

Panatech Australia Pty Ltd is committed to sourcing all its products and services during production in an ethical and sustainable manner.

Minimum standards of Suppliers

1. Employment

- All employment must be chosen freely
- Involuntary labour in all its form is prohibited
- Workers have the right to cease employment at their own will after reasonable notice
- Employment contract should be free from any use of deception, threats or restriction of travelling by withholding ones property such as passport or other deposits

Child Labour

- No Labour under the age of 15, or under the age for completing compulsory education is to be employed
- Young workers under 18 must be equipped with adequate supervision and safety recognition training. They must not be subject to work that may be threatening to both mental and physical development

Working hours/ leave and wage benefits

- Workers should not exceed the maximum hours of work applicable by local law and workers regulations
- Overtime must be fairly paid and voluntary with consideration for worker's health and safety

- Payment of wages and other works benefits must meet with applicable local laws
- Working contract must be transparent and clearly understood by workers
- There shall not be any hidden fees / holdings (i.e. agent fees / withheld wages). Wage deductions as a punishment without a new contract is not allowed
- Suppliers must have policies and procedures in place to ensure all services they use are also within local employment laws and regulations

Discrimination / Harassment

- All workers have equal rights to respect, and are free from harassment in any form. There should be no difference in treatment bases on but not limited to race, religion, age, disability, gender or sexual orientation
- Any acts of bullying and abuse are strictly prohibited
- Workers should be informed and educated to how and where to access support when necessary
- Workers are free to join trade unions of their own choice to gain collective negotiations

2. Working Conditions

- Work place hazards should be controlled and minimised to offer a safe and hygienic working space
- Workers should be educated and trained to be aware of all the potential hazards in the work place to minimise possible injury
- Workers have to be prepared for emergency situations with awareness of emergency plans and procedures. Emergency plans and procedures are to be tested and reviewed on regular basis
- Workers must be aware of procedures to minimise, identify and report occupational injuries. In the case of occupational injuries, workers shall be attended with necessary medical attention to recover and return back to work

3. Environment Sustainability

- Supplier must be in compliance with all related environmental laws and regulations
- Suppliers must be aware of their business's impact on the environment and act responsibly to prevent possible environmental harm
- Supplier must have sufficient and appropriate systems in place to minimise the discharge of pollutants and hazardous substances in accordance to the local law
- Suppliers should have an environmental approach to other solid wastes, where it should be reduced, recycled and ethically disposed

4. Ethics

- Any forms of bribery, embezzlement or acts of corruption are prohibited
- Suppliers must adapt high levels of honesty and integrity
- Suppliers must be compliant to all applicable local laws in their code of business conduct

5. Reporting Non-Compliance with this policy to Panatech Australia

Panatech Australia Pty Ltd is committed to be working with partners who holds the same ethical code of conduct. As a part of our supplier chain, if your company can no longer meet the policy requirements please kindly contact us on ethicalsourcing@panatech.net.au

For further questions or reports, kindly contact us on ethicalsourcing@panatech.net.au