

Sparex Limited Statement made pursuant to section 54(1) of the Modern Slavery Act 2015

This statement is for the financial year ending 31 December 2020.

ABOUT SPAREX

Sparex Ltd is a world leader in the supply of replacement parts and accessories for agricultural tractors and machinery. Our extensive range covers parts for all major tractors and includes gaskets, clutch components, bearings, brakes, filters, hydraulics, lights, seals, linkage, fuel delivery and cab & body accessories. We have our own U.K. based manufacturing company which manufactures high quality products for the OE and aftermarket. The range includes PTO shafts, hydraulic pump parts, valves, front axles (spindles), top links and levelling boxes. Our ultimate parent company is AGCO Corporation which has its head office in the United States of America.

OUR GENERAL POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We remain committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. We strive to protect and manage our own workforce and also collaborate with our suppliers to ensure that they all support the same standards in terms of ensuring a safe, legal and healthy workforce, with zero tolerance for human slavery.

As part of the AGCO Group, we are covered by the AGCO Group Global Code of Conduct. This Code of Conduct is aimed at the internal business and contains a section which is dedicated to fostering a safe and respectful workplace. This Code of Conduct is kept under review to ensure its content continues to meet the needs of both the business and legislative requirements.

COMPLIANCE WITHIN OUR SUPPLY CHAIN

Our Supplier Code of Conduct, which largely mirrors the content of the Global Code of Conduct, establishes a foundation for the relationships that we create with our suppliers. The Supplier Code of Conduct also contains a section which includes prohibitions on child labour, forced labour, dignity in the workplace, compliance with laws on working hours and compliance with laws regarding minimum wages.

We require strict adherence to the Supplier Code of Conduct by any company within our supply chain and any entity which seeks to do business with us. We expect all such organisations to adopt and take the measures required to achieve the same level of conduct committed to by Sparex. We make all of our suppliers aware of the Supplier Code of Conduct and our standard vendor creation form has web links to the Supplier Code of Conduct, our Modern Slavery Statement and our Slavery and Human Trafficking Factsheet (discussed below).

TRAINING

We continue to provide mandatory training to key members of our workforce on the Global Code of Conduct to ensure adherence to all its principles as well as on avoiding bribery and corruption.

REPORTING LINE

In the event that any supplier or individual working at Sparex suspects any violation of the Global Code of Conduct or the Supplier Code of Conduct, they can report their suspicions anonymously via the telephone, post or online via AGCO's Alertline. This Alertline can be accessed via a link on the Sparex website, however an Alertline telephone number, postal address and webpage address is also provided in both the Global Code of Conduct and Supplier Code of Conduct.

STEPS WE HAVE TAKEN IN THE FINANCIAL YEAR ENDING 31 DECEMBER 2020 TO COMBAT SLAVERY AND HUMAN TRAFFICKING

We previously launched questionnaires to selected suppliers operating in countries where there is a high risk of slavery or human trafficking occurring and/or with a CPI score of 40 or below. The reason for launching these questionnaires, was so we could try and understand the level of those suppliers' awareness of slavery and human trafficking, to find out whether any instances of slavery or human trafficking had occurred within their own organisation or supply chain and to learn what processes they had in place to combat slavery and human trafficking within their own organisation and their own supply chain.

The responses to the questionnaires enabled us to identify that a lot of the suppliers in question did not properly understand the concept of modern slavery. In an attempt to address this, we created a one-page document with a short summary of modern slavery and what it means, to increase knowledge of our suppliers. A copy of this document can be found on the main Sparex site (<http://gb.sparex.com/suppliers>). We also send this document, together with our latest Modern Slavery Act statement, to all our new vendors.

During 2021, we will continue to chase suppliers for any outstanding responses to the questionnaires on a monthly basis and will review and consider any responses received to determine whether any follow up action is required by Sparex or the supplier.



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