



# **Corteva Agriscience**

## **SUPPLIER CODE OF CONDUCT**

# Table of Contents

- INTRODUCTION ..... 5
- LABOR & HUMAN RIGHTS ..... 6
  - FORCED LABOR OR HUMAN TRAFFICKING ..... 6
  - CHILD LABOR ..... 6
  - COLLECTIVE BARGAINING ..... 6
  - ZERO TOLERANCE TOWARDS HARASSMENT ..... 6
  - FAIR WAGES ..... 6
  - NONDISCRIMINATION ..... 6
  - IMMIGRATION ..... 6
  - SUBCONTRACTOR/CONTINGENT WORKERS ..... 6
  - DIVERSITY ..... 6
- HEALTH, SAFETY & ENVIRONMENTAL ..... 7
  - OCCUPATIONAL SAFETY ..... 7
  - SANITATION, FOOD, AND HOUSING ..... 7
  - ENVIRONMENTAL ..... 7
  - SUSTAINABILITY ..... 7
  - POLLUTION PREVENTION ..... 7
  - CONFLICT MINERALS ..... 7
- INTEGRITY & COMPLIANCE ..... 7
  - ACCURACY OF BUSINESS RECORDS ..... 7
  - ANTI-BRIBERY/ANTI-CORRUPTION ..... 8
  - CONFLICT OF INTEREST ..... 8
  - CONFIDENTIALITY/PRIVACY ..... 8
  - INTELLECTUAL PROPERTY ..... 8
  - INSIDER TRADING ..... 8
  - ETHICAL PROCUREMENT PRACTICES ..... 8
  - FAIR COMPETITION AND ANTITRUST ..... 9
  - GIFT & ENTERTAINMENT ..... 9
  - INTERNATIONAL TRADE LAWS ..... 9
  - SANCTIONS AND EMBARGOES ..... 9
- REPORTING CONCERNS ..... 9

# INTRODUCTION

Our purpose is to enrich the lives of those who produce and those who consume, ensuring progress for generations to come. Corteva Agriscience is committed to integrity. Everything we do is guided by our values.

- Enrich lives - We commit to enhancing lives and the land. As leaders, we pursue a purpose which goes beyond our immediate interests to benefit society.
- Stand tall – We are leaders who act boldly. We accept the challenges that confront our industry as our own and will step up to ensure that agriculture progresses and thrives.
- Be curious – We innovate relentlessly. We accelerate our pace of innovation to create solutions that will deliver abundant high-quality food, now and for the future.
- Build together – We grow by working together. We must embrace diversity and collaboration in order to build one company and reach out across the food system, creating shared value
- Be upstanding – We always do what's right, maintaining high ethical standards and conducting business safely and transparently.
- Live safely – We embrace safety and the environment in all we do.

We expect to build strong, trusting, and sustainable business relationships with our suppliers. As part of that commitment, Corteva expects its suppliers, when doing business with or on behalf of Corteva Agriscience, to ensure that they provide their employees a safe working environment, treat their workers with dignity and respect, engage in environmentally sound and sustainable manufacturing processes, and comply with all applicable laws in all countries in which they conduct business. In this Code, "Corteva Agriscience" includes the Corteva Agriscience and all of its affiliated (collectively referred to as "Corteva").

Corteva's Supplier Code of Conduct ("Supplier Code" or "Code") sets forth Corteva's commitment to integrity and compliance within its global supply chain. Corteva may visit (and/or have external monitors visit) supplier facilities, with or without notice, to audit compliance with the Supplier Code. Upon request, Supplier will provide Corteva all information reasonably required to enable Corteva to assess compliance with the Code. If permission to conduct an audit is denied, consequences up to or including termination of our agreement may occur. Adherence to the requirements set forth in the Supplier Code will be considered in making sourcing decisions. Failure to comply with the Supplier Code may result in termination as a Corteva supplier.

Suppliers must comply with the Code. Each Supplier must also ensure that its affiliated entities, employees, sub-contractors, and its own supply chain will comply with the Code.

Suppliers must acknowledge acceptance of the Supplier Code of Conduct via electronic acceptance or signatures when requested. Additional Supplier resources are detailed in the [Corteva Supplier Center](#).

If you have any questions about the Supplier Code of Conduct or how it might impact your partnership with Corteva Agriscience, please contact the [Procurement Governance Team](#).

# LABOR & HUMAN RIGHTS

We are committed to the protection and advancement of human rights and will not tolerate the use of forced labor, slavery, human trafficking, the exploitation of children, or their engagement in hazardous work. Suppliers are required to follow all general workplace standards and must comply with all applicable laws and regulations, including those that relate to labor, wage, working hours, discriminatory hiring and employment practices, and health and safety. This commitment establishes and ensures a safe working environment for all employees. Should Corteva Agriscience become aware of such practices, the business relationship will be terminated.

## FORCED LABOR OR HUMAN TRAFFICKING

Suppliers shall not traffic in persons or use any form of slavery, forced, bonded, indentured, or involuntary prison labor. This includes the transportation, harboring, recruitment, transfer, or receipt of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.

## CHILD LABOR

Child labor is strictly prohibited. Suppliers shall not employ children. The minimum age for employment or work shall be 15 years of age, the minimum age for employment in that country, or the age for completing compulsory education in that country, whichever is higher. This Supplier Code does not prohibit participation in legitimate and lawful workplace temporary apprenticeship, internship, or seasonal common or customary practice in the industry. See [Corteva's Statement: Child and Force Labor](#).

## COLLECTIVE BARGAINING

We expect our suppliers to recognize, respect, and protect employees' lawful rights to freely associate and collectively bargain in accordance with applicable laws and regulations and without fear of retaliation.

## ZERO TOLERANCE TOWARDS HARASSMENT

We expect our suppliers to ensure their employees are not subject to psychological harassment, verbal harassment, sexual harassment, physical harassment, bullying, violence, threats or intimidation, or any other form of abuse in the workplace. We expect our suppliers will comply with all applicable laws regarding the harassment and abuse of employees.

## FAIR WAGES

We expect our suppliers to comply with all applicable laws regarding work hours and overtime, including all applicable laws regarding wages and benefits.

## NONDISCRIMINATION

We expect our suppliers to not tolerate any discriminatory conduct against any employee or applicant because of age, race, religion, color, gender, disability, national or ethnic origin, ancestry, marital status, family status, sexual orientation, gender identity or expression, veteran status, political opinion, or any other class protected by law and will comply with all applicable employment discrimination laws.

## IMMIGRATION

Suppliers must comply with applicable immigration laws and regulations in any jurisdiction where they and Corteva Agriscience operate and only employ workers with a legal right to work in the relevant location.

## SUBCONTRACTOR/CONTINGENT WORKERS

We must be informed of all subcontractors. Suppliers are responsible for educating and training subcontractors and ensuring subcontractors are compliant with the provisions of this Code and the law.

## DIVERSITY

Our suppliers are encouraged to have active diversity programs and to support the businesses and communities where Corteva Agriscience operates by engaging with small businesses and diverse categories. We value inclusive procurement practices with businesses of all types of ownership and control. In each of the countries within our global footprint, we encourage third-party diversity certification for our

business partners that are owned and controlled by ethnic minorities, aboriginal people, women, individuals with disabilities, veterans, LGBT+ people, and small businesses.

## **HEALTH, SAFETY & ENVIRONMENTAL**

Suppliers must comply with all applicable safety and health laws and regulations in the countries in which they and Corteva Agriscience operate. Suppliers are expected to provide employees with a healthy and safe workplace, including access to clean, safe and reasonable working conditions.

### **OCCUPATIONAL SAFETY**

We expect our suppliers to comply with all applicable workplace health and safety laws. Suppliers are expected to provide a safe and healthy workplace for their employees. This includes proactively preventing occupational injuries, illnesses, and incidents by providing appropriate training, controls, and protective equipment. Where appropriate and reasonable, suppliers will comply with quality and/or safety audits and address any follow-up actions as requested by Corteva Agriscience.

### **SANITATION, FOOD, AND HOUSING**

Suppliers must meet Corteva Agriscience's standards when providing housing facilities to employees. Suppliers must follow legal requirements for living space in sleeping quarters, clean toilet facilities, potable water, and sanitary food preparation and eating facilities. Living spaces must be distinct from the factory/production area and separated by gender.

### **ENVIRONMENTAL**

We expect our suppliers to integrate environmental responsibility into their operations and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of workers and the public. Suppliers shall also comply with all applicable health, safety and environmental laws and regulations when conducting business. Our suppliers are expected to have systems in place to ensure safe management of waste, air emissions and wastewater discharges. Our suppliers are expected to report any spills, leaks, or accidental discharges to the appropriate governmental authorities. We will choose to work with partners who seek to implement sustainable production processes and who proactively minimize the environmental impact of their operations.

### **SUSTAINABILITY**

We recognize our responsibility to the environment and seeks to operate sustainably. Suppliers are expected to apply a continuous improvement approach to enhance their environmental performance and reduce their environmental footprint. Suppliers must follow all applicable laws and regulations regarding environmental practices. We value sustainability as a global company and encourage our suppliers to seek third-party assessment of their sustainable practices and policies

### **POLLUTION PREVENTION**

Suppliers must strive to reduce consumption of resources, including raw materials, energy, and water. Suppliers are expected to implement improvement plans for waste reduction, recycling, and energy conservation policies and seek ways to use cleaner sources of energy.

### **CONFLICT MINERALS**

Suppliers and their subcontractors must not use conflict minerals, whose obtainment is linked to human rights violations. Suppliers must meet the conflict reporting requirements as required by the Dodd-Frank Wall Street Reform and Consumer Protection Act and the Securities and Exchange Commission.

## **INTEGRITY & COMPLIANCE**

We expect the highest standard of ethics, integrity, and responsibility in all our operations and endeavors. Suppliers are required to be ethical in all aspects of its business, practices, operations, and relationships.

### **ACCURACY OF BUSINESS RECORDS**

We require our suppliers to keep and provide upon request accurate records relating to all Corteva

Agriscience business. Suppliers will accurately represent their services or products, accurately estimate timelines, ensure all contracts comply with applicable laws and regulations, obtain proper authority to finalize deals or sign contracts, and not misrepresent competitors.

## **ANTI-BRIBERY/ANTI-CORRUPTION**

We require our suppliers to never engage in any form of bribery or kickbacks, including promising, offering, providing, or authorizing anything of value to a government official or political entity to gain an unfair business advantage. This includes payment of unofficial fees or facilitating payments to secure or expedite business on behalf of Corteva Agriscience or any other company. We require our suppliers to understand and operate within the provisions of all applicable anti corruption laws, including the US Foreign Corrupt Practices Act and the UK Bribery Act and all other applicable anti corruption and anti bribery laws. Further we require our suppliers to review our [Corteva Code of Conduct](#) and along with this Supplier Code of Code, adhere to these policies at all times, including, but not limited to the sections covering (i) anti bribery and anti corruption, (ii) government dealings and (iii) gifts and entertainment. We also require our suppliers to never subcontract any government facing services provided by suppliers to Corteva without a written agreement with Corteva

## **CONFLICT OF INTEREST**

We require our suppliers to disclose any conflicts of interest or potential conflicts of interest and to cooperate with Corteva Agriscience to avoid, manage or resolve any actual or perceived conflicts of interest. We expect our suppliers will avoid any interaction with a Corteva Agriscience employee that may conflict or appear to conflict with that employee acting in the best interests of the company.

## **CONFIDENTIALITY**

To conduct day-to-day business with Corteva Agriscience, Suppliers may need access to confidential/ records. Suppliers must ensure this information is protected and remains confidential. Suppliers may not disclose this information unless given written permission from Corteva Agriscience.

## **DATA PRIVACY**

As a global company Corteva requires that Suppliers abide by all applicable Privacy Laws (Applicable Privacy Law). Accordingly, prior to Processing any Personal Information (i.e., information that identifies an individual or relates to an identifiable individual), Supplier shall execute agreements and documentation as reasonably determined by Corteva Agriscience. Supplier may only use Personal Information for the purpose of providing Products or Services to Corteva, in compliance with Applicable Privacy Law, and will not Process Personal Information outside of the direct business relationship with Corteva Agriscience, including for its own commercial benefit, for any purpose not specifically permitted.

## **INTELLECTUAL PROPERTY**

We expect our suppliers to protect all confidential information, including personal information, to prevent its misuse, theft, fraud, or improper disclosure and to abide by the confidentiality agreements signed with Corteva Agriscience. Suppliers must take care in handling and discussing such information to ensure the company's intellectual property, brands, trademarks, copyrights, proprietary technology, and processes are properly protected. We expect our suppliers to put appropriate administrative, physical, and technological controls in place to protect the security of the confidential and personal information that they collect, store, or transmit and to immediately notify Corteva in the event of an information security incident that involves the confidential or personal information.

## **INSIDER TRADING**

Suppliers cannot purchase, sell, or trade Corteva Agriscience's securities if they are in the possession or aware of non-public material information about Corteva Agriscience. Suppliers cannot disclose nor use such information to advise or suggest any Third Party to trade Corteva Agriscience's securities either. Non-public information is information which is not available to the public, and which could influence an investor to buy, sell, or hold securities.

## **ETHICAL PROCUREMENT PRACTICES**

We expect our suppliers to engage in ethical procurement practices that are properly documented, clearly defined in nature and purpose, and are in accordance with standard, written trade terms.

## **FAIR COMPETITION AND ANTITRUST**

We require our suppliers to conduct their business in full compliance with all applicable fair competition and antitrust laws and regulations in the jurisdictions in which it operates.

## **GIFT & ENTERTAINMENT**

Although in some settings it may be appropriate to give or receive gifts to strengthen business relationships, we do not encourage giving or receiving gifts. Suppliers should be aware that if gifts and/or entertainment are offered or provided, they need to be consistent with customary regional business practices, have a clear business purpose, and cannot be perceived as a bribe or improper payment. The Code of Conduct for Corteva Agriscience can be found [here](#).

## **INTERNATIONAL TRADE LAWS**

We expect our suppliers to comply with all applicable laws and regulations that govern international trade. Suppliers must provide the necessary documentation to ensure compliance with all country import and export laws and regulations. When applicable, suppliers are expected to be compliant with supply chain security programs that Corteva subscribes to and are encouraged to participate in local country security programs. Upon request, suppliers are encouraged to provide Preferential/Free Trade Agreement Certificates to ensure proper origination of the product has been completed and may be asked to provide supporting documentation to confirm eligibility. We also expect our suppliers will not participate in any boycotts that are in violation of law.

## **SANCTIONS AND EMBARGOES**

We expect our suppliers will never sell, export, re-export, market or provide services to us that originate from or to a sanctioned or embargoed country, person, or entity. It is also our expectation that suppliers will never purchase products that are ultimately sold to Corteva from a sanctioned or embargoed country, person, or entity except where such sale is specifically authorized by license or authorization. For shipments where your company manages the freight, sanctioned containers or vessels must not be utilized for the transport of our products.

## **REPORTING CONCERNS**

A supplier who believes a Corteva Agriscience employee, or anyone acting on behalf of Corteva Agriscience has engaged in illegal or otherwise improper conduct with respect to their business with the supplier, should report the matter. Suppliers also should report any potential violation of this Code. A supplier's relationship with Corteva Agriscience will not be affected by an honest report of potential misconduct nor there will be any retaliation to the person who reported.

If you have an ethical concern or question, do not hesitate to contact us.

Corteva Agriscience Code of Conduct: <https://www.corteva.com/code-of-conduct.html>

Corteva Agriscience Global Hotline: +1-833-400-1141

Corteva Agriscience Reporting Form: <https://reportanissue.com/corteva>