** required for us to send and utilise the necessary cookies (Session Cookies) that maintain the continuity of your browsing session while you move around the website(s), enable you to access secure areas, or allow you to save items to an online list or "basket".

We will ask for your consent before sending your device any cookies that collect information about which of our webpages are most visited and what errors are experienced on those webpages, so that we can improve our website design and layout, and improved the effectiveness of our platforms and software applications.

We will ask for your consent before sending your device any cookies (Persistent Cookies) that enable our websites to recall the selections you made in order to provide a personalised experience in terms such as language and city or country location.

We will ask for your consent before sending your device any advertising cookies that enable the delivery of advertising content related to your browsing history.

Third parties may use cookies and other technologies such as web beacons, Adobe Flash technology (including Flash Local Stored Objects also known as "Flash Cookies") and JavaScript on our websites and platforms in connection with online services like banner advertising, internet site analytics, maps, social sharing and surveys. This may allow them to collect information about your use of our website or platform (including your device's internet protocol address) which they may store domestically or in other countries, including the United States. The use of these technologies allows these third parties to deliver customised advertising content, measure the effectiveness of their advertising, evaluate users' use of our websites and provide other services relating to internet site activity and internet usage. Those third parties may also transfer the information they collect to others if required to do so by law, or if those others process the information on their behalf. Please note that setting the Flash Player to restrict or limit acceptance of Flash Cookies may limit the functionality of internet sites using Flash, which our websites may do from time to time.

You can find more details in the privacy policies of those third-party services, including information on how to restrict or deny these cookies or technologies.

6. How do we use your information?

We use the Personal Information collected so that we can perform our business activities and functions in an effective, efficient and responsible manner, to engage effectively with the communities in which we operate and to provide the best possible quality customer service.

We collect, hold, use and disclose your personal information for the following purposes which may include:

- to respond to your requests;
- to improve our level of service;
- to improve the content of our communications;
- to provide you with tips, helpful information, product and services news and updates;
- to notify you of our new products and services;
- to seek your views on our products and services;
- for our own administrative and quality assurance purposes;
- to consider your application for employment;
- for other purposes that may be detailed on our websites or mobile platforms;
- to update our records and keep your contact details up to date;
- to undertake safety and environmental incident management, investigation, review and reporting, as required by the plant protection regulatory authorities in the jurisdictions in which we operate;
- To conduct audits on pest and weed infestations and provide advice to you, when requested, on methods to decrease the possibility of resistance to pesticides;
- To report an adverse incident to the plant protection regulatory authorities, as well as environmental protection agencies, in the jurisdictions in which we operate;
- To assist in the development of industry wide strategies that may reduce the occurrence of pesticide resistance;
- to comply with any law, rule, regulation, or lawful and binding determination, decision or direction of a regulator or judicial or administrative body, or in cooperation with any governmental authority, for example:
 - participating in document disclosure processes mandated by law, such as discovery in court proceedings, or responding to subpoenas or notices to produce information issued by competent authorities;
 - where we consider a company or an individual may be engaged in fraudulent activity or other deceptive practices that a governmental agency should be made aware of; or
 - disclosure to appropriate authorities or emergency services, where your personal or sensitive information suggests possible harm to life or property.

7. To whom may we disclose your information?

We may disclose your personal information, for the purposes described above to:

- other companies within the Nufarm group of companies, including the employees and contractors and agents of those companies;
- service providers to companies within the Nufarm group of companies that assist us with our business operations by providing archival, auditing, accounting, community relations, consulting, customer or investor contact, legal, business consulting, banking, payment, delivery, data processing, research, training, internet site or technology services;
- governmental, law enforcement, regulatory, judicial or administrative bodies to comply with any law, rule, regulation, lawful and binding determination, decision or direction, or in order to cooperate with such bodies, such as plant protection authorities or industry bodies associated with the development of strategies to minimise the development of pesticide resistance.

8. Transborder storage and transfer of Personal Information

If Your Personal Information has been collected from you in a member state of the European Union, we will not process or transfer your Personal Information into a country the laws of which do not ensure an adequate level of protection recognised pursuant to the General Data Protection



Regulation 2016/679 of the European Parliament, unless you have provided your consent to transfers of this nature.

If Your Personal Information has been collected from you other than in a member state of the European Union, it may be stored and processed in and transferred between any of the more than 100 countries in which we operate, including the United States, Japan, and other countries.

Subject to the above, your Personal Information may be transferred to, stored and processed in jurisdictions with lower data protection standards than your country of residence. Nufarm Limited's Annual Report, which is available at our www.nufarm.com website, lists all of the Nufarm Group controlled entities around the world and their places of incorporation (together, our **Global Locations**). Personnel of the Nufarm group of companies in those Global Locations may access Personal Information relating to individuals present in another Global Location as part of their normal business activities, including use of our information and communications technology (ICT) systems. We may also disclose Personal Information to our data hosting and other ICT service providers, or other third parties located in one or more of our Global Locations. You acknowledge and agree to such international data and information transfer, storage and processing.

9. Security

We consider the confidentiality of Personal Information collected from you to be of utmost importance. To prevent unauthorised access, disclosure, interference or misuse, we have implemented procedures and installed equipment to safeguard the security and confidentiality of your Personal Information. We regularly review these arrangements to ensure we are doing all that are reasonably and technically feasible at the time to protect your Personal Information. However, since no system is completely secure or error-free, we cannot guarantee that your Personal Information is totally protected, for example, from hackers or misuse.

You should exercise due care to safeguard any user names, passwords, identification numbers, or other special access features associated with your use of our websites or platforms or services.

We will take reasonable steps to destroy or permanently de-identify any Personal Information from our ICT systems which is no longer required by us.

10. Direct marketing

We do **not** provide your Personal Information to other entities or organisations for the purposes of direct marketing.

We may issue direct marketing communications that you would reasonable expect to receive. By providing us with Personal Information you consent to us using that Personal Information to issue direct marketing communications that include promotions and information about our products and services. These communications may be sent in various forms, principally email or mail, but also by telephone, SMS or fax.

At any time you may opt-out of receiving our marketing communications by contacting us or by using any "unsubscribe" facility provided in the marketing communications you receive, and we will then take steps to remove your Personal Information from the direct marketing database from which your Personal Information was sourced.

11. Your access to the Personal Information you provide

You may request access to any Personal Information we hold about you at any time by contacting us.

If you become aware that any Personal Information we hold about you is incorrect or out-of-date, please let us know immediately. We will be happy to accept updated Personal Information in writing from the owner of that information at any time. However, in order to protect individual's privacy and security, we will take reasonable steps to verify personal identities before granting access or correcting Personal Information. You agree that we may recover from you any reasonable costs involved



in providing you with extensive access to Personal Information, for example where there is significant cost and labour involved in accessing Personal Information held in archives.

We will respond to any reasonable request to access or correct or delete your Personal Information within a reasonable timeframe or within the timeframe required by the laws of your location.

In some circumstances, we may not be able to grant you access to your Personal Information. Such circumstances include those where providing access:

- is likely to pose a serious threat to the safety of an individual or the public;
- is likely to unreasonably impact on the privacy of others;
- would reveal information which relates to existing or anticipated legal proceedings or otherwise impact on any commercial or legal negotiations;
- is unlawful (including being unlawful as directed by a court or tribunal) or is likely to impact on actions being taken in relation to alleged unlawful activities relating to our functions and activities; or
- would impact on a commercially sensitive decision making process; or
- the request is frivolous or vexatious.

12. Contacting us & the Complaints Process

If you have any questions about our Privacy Policy, or have a problem or complaint, please contact your nearest Nufarm company office or via the contact details on our websites. We request that complaints about breaches of privacy be made in writing for the sake of accuracy and to assist our investigations. We will respond and try to resolve your complaint within a reasonable timeframe or within the timeframe required by the laws of your location.

If you believe we have not adequately dealt with your request or complaint, you can choose to raise the matter with the appropriate authority or ombudsman in your jurisdiction of residence.