

GRI indicators

| No | Description | Note no. |
|-----|---|----------|
| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation | 1 |
| LA8 | Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases | 2 |
| HR5 | Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights | 3 |
| HR6 | Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour | 4 |
| HR7 | Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour | 5 |

Note 1

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| EC7 | Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation |
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1.1. Corporate policy

Cheminova A/S has no formalised corporate policy giving priority to persons in the countries in which the company owns subsidiaries. It is, however, Cheminova's practice to employ local managers and employees in the country in which the subsidiary is placed as it promotes the cross-cultural understanding and ensures that the commercial operation and development take place in accordance with the local legislation in due consideration of the cultural conditions in the country in question. In the interests of the development of management talents, Cheminova concurrently seeks to post a number of managers for a short term of years (3-4 years) in sales subsidiaries.

In order to ensure the common direction of the group globally, the group management consists of five managers from Denmark (the CEO, three presidents and one vice president) plus four regional presidents from abroad (Spain, the USA, Sweden and Brazil).

The Indian organisation which for the time being is manned with only local managers has a Danish chairman of the Board of Directors (the president of Production & Logistics).

1.2. Share of top management at important production sites coming from the local community

With the exception of Stähler in Germany half of the top management at all Cheminova's important production sites (two top levels responsible for the operation) is 100% local, i.e. citizens from the country in question. Until the middle of 2010, a Danish manager forming part of the company's local top management is posted with Stähler.

Note 2

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| LA8 | Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases |
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2.1. Denmark:

All employees are currently offered courses in health and safety and all new employees automatically participate as part of an introduction course. Hourly-paid workers at the production plants are called for blood sample control with frequent intervals.

Together with the safety representative, the trade union representative and the HR department, the managers take care of the employees that might be struck by severe diseases. The necessary treatment will be organized and possible need for changes of the job is implemented if possible and in cooperation with the employee. All employees are covered by an insurance against critical diseases.

| Program Receiver | Education/Training | | Counselling | | Prevention/ Risk management | | Treatment | |
|-------------------|--------------------|----|-------------|----|--------------------------------|----|-----------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Workers | Yes | | Yes | | Yes | | Yes | |
| Worker's families | | No | | No | | No | | No |
| Community members | | No | | No | | No | | No |

2.2. India:

All contractor labours are educated on health matters and related issues at the time of joining by Occupation Health Centre.

All employees are also educated by the Safety, Health and Environment department at the time of joining on health matters.

Training programs are conducted.

| Program Recipients | Education/Training | | Counselling | | Prevention/Risk Control | | Treatment | |
|--------------------|--------------------|----|-------------|----|----------------------------|----|-----------|----|
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Workers | Yes | | Yes | | Yes | | Yes | |
| Worker's families | | No | | No | | No | | No |
| Community members | Yes | | Yes | | Yes | | | No |

Note 3

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| HR5 | Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights |
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Cheminova respects the employees' right to free choice of association and does not interfere with that. This is an explicit part of our Code of Business Principles, but also in the Suppliers Code of Conduct Cheminova has incorporated demands to the suppliers. The purpose is not only to assure that these rights are maintained but also that they are generally promoted.

In Cheminova's largest organisational units, the conditions can be described like this:

3.1. Denmark:

The freedom of association is not only a fundamental condition of the world declaration on human rights but also a constitutional right in Denmark.

The freedom of association is also supported through a number of employees associations and activities (salaried staff association, art association, athletic association, workshops association etc.). The employees are also represented in different foundations (the welfare foundation and the relief fund) plus in the works council and the security committee. Finally, the employees are represented in the company's Board of Directors.

3.2. India:

Union / Worker's committee has been formed and periodically wage settlement agreements are signed after due negotiations.

Workers are also part of some of the committees like Welfare Committee, Transport Committee, Canteen Committee, Sports Committee etc.

Note 4

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| HR6 | Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour |
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The agrochemical business is characterized by no risk of involving child labour because of the character of production. The production which takes place at large chemical plants has a complexity that makes child labour impossible. As we wish to influence and promote the abolishment of child labour we have included it in our Code of Business Principles in anticipation of being able also to make the demand to our suppliers in the Suppliers Code of Conduct.

In Cheminova's largest organizational units the conditions can be described like this:

4.1. Denmark:

Cheminova does not employ children and we comply with the present health and safety at work act in Denmark in which the instructions for employing children and young people have been described.

4.2. India:

All contract labourers at the time of joining are checked by contractor, thereafter security and subsequently by Occupation Health Centre to ensure that no person below 18 years should be engaged.

For age proof verification before joining, we verify date of birth with birth certificate, school leaving certificate, 10th/12th examination mark sheets etc.

Note 5

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| HR7 | Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour |
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5.1 Denmark:

Cheminova has no activities involving compulsory labour or containing any risk therefore.

5.2 India:

All contract and temporary labourers are being paid minimum wages as per the notification of the Government from time to time. They are also being paid benefits of provident fund, bonus and leaves etc. as applicable by the law.

Operations identified for risks: Contract and temporary labourers.

Wages to the labourers are paid in presence of company officials though payment is made by the contractor. Statutory payments like provident fund / pension fund made by the contractors are checked by the company, every month.