



Slavery and Human Trafficking Statement

Our business

Origin Enterprises plc is a focused Agri-Services group, providing specialist on-farm agronomy services, digital agricultural services and the supply of crop technologies and inputs. The Group has leading market positions in Ireland, the United Kingdom, Brazil, Poland, Romania and Ukraine. Origin is listed on the Euronext Growth and AIM markets of Euronext Dublin and the London Stock Exchange respectively, and is headquartered in Dublin, Ireland with Group revenues of €2.3 billion. Origin operates in six countries serving approximately 50,000 customers with over 2,600 employees.

Our ethical standards

Origin is committed to operating in an ethically and responsible manner, ensuring that there is no modern slavery or human trafficking in our supply chains. This commitment is reflected through the ongoing implementation of procedures and controls. Origin is prepared to terminate the relationship with any supplier or partner to its operations, where they do not comply with the UK Modern Slavery Act 2015. In addition, the Group may seek to engage and work with these suppliers to ensure compliance.

Our supply chain

The Group endeavours to maintain close commercial relationships with all its suppliers, the most significant of whom are large multinational organisations who supply across all our geographical markets. Nevertheless, our Companies remain vigilant to all risks within their own specific supply chains and within the network of other partnerships, particularly with small-scale businesses and farms and growers in whose sector there may sometimes be a higher risk of unlicensed manual labour.

Continuous progress

Origin recognises the importance of risk assessment, management oversight and continuous improvement. We monitor changes in government guidance in relation to modern slavery and we support our business units within the Origin Group to operate best practice supply chain management.

Since our last report, we continue to focus on supplier engagement and employee awareness. We note a further year-on-year increase in the number of suppliers who have signed up to modern slavery principles. We have further emphasised our commitments to identifying and taking action against any modern slavery taking place in our supply chain through, amongst other things, updated procurement policy and the employee code of conduct.

We continue to monitor completion by employees of e-learning training on modern slavery and have set further near term targets for completion of such training. Guidance, which has been communicated to employees, and the aforementioned training are designed to help support awareness of modern slavery and assist in improving employees' ability to recognise it and report concerns. Training highlights each employee's role and duty in reporting concerns.

Due diligence

The Group has identified procedures and implementing ongoing actions to identify and mitigate the risks of modern slavery and human trafficking across our businesses, including:

- Availability of an independent whistleblowing hotline to provide employees with an opportunity to identify risks anonymously through a confidential, 24/7/365 operated service

- Internal 'risk checks' to ensure that permanent or seasonal employment does not contravene our own ethical standards or any legislation or government guidance
- Third party supplier compliance check process, requiring new and existing suppliers to read and accept our stance in relation to preventing modern slavery
- Collaboration with colleagues within our Group companies to share knowledge, learnings and best practice to further mitigate risks of modern slavery in our network.

We welcome comments and suggestions within our supply chain to ensure we continue to identify, assess and address risks of modern slavery within our operations and across our supply chain. If you have any questions, please contact us by emailing us on enquiries@originenterprises.ie.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in blue ink, appearing to be 'Sean Coyle'.

Sean Coyle
Chief Executive Officer

31 January 2023