



**Supplier Code of Conduct:**  
Doing Business with Integrity

**Nutrien**<sup>®</sup>  
*Feeding the Future*<sup>™</sup>

## *Purpose*

At Nutrien our Purpose is Feeding the Future and we do so with Safety, Inclusion, Integrity and Results as our core values.

Nutrien is the world's largest provider of crop inputs and services, serving over 500,000 growers in regions of the world that are being called on to increase crop production. We envision a sustainable, trusting, and fruitful relationship with our suppliers. In our commitment to all stakeholders, we work towards enhancing economic, environmental, and social performance.

Nutrien has developed this Supplier Code of Conduct which upholds our core values and beliefs. We look for partners who have a safety-first mindset, who are committed to doing business with integrity, who are collaborative team players, who deliver on their obligations, who are innovators in search of a better way, and who believe in inclusion.

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Feeding the Future™



## Introduction


Nutrien’s core values are Safety, Inclusion, Integrity and Results. We are committed to doing business in line with these values and expect our business partners to share that commitment. Nutrien has developed this Supplier Code of Conduct (“Code”) to clarify Nutrien’s requirements of its suppliers in this regard.

This Code is applicable to those that provide goods and services whether directly or indirectly (“Suppliers”).

In this Code, “Nutrien” includes the Nutrien Group of Companies, meaning all of its affiliated entities (i.e., entities in which Nutrien controls or owns, directly or indirectly, more than 50% of the outstanding shares) (collectively referred to as “Nutrien”).

Note that this Code is not intended to create and does not create any rights or causes of action by third parties. There are no third party beneficiaries of this Code. The obligations created in this Code are in addition to those established in any written agreement between Supplier and Nutrien.





Suppliers must acknowledge acceptance of Nutrien's Supplier Code of Conduct through the Supplier Portal and/or in an agreement that contains an explicit reference to the Code.

See Nutrien's Supplier Resource Kit Documents for more information at [www.nutrien.com/suppliers](http://www.nutrien.com/suppliers). Suppliers must comply with any revisions to the Code. The latest version of the Code is posted at [www.nutrien.com/suppliers](http://www.nutrien.com/suppliers).





## Health and Safety

- » Safety is a core value at Nutrien, and our top priority is to send everyone home safe, every day. We are committed to ensuring the safety and well-being of our employees, suppliers, and the communities we serve. We expect our suppliers to share this commitment and to:
  - » Provide their employees with a safe and healthy work environment
  - » Take proactive measures to minimize potential risk of incidents and hazard exposure
  - » Meet or exceed all regulatory safety and health requirements applicable where the Supplier operates. In cases where Nutrien exceeds these regulatory requirements, when performing work on our behalf or at our sites, suppliers are expected to align to our minimum standards.
- » The Nutrien Way is our playbook for how we do safety. It consists of the programs and practices that drive safety and bring our Culture of Care to life. Suppliers are welcome to access it [here](#).

## Abuse, Harassment, Discrimination and Disciplinary Action

- » Suppliers must maintain a work environment that is respectful, professional, and free from discrimination, harassment, bullying, and intimidation.
- » Suppliers must prohibit discrimination based on legally protected status, including but not limited to race, gender, gender identity, gender expression, color, religion, national origin, age, qualifying disability, veteran status, military status, marital status, family status, pregnancy, sexual orientation or any other classification protected under applicable laws.

## Human Rights and Equity, Diversity & Inclusion

- » Suppliers must support legislative efforts to protect and enforce human rights.
- » Suppliers should strive to reflect, in their workforce and supply chain, the communities in which their business operates to grow opportunities for Indigenous Peoples, minority groups and women.

## Illegal, Forced or Compulsory Labor and Human Trafficking

- » Suppliers must not:
  - » benefit or participate, directly or indirectly, in any form of forced or compulsory labor;
  - » require their employees to surrender, as a condition of employment, any government-issued identification, passports, work permits or any other documents necessary for free movement and termination of employment;
  - » directly or indirectly participate in any form of human trafficking.

## Child Labor

- » Suppliers must not employ persons below the minimum age permitted by local law and the core conventions of the ILO including ILO Convention 138.
- » In no circumstances will Suppliers engage in the “worst forms of child labor” contrary to ILO Convention 182.
- » Where local laws impose less restrictive obligations, Nutrien expects the Suppliers to adhere to the applicable ILO Convention.

## Freedom of Association

- » In accordance with local laws, Suppliers shall recognize their employees’ right to freedom of association, and the rights to collective bargaining and to form and join trade unions.

## Compensation, Benefits and Working Hours

- » Suppliers must ensure that all applicable labor and employment laws are followed, and ensure that all working conditions, including but not limited to wages and hours of work are respected and adhered to at all times.

## Environment

- » Nutrien proactively cares for the environment by minimizing waste and managing our use of air, land, and water responsibly. We are committed to safe and sustainable product stewardship throughout the product lifecycle. We expect our suppliers to share these commitments and:
  - » Comply with or surpass all applicable environmental and waste management laws and regulations.
  - » Effectively manage and communicate risks associated with provided goods or services, by all relevant means and in accordance with the law where applicable.

## Anti-Trust and Fair Competition

- » Nutrien is committed to the principles of fair competition everywhere we operate. Suppliers must comply with all applicable antitrust and competition laws. These laws are designed to protect and promote fair competition. Suppliers shall not make, and are prohibited from making, formal or informal agreements – whether successful or not – with competing companies that attempt to unlawfully restrict trade.

## Customs and Trade

- » Suppliers must comply with all applicable laws regulating trade, as well as local import and export laws and regulations.
- » Suppliers must also ensure the appropriate classification of supplied materials and communicate it accurately to government officials and Nutrien.



## Conflicts of Interest and Gifts & Entertainment

- » Suppliers must disclose any relationships and/or interests (financial or otherwise) that might represent an actual conflict of interest or even the appearance of a conflict of interest with Nutrien.
- » Suppliers are prohibited from giving or promising anything of value to Nutrien employees that could inappropriately influence Nutrien's business decisions to gain an unfair advantage.
- » Nutrien has strict rules regarding giving and receiving gifts and entertainment. Before offering or giving any gift or entertainment to a Nutrien employee, Suppliers must ask whether it complies with Nutrien's policies.

## Anti-Corruption and Anti-Bribery

- » Suppliers must ensure that all interactions with and requests to government officials and business partners are based on legitimate grounds and do not include attempts to improperly influence the other person's decision. This includes compliance with all applicable anti-corruption and anti-bribery laws in any jurisdiction in which Suppliers do business, noting that this sometimes includes foreign and local laws.
- » Anti-corruption laws prohibit bribing anyone – including government officials and business partners – by offering anything of value, either directly or indirectly through a third party, in an attempt to improperly obtain or retain business or a business advantage.
- » Generally speaking, a bribe is giving, offering or authorizing something of value to an individual with the intent of obtaining an improper benefit. A bribe can take many forms, including cash and cash equivalents, gifts, entertainment, meals, travel, below-market loans, preferential hiring, favors and political and charitable donations.

**International standards** include the Voluntary Principles on Security and Human Rights and the core conventions of the International Labor Organization's (ILO) and the United Nations (UN) such as the UN's Universal Declaration of Human Rights, the UN's Declaration on the Rights of Indigenous Peoples, and the UN's Guiding Principles on Business and Human Rights.

## Protection of Nutrien's Assets and Confidential Information or Proprietary Information

- » Suppliers shall not disclose any confidential information or proprietary information to any third party, without the approval of their Nutrien business contact who shall consult with a member of Nutrien's Legal Department.
- » Confidential and proprietary information includes, but is not limited to all non-public information, Nutrien's and its customers' intellectual property, trade and business secrets, strategy, reports, customer and supplier lists, employee data market plans, contracts, bids, quotes and pricing information.

## Speaking Up

- » If you have questions about the Supplier Code of Conduct, you are encouraged to contact the Nutrien Procurement team at [SupplierSupport@nutrien.com](mailto:SupplierSupport@nutrien.com) or a member of the Integrity Group at [integrity@nutrien.com](mailto:integrity@nutrien.com).
- » If you wish to report a possible violation of the Code, you are encouraged to contact our confidential Integrity Helpline. You can submit your concern online at [www.nutrien-integrityhelpline.com](http://www.nutrien-integrityhelpline.com) or using the appropriate phone number indicated on that website.

## No Retaliation

- » Suppliers shall not permit retaliation of any kind by or on behalf of themselves or their employees against: (a) good faith reports of potential violations of this Code or violation of the law; or (b) cooperation in an investigation by a governmental authority, itself, or by Nutrien.



