



<b>Policies and Procedures Global</b>	Policy Owner:	Human Resources
	Approved By:	EVP, Chief Human Resources & Administrative Officer
<b>Relatives, Cohabitants and Personal Relationships</b>	Effective Date:	October 1, 2020

### Introduction

Nutrien strives to provide a work environment that is collegial, respectful and productive. Nutrien does not object to hiring family members of employees, provided they are qualified candidates for positions. However, Nutrien believes hiring family members must be managed in order to prevent conflicts of interest, preferential treatment and perceptions of favoritism or bias which can undermine the spirit of trust and mutual respect that is essential to a healthy work environment.

This Policy establishes rules related to the hiring, promotion or lateral movement of employees who are Relatives or Cohabitants. This Policy also establishes rules for the conduct of Personal Relationships between employees, including Leaders, in order to prevent conflicts of interests and maintain a productive and professional work environment.

### Application

This Policy applies to all Nutrien employees, in all categories, including summer/seasonal employees and temporary employees. 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”).

Nothing in this Policy is meant to conflict with applicable law within the jurisdiction. To the extent this Policy conflicts with any applicable local law, the law of that jurisdiction will prevail.

### Definitions

“**Relatives**” includes a spouse (including common-law spouse), sibling, step-sibling or sibling-in-law, parent, step-parent or parent-in-law, children, step-children, foster children, children-in-law, legal ward, legal guardian, uncle or aunt, niece or nephew, first cousin, grandparent and grandchild. A common-law spouse is a person who is living with an employee in a conjugal relationship.

“**Cohabitant**” includes any person living at the employee’s primary place of residence who does not otherwise fall within the definition of Relative.

“**Personal Relationship**” includes a consensual relationship between employees that is romantic or sexual in nature.

“**Leaders**” includes any individuals that have a direct or indirect supervisory role.

“**Contractors**” includes any individuals that are performing services under a contract with Nutrien.

## Provisions

Nutrien may employ a Relative or Cohabitant of an employee, or an individual involved in a Personal Relationship with an employee, provided the individual possesses the qualifications for the position. However, Nutrien does not condone situations where improper influence could be exerted, directly or indirectly, by an employee over another employee, or over their terms and conditions of employment, and will take steps to prevent and address any actual or perceived conflicts of interest, favoritism, bias or improper influence between and among employees.

Relatives, Cohabitants and employees engaged in a Personal Relationship may not be in direct or indirect reporting relationships with each other and may not directly or indirectly supervise or direct each other's work, or exercise influence over each other's employment, position, salary administration, performance appraisals or other related terms or conditions of employment.

If an employee is a Relative, Cohabitant or involved in a Personal Relationship with another employee, they must report it to their Human Resources Department immediately. If one employee becomes a Relative of another during their employment, or if two employees become Cohabitants or involved in a Personal Relationship, one or both of the employees must notify their Human Resources Department immediately.

In such circumstances, both employees may retain their positions if neither is under the direct or indirect supervision of the other and neither occupies a position of influence over the other's employment, position, salary administration, performance appraisal or other related terms or conditions of employment. If a direct reporting relationship exists, or if one employee is in a position of influence over the other's employment, position, salary administration, performance appraisal or other related terms or conditions of employment, the Company will assess the situation and will take all appropriate action to address any actual or perceived conflicts of interest or improper influence. Such actions may include transfer or reassignment to other positions, or, where no positions are available, termination of employment. The manager(s) to whom the relevant individuals' Leader(s) reports shall be involved in any decisions in this regard.

Leaders are prohibited from entering into Personal Relationships with their direct reports, and may be disciplined for such actions, up to and including termination of employment, where permitted by local law.

This Policy will also apply when assigning, transferring, promoting or demoting an employee, including temporary work assignments or secondments. This Policy also applies where employees are Relatives, Cohabitants or engaged in a Personal Relationship with a Contractor or potential Contractor of Nutrien. Specifically, employees may not be in a direct or indirect leadership role over a Contractor, who is a Relative, Cohabitant or engaged in a Personal Relationship with that employee. The employee has a duty to disclose this relationship to Human Resources Department immediately. The employee also may have a duty to disclose this under the Conflicts of Interest policy referenced in the Code of Ethics.

## Reporting Violations of this Policy

If you have a good faith belief that you, or someone else, is about to or has engaged in conduct that violates this Policy, you are required to report it immediately, if appropriate under local law. You can report to your Leader, any member of management, your local Human Resources Department, any member of the Legal or Compliance Department ([compliance@nutrien.com](mailto:compliance@nutrien.com)). You can also contact the Nutrien Compliance Hotline to report your concerns ([www.nutrien.ethicspoint.com](http://www.nutrien.ethicspoint.com)). If you use the Compliance Hotline, you can choose to remain anonymous, where permitted by local law, or you can identify yourself. All inquiries to the Compliance Hotline will be handled confidentially to the extent permitted by local law.

A violation of this Policy may result in discipline up to and including termination of employment, where permitted by local law.

Nutrien prohibits retaliation against anyone making a good faith report, assisting in making a good faith complaint, or participating in an investigation.

## Supporting/Related Documents

### Code of Ethics