



Pax Australia Pty. Ltd
Quality aerosol and liquid manufacturers
A.B.N. 42 000 447 414
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Human Rights and Labour Policy

Human rights are the standards of treatment to which all people are entitled. The most widely recognized definition is the Universal Declaration of Human Rights, adopted by the United Nations in 1948. Although human rights are principally the responsibility of national governments, this has become an increasingly important issue for business.

We are committed to respect our employees' human rights. Managers are responsible for ensuring adherence to our personnel policies and guidelines.

Pax Australia's 'Supply Chain Code of Conduct' requires the protection of human rights by our suppliers.

We will abide by our policies or local law, whichever sets higher standards.

Human Rights and Labour Policy

Pax Australia supports and respects the protection of international human rights within the sphere of our influence, and ensures that we are not complicit in human rights abuses.

Freely-Chosen Employment

Pax Australia opposes the use of forced or compulsory labour, human trafficking and all forms of modern slavery both within our own operation and through our supply chain. We ensure that no forced, bonded or involuntary prison labour is used in the production of our products. We ensure that the overall terms of employment are voluntary.

No Child Labour

Pax Australia opposes the use of child labour and does not employ child labour. We comply with local minimum age laws and requirements.

Minimum wages

Pax Australia aims to pay competitive wages. We compensate our workers with wages and benefits that meet or exceed the legally required minimum.

Upholding Conditions of Employment

Pax Australia complies with all laws regarding conditions of employment including basic and overtime working hours, and will abide by agreements negotiated with our employee

representatives, we do not require our workers to work more than the maximum hours of daily labour as prescribed by local laws. We comply with overtime pay requirements.

No Discrimination

Pax Australia seeks to provide each employee with equal opportunity for advancement without discrimination. The Company is committed to ensure that each employee is treated with fairness and dignity. We prohibit discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, union membership or political affiliation.

No Harsh or Inhumane Treatment

Pax Australia is committed to promote a work environment free of any form of harassment, exploitation, abuse – physical or verbal, or threat of violence.

Freedom of Association

Pax Australia upholds freedom of association and the effective recognition of the right to collective bargaining. We respect the rights of workers to organize in labour unions in accordance with local laws and established practice.

Respecting Indigenous Peoples' Rights

Pax Australia respects the rights of Indigenous Peoples as defined by applicable national and emerging international standards.

Signed:



Paul Curryer
Chief Executive Officer

Date: 24/12/2019