



ENVIRONMENTAL, SUSTAINABILITY

ETHICAL STANDARDS AND SOURCING POLICY

Our environment and sustainability is dependent on the businesses of today to take the lead to preserve natural resources for a healthy future. PPG is dedicated to helping make this happen

We offer products, information, and support to assist our customers with their environmental programs. We source and will continue to offer increasingly greener products so that our customers can better respond to their customer's requirements

As a responsible member of the Business Community, PPG recognises its responsibility to our environment, shareholders, and the greater society. We realise that it is necessary to preserve natural resources to have a healthy future for the next generations

At PPG, we are;

- Committed to constantly developing and expanding our product line of environmentally-friendly products to be able to offer our customers a complete line of alternative "green friendly" products
- Our goal is to source products that have a reduced environmental impact because of what they are made of and how they are transported, stored, packaged, and disposed
- We will source green friendly products that have as many of the following characteristics as possible:
 - ✓ Products that are certified environmentally preferable by an independent third party
 - ✓ Be less polluting & minimize waste
 - ✓ Maximise the use of bio-based or recycled materials
 - ✓ Conserve energy and water
 - ✓ Source products that are made from renewable materials
 - ✓ Source products that are compostable, or biodegradable

PPG is a signatory to both Sedex (Supplier Ethical Data Exchange) and the APC (Australian Packaging Covenant) which ensures we meet our social, environmental, sustainability and sourcing goals as set against a suite of measurable KPI's and targets

Expectations and Requirements of the Policy

This Policy outlines the minimum ethical standards that all stakeholders, suppliers, including sub-contractors engaged by suppliers, must comply with when representing, producing, and supplying merchandise for PPG.





We expect our suppliers and stakeholders to:

- ✓ Commit to complying with the minimum ethical standards outlined in the policy, with regard to employment practices, safety, QMS and environmental compliance
- ✓ Demonstrate commitment to the policy through implementing monitoring systems to assess ethical sourcing compliance, with a focus on continual improvement
- ✓ Fully co-operate with any external audit process conducted by or on behalf of our customers; and
- ✓ Ensure that corrective action is taken as a priority to rectify any breach of the policy

The requirements and expectations cover issues including:

- ✓ Child labour - Suppliers shall not use child labour, and must only employ workers who meet the local minimum age requirement. Suppliers must verify the age of their workers and maintain evidence of workers' proof of age
- ✓ Illegal labour - Suppliers shall not use illegal labour, and must be able to verify the right of their workers' legal eligibility and entitlement to work
- ✓ Sustainably sourced wood related products that are FSC accredited
- ✓ Wages & benefits - Wages and benefits paid for a standard working week must meet, as a minimum, any applicable local laws or benchmark industry standards
- ✓ Working hours - Working hours shall comply with local laws and benchmark industry standards
- ✓ Discrimination – Stakeholders and Suppliers shall not discriminate in hiring, promotion, compensation, and access to training, termination or retirement, based on personal characteristics, such as race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. Suppliers must ensure that they provide an environment where their employees can work without distress or interference caused by discrimination, harassment, or any other inappropriate workplace behaviour
- ✓ Discipline - Workers shall be treated with dignity and respect. Suppliers will not use (either directly or indirectly) any physical abuse or discipline, the threat of physical abuse, sexual or





other harassment, verbal abuse or other forms of intimidation. All employee performance management measures should be recorded and maintained for future reference

- ✓ Freedom of Association - Suppliers shall respect that workers have the right to join a union or a worker's organisation of their own choosing and to bargain collectively.
- ✓ Sound Health & Safety policies that cover all employees and stakeholders
- ✓ Accommodation / Facilities to the highest standards
- ✓ Modern, reliable Equipment
- ✓ Full Compliance with local laws and regulations
- ✓ Environmental commitment to minimise our footprint on society
- ✓ Sound Ethical Standards to which we gauge our success and that of our supply chain collaborates
- ✓ Non-animal testing of all products sourced and supplied
- ✓ Reach compliance of all products sourced and supplied

At Pro-Pac we strongly believe by measuring ourselves to these high standards we can achieve what we have set ourselves in terms of meeting societies expectations and ensuring we have sustainable, ethically sourced products that meet the needs of our employees, stakeholders, and the wider community.

Authorised by;

Grant Harrod
Pro-Pac Group CEO | PPG

Stephen Dance
Group Compliance & Risk Manager | PPG

