



2023 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

This annual report (“Report”) is made subject to Section 11(1) of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by Albaugh, LLC (“Albaugh”), an limited liability company organized and existing under the laws of the State of Iowa, United States, with its headquarters in Ankeny, Iowa, United States.

This report has been prepared for the fiscal year beginning January 1, 2023, and ending December 31, 2023.

This report was approved on behalf of Albaugh’s Board on the date of attestation below and operates across all of Albaugh’s subsidiaries.

This Report describes the actions Albaugh and its subsidiaries have taken to assess the risks of forced labour and child labour in Albaugh’s business operations and supply chain and the steps implemented which are aimed at ensuring products are not produced using forced labour and child labour. This Report is in addition to the Statement on Transparency in Supply Chains available on Albaugh’s website in accordance with the California’s Transparency in Supply Chains Act of 2010 and the United Kingdom’s Modern Slavery Act 2015 available at <https://www.albaugh.com/who-is-albaugh/about/supplier-code-of-conduct>.

About Albaugh

Albaugh is a privately-held global supplier of crop protection products based in Ankeny, Iowa. Albaugh’s global reach has been built to provide scale and reliability that gives farmers solutions they can count on. Albaugh’s vision is to be the leading alternative for crop protection products globally. Albaugh’s mission is to create value for farmers by applying our unique efficiencies to provide a broad and sustainable portfolio of high quality, competitively priced crop protection products. Albaugh’s vision and mission are built on core values that drive its focus, including the commitment to sustainability and integrity. Albaugh maintains a high standard of ethics in conducting its business. Albaugh is firmly against any form of forced labour, child labour, human trafficking, and slavery and will not condone any type of this prohibited, unlawful conduct by its employees, suppliers, vendors, or other business partners. Albaugh is dedicated to making a positive impact on the world by balancing the needs of the present with the requirements of the future where agriculture thrives, the environment flourishes, and communities prosper.

Structure, Activities, and Supply Chains

Albaugh, LLC is a manufacturer of crop protection products that are used by farmers worldwide. The primary regions in which Albaugh operates are the United States, Mexico, Argentina, Brazil, Spain, Slovenia, China, and India. Albaugh's supply chains are managed by its Group Operations team based in Ankeny, Iowa. Albaugh sources active ingredients, inert ingredients such as adjuvants, and packaging and labeling components necessary for producing finished products. Albaugh purchases some finished products from third party suppliers. Albaugh's products are provided to farmers through normal agricultural inputs distribution channels, which includes distributors, cooperatives, dealers, and retailers.

Albaugh imports and sells finished products, active ingredients, inerts, and packaging materials into Canada to distributors and farmers.

Policies

Albaugh's Worldwide Code of Ethics contains the policies and principles by which Albaugh commits to the safe, ethical, and responsible operation of all our businesses and facilities. This policy applies to all employees and management. Albaugh has also promulgated a Supplier Code of Conduct, which among other things articulates the policy that Albaugh's suppliers must prevent forced labor and child labor. Albaugh reserves the right to terminate relationships with Suppliers that violate the Supplier Code of Conduct. Albaugh discloses its due diligence efforts in its Statement on Transparency in Supply Chains published on its website.

Due Diligence

Albaugh, LLC has instituted anti-forced labour and anti-child labour in its Worldwide Code of Ethics that applies to all of Albaugh's employees and in its Supplier Code of Conduct that applies to all of Albaugh's suppliers by agreement. Albaugh trains all of its managers and supervisors on its Worldwide Code of Ethics. Albaugh's Sustainability Committee is preparing to address the risk of forced and child labor through reporting on the topics under the Global Reporting Initiative ("GRI") Standards 408 (Child Labor 2016) and 409 (Forced or Compulsory Labor 2016). Albaugh maintains a hotline via telephone and the internet in multiple languages for employees to register reports of behavior contrary to the Worldwide Code of Ethics or Supplier Code of Conduct, which can be anonymous, and Albaugh's policy precludes retaliation against personnel who file hotline reports. Albaugh conducts site visits and spot audits of its suppliers. Albaugh is continuing its efforts to strengthen and promote its policies and provide assurance that its supply chains are free of child or forced labor.

Assessment

Albaugh's due diligence efforts with respect to child labor and forced labor are disclosed in its Statement on Transparency in Supply Chains published on its website. In 2023

Albaugh's Sustainability Committee is undertaking to include reporting on forced labour and child labour for the 2023 reporting period.

Between January 1, 2023, and December 31, 2023, Albaugh did not receive any complaints or reports regarding forced labour or child labour in its operations or supply chain. Albaugh is exploring resources to expand its efforts to identify and address child or forced labor risks in its supply chains. Albaugh will update its Statement on Transparency in Supply Chains and this Report as its risk assessment and mitigation program develops.

Remediation of Forced Labour and Child Labour

Between January 1, 2023, and December 31, 2023, Albaugh did not receive any complaints or reports regarding forced labour or child labour that would require remediation to victims or families of victims of forced labour or child labour.

Training on Forced Labour and Child Labour

Albaugh provides regular training to managers and supervisors on Albaugh's Worldwide Code of Ethics which includes training on forced labour and child labour. New hires are also provided such training.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Kurt Pedersen Kaalund
Chief Executive Officer

May 29, 2024

Signature: _____

I have the authority to bind Albaugh, LLC