



Pax Australia Pty. Ltd
Quality aerosol and liquid manufacturers
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Supply Chain Code of Conduct

The following Supplier 'Social and Environmental Responsibility' (SER) requirements apply to any Supplier doing business with PAX Australia. Collectively these form a definitive part of any Supply Contract with Pax, obligating a Supplier to comply with Pax's SER requirements or policies, including the Supplier Code of Conduct.

The term "Supplier" refers to any party who provides goods or services for Pax's internal use or in connection with a product that is manufactured, sold, provided, or marketed by Pax.

A Supplier to Pax must represent and warrant that it will:

1. Comply with all applicable laws and regulations and require their own suppliers to do the same (including labour agencies)
2. Comply with applicable environmental specifications and requirements as prescribed.
3. Cooperate in periodic onsite-audits
4. Provide clear and accurate reporting to Pax as necessary in matters referred to in this document.

Supply Chain SER Program Policies and Standards

Strong and appropriate standards are essential to not only maintaining but improving conditions in the manufacturing supply chain.

All suppliers, both new and existing, must conform to Pax's Policies and standards.

Fundamental to Pax's Code of Conduct is the understanding that suppliers, in all of their activities, must operate in full compliance with the laws, rules, and regulations of the countries in which they operate.

We further require that each of our Suppliers:

- Adopt sound human rights practices and treat workers with fairness, dignity and respect. They should prohibit all forms of modern slavery throughout their operation and their own supply chain. There should be no forced, bonded or involuntary prison labour used in their operations. Overall terms of employment should be voluntary. There should be no use of child labour.
- Prohibit discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, union membership or political affiliation
- Provide a safe and healthy working environment for their workers, meeting or exceeding any legally required minimum with respect to wages and conditions of employment inclusive of overtime work performed
- Conduct business operations in a way that both protects and sustains the environment
- Maintain management systems that measure, improve, and communicate their company's labour, health and safety, and environmental performance

- Uphold the highest standards of ethics whilst operating or conducting their business. Our expectation is that for each of our Suppliers their employees will maintain high ethical standards in their conduct of their business.

We ask that Suppliers pursue a policy of continuous improvement in these areas and be forthright in sharing information with us. In selecting and retaining qualified Suppliers, Pax Australia will show preference to Suppliers who meet or exceed our expectations.

Standards that Suppliers must comply with include but are not limited to:

Labour Standards

- Freely chosen employment
- Child labour avoidance
- Working hours
- Wages and benefits
- Humane treatment
- Non-discrimination
- Freedom of association

Health and Safety Standards

- Occupational safety
- Emergency preparedness
- Occupational injury and illness
- Industrial hygiene
- Physically demanding work
- Machine safeguarding

Environmental Standards

- Environmental permits and reporting
- Pollution prevention and resource reduction
- Hazardous substances
- Wastewater and solid waste
- Air emissions
- Product content restrictions

Management System Elements

- Statements of company commitment
- Management accountability and responsibility
- Legal and customer requirements
- Risk assessment and risk management
- Performance objectives with implementation plans and measures
- Training
- Communication
- Worker feedback and participation
- Audits and assessments
- Corrective action process
- Documentation and records

Ethics Standards

- Business integrity
- No improper advantage

- Disclosure of information
- Intellectual property
- Fair business, advertising, and competition
- Protection of identity
- Community engagement

Signed:



Paul Curryer
Chief Executive Officer

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