



# WMG Brexit Debate

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Classification: PUBLIC

## Who we are

A leading agriculture company helping to improve global food security by enabling millions of farmers to make better use of available resources.

- World-class science and innovative crop solutions.
- 28,000 people in over 90 countries working to transform how crops are grown.
- Committed to rescuing land from degradation, enhancing biodiversity and revitalizing rural communities.



**90**  
countries



**107**  
production and  
supply sites



**119**  
research and  
development sites



**28,000**  
employees

*Bringing plant potential to life*

# Syngenta in the UK

Syngenta is one of the world's leading businesses committed to sustainable agriculture. With an unrivalled breadth & depth of technology & expertise and with a global reach we deliver innovation to UK farmers.

We employ over 2,000 people in the UK.



**syngenta**

# And our Global Operations Centre in Manchester



## Global Operations Centre

- Established in 2015 with transfer of roles from Switzerland
- Currently 200 employees with plans to increase to 250 by 2019
- Representatives of the following functions
  - Procurement, Supply planning, IT, Tolling management, Logistics and Order management, and Centres of Expertise (Production & Supply, Planning and, Procurement), Finance and HR
- Seen as very successful project transferring operations without significant business disruption now an integral part of the company
- Very diverse working environment
  - 60% male 40% female
  - 30% transfers 70% new hires
  - 65% British 35% Non UK (50% of these are EU)
  - 26 different nationalities

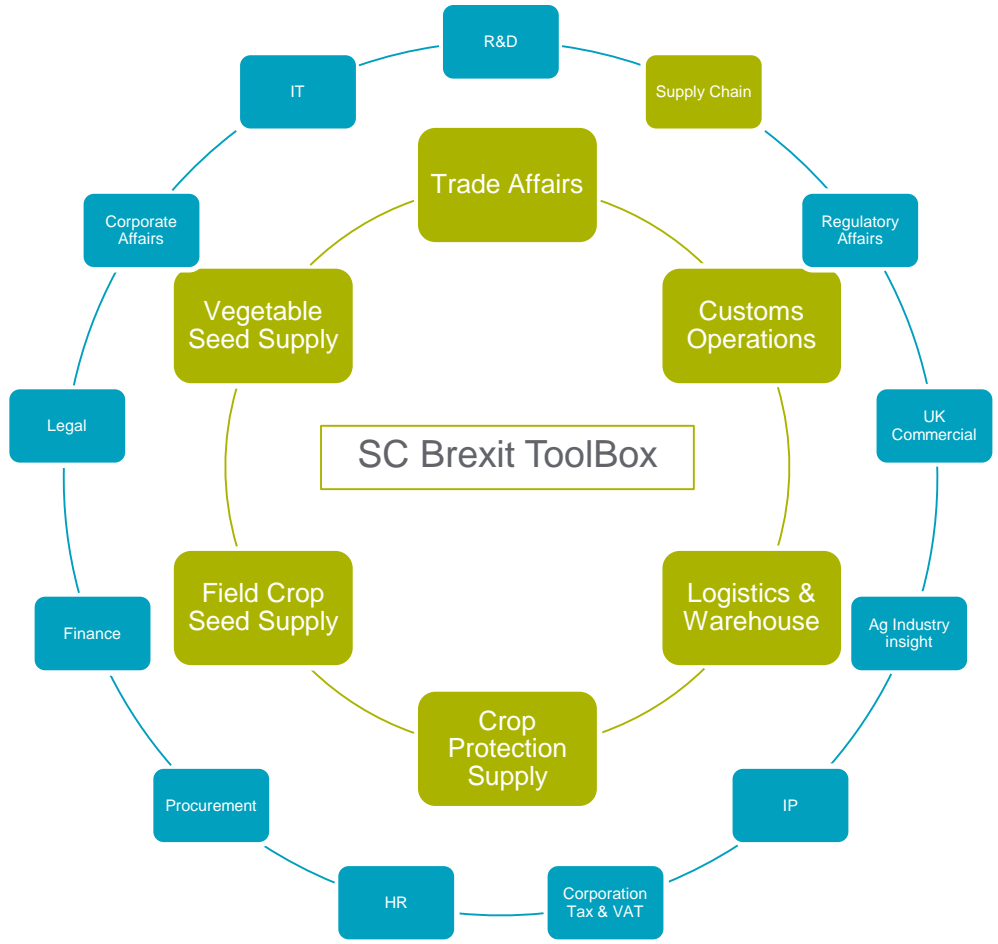
# Syngenta Brexit Task Force & Supply Chain Insight Team

Setup as a Watch Brief:

- Work on the parameters that drive scenario planning not guess the answer.
- Quarterly Review of latest activity within function & x-functional impact

External areas of interest that impact the task force group:

- Science vs Media
- Agronomic Boards of Control EU/Non-EU
- Trade and subsidy support post Common Agricultural Policy



Internal areas of interest that impact Supply Chain

- Registration Requirements
- Labour laws & flexibility
- Material Costing & Availability
- Irish Logistics

# Supply Chain Insight Team – Key Areas of Interest

Trade Affairs

- **Import/Export duty rate scenarios & volume impact based on associated rules**
- Syngenta tool-box for IPR impact
- **How will the network UK/CH look like in the future based on Brexit conditions?**

Customs Operations

- **Modelling Duty Spend scenarios from Worst Case (WTO) to As-Is.**
- **Resource required to manage Customs Operations Setup (internal/external)**
- Block Chain maturity & capability to administer documentation flows.

Logistics & Warehouse

- FTA Updates : Border Force & Capability to manage Ro-Ro needs.
- **Potential labour skill shortage in Logistics industry given EU labour challenges**
- Agri food agreement to allow movements UK to EU post exit

Crop Protection Supply

- Material costing & requirements to service registration needs. (Import/Export)
- **Syngenta owned manufacturing sites.**
- **Syngenta 3<sup>rd</sup> party sites (tollers) & strategic sourcing.**

Field Crop Supply

- **Recognition of UK varieties in the EU and vice-versa, appropriate listing needs.**
- Growing protocols & administration.

Veg Supply Chain

- Seasonal Labour needs, high volume of EU workers.





## Brexit impact on GOC – Reduced ability to attract talent.

- Practically
  - Right to remain for existing employees
  - Increased bureaucracy and difficulty for recruitment and staff mobility
    - Visa requirements for new EU recruits
    - Visa requirements for UK citizens transferring to EU
- Emotionally
  - Feeling of the being “not wanted” needs careful attention.
  - Uncertainty of future status for themselves and family.

“EU recruitment has effectively dried up since the referendum result.”



Brexit is complicated, with a huge uncertain impact, but we have the people that create the plans to manage it.