



Original thinking... applied

Legal Policy

Fera is a national and international centre of excellence for interdisciplinary investigation and problem solving across plant and bee health, crop protection, sustainable agriculture, food and feed quality and chemical safety in the environment.

We create and deliver integrated, innovative and expert research services and products for our partners in crop protection, chemical and animal health companies, as well as food producers and growers, manufacturers, distributors and retailers. We also support and work closely with governments, academia and leading research organisations.

We are a caring and responsible company committed to making the world a better, healthier and safer place.

The Commercial function provides support for Fera's broad range of legal issues and concerns. We work with all businesses and corporate functions of Fera to minimise Fera's exposure to legal and commercial risks. We also provide day-to-day legal and commercial support to all of Fera's business units and corporate functions and seek to protect Fera's interests.

Fera takes its obligations to comply with applicable laws, rules and regulations extremely seriously, including ensuring it acts within the spirit of the law. Demonstrating legal compliance is a core part of how Fera does business, and this is critical to maintaining the trust of customers and protecting the interests of stakeholders.

We are committed to:

- Acting in accordance with all applicable laws and regulations in the jurisdictions in which Fera operates.
- Risk management and governance, which is an essential part of Fera's ethos and how Fera manages risk as a public company.
- Meeting Fera's regulatory commitments and obligations.

In line with our:

- Code of Conduct.
- Fera Standards and Procedures, which set out requirements which must be followed by Fera's businesses and any person who works for Fera. We currently have (or are in the process of producing) the following Standards and Procedures:
 - Intellectual Property Standard / Procedure
 - Litigation Hold Standard and Procedure
 - Dawn Raids – Standard and Procedures
 - Privilege Guidance – Procedure
 - Confidentiality Standard

What you should expect from us:

- Providing advice to assist Fera in complying with all applicable laws and regulations of the countries within which Fera operates.
- That we will always take professional advice to help the Company avoid breaches of legal and regulatory requirements.

Fera Science Ltd.

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- That Fera will advise on appropriate governance arrangements for its undertakings.
- Provide support and training to help deliver our commitments to all Fera colleagues.

We expect that you will:

- Demonstrate the commitments of this Policy and the requirements of the Standards and Procedures which support it.
- Understand and comply with Fera-wide governance processes.
- Retain material documents and correctly report business activities to ensure that Fera complies with relevant laws and regulations and that all commercial, business and legal transactions are properly recorded.

Immediately report any suspicion of legal or regulatory non-compliance to your line manager and speak up if you face a situation where you are not sure what to do or have a concern in relation to this Policy - the Speak Up Policy sets out the channels available to you.

We expect that our Managers and third parties will:

- Ensure this Policy is promoted and applied in the business, division or functional area for which they are responsible.
- Our suppliers, agents and other third parties will provide services in compliance with the relevant principles of this Policy and our supporting legal Standards and Procedures.

How we will achieve this:

- Every Business Unit of Fera must adhere to this Policy and associated Standards and Procedures. Should there be any concerns or questions please refer to the Legal function.

A handwritten signature in black ink, appearing to read "AS", written over a light grey, semi-transparent version of the Fera logo graphic.

Andrew Swift
Chief Executive Officer

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