

The ASCC Group of Companies

Modern Slavery Statement

Financial Year 2021

Introduction to our Business

Australasian Solvents & Chemicals Company Pty Ltd (ASCC), which operates under Australian Business Number (ABN) 57 095 441 080, is a privately owned and operated chemical distribution business first founded back in 1997 as Solchem. The company provides a wide range of raw materials to a diverse customer base right across the Asia Pacific Region. The ASCC Group of Companies has offices in Brisbane, Melbourne (Australia), Auckland (NZ), Singapore, Jakarta (Indonesia) along with owning a majority shareholding in Global Chemie, a chemical distribution business based in Thailand. ASCC also owns a bulk chemical storage site, formerly Stolthaven Australia, located at Altona in Melbourne. As a group of companies, the entity employs approximately 150 personnel.

ASCC Group of Companies Structure

With its origins in Australia, Australasian Solvents and Chemical Company Pty Ltd (ASCC) is part of a larger group of six companies, under a parent company of ASCC Enterprises Pte Ltd, based in Singapore. The 100% shareholder of the Singapore based parent company is Marstel Services Ltd of New Zealand. This Statement is made on behalf of the entire ASCC Group of Companies as a joint statement regarding our entire operations.

The ASCC Group of companies consists of the following business entities.

1. Australasian Solvents and Chemicals Company Pty Ltd (*Australia*)
2. ASCC Ltd (*New Zealand*)
3. ASCC Asia Pacific Pte Ltd (*Singapore*)
4. PT ASCC International (*Indonesia*)
5. Taytonn ASCC Pte Ltd (*Singapore*)
6. Global Chemie ASCC Ltd (*75% shareholding and based in Thailand*)

Our Operations

The ASCC Group of Companies are a raw chemical materials distribution network located across Asia-Pacific which has no interest in, or ownership of, any actual manufacturing operations. The materials we distribute are predominantly sourced from chemical producers based in Asia, with a smaller portfolio of products also sourced from the USA, Europe and China. In July 2019, ASCC took over ownership of an inland terminal and chemical storage facility based in Altona, Victoria which saw us retain most of the employees from the previous owner, Stolthaven Terminals Pty Ltd.

Our Supply Chains

While our supply chains are relatively complex, they rely in most cases on external, third party suppliers who provide shipping, logistics, warehousing and storage. Each of our regional businesses source products from multiple suppliers from various regions, however our higher volume distribution agreements are generally with larger, more well-known producers, and these are managed in a centralised model, with all procurement activities and supplier agreements overseen by our Group Strategic Director from our Australian head office located in Brisbane Australia. Our 2021 Modern Slavery Statement was devised in consultation with our Strategic Director, along with each of our regional General Managers who are accountable for our business activities in each country of operation.

Our Vision, Mission & Values

Our Vision statement declares, “We Exist to Enhance Lives.” Whether it be our employees, their families, the people employed by our customers, our shareholders or those living within the communities in which we operate, our major priority is always on the safety and the wellbeing of people.

Our Mission states that, “*We will outperform by exceeding expectations in our service and supply to the manufacturing industries.*” We consider our dedication to outperformance to also apply to our compliance with regulations, and in our equitable treatment of people.

Our 6 Core Values also reflect our philosophy of genuine care for people. Mindfulness, for people’s welfare and our environment, is one of our guiding principles that helps to shape both our policies and our codes of conduct.

- ✓ **Innovation**
- ✓ **Mindfulness**
- ✓ **Professionalism**
- ✓ **Accountability**
- ✓ **Communication**
- ✓ **Teamwork**

From our humble beginnings with a mere handful of employees in Brisbane in 1997, to today, where we now employ more than 140 people across Australia, New Zealand, Singapore, Indonesia and Thailand, our commitment has always been to inspire improvement in the quality of people’s lives, while also building a successful and sustainable company for the future.

Our Human Rights Related Policies

ASCC has a Code of Conduct Policy that sets the framework on how we, as an organisation will treat people and our expectations. This policy includes a section on Forced Labour which states, “*ASCC does not tolerate any form of forced labour, including bonded, slave or compulsory labour, or the hiring of child labour under any circumstances. The minimum age for all full-time employment must be 15 years of age, or the legal minimum age for employment, whichever is the greatest.*”

Aside from the Code of Conduct Policy, the ASCC Group also has the following policies in place to support our commitment to The Ten Principles of the United Nations Global Compact.

- ✓ **Procurement & Supplier Risk Policy**
- ✓ **Whistleblower Policy**
- ✓ **Anti-Bribery and Anti-Corruption Policy**
- ✓ **Supplier Policy**
- ✓ **Recruitment Policy**
- ✓ **Code of Conduct for Suppliers**
- ✓ **Anti-Discrimination Policy v2**

ASCC employees in all regions of operation are expected to strictly conform with these policies and mandatorily report any failures to comply. Disciplinary action, including written warnings or even termination of employment, are potential outcomes for any failure to comply.

Our Identifiable Risks, Actions and Controls to Mitigate

As the ASCC Group of Companies are a materials distributor and not a direct manufacturer, we are somewhat limited in our ability to control how our suppliers treat their employees, contractors, and their suppliers, aside from requesting their compliance to our supplier related Policies.

To strengthen our ability to adequately assess our supplier base, in 2017 ASCC partnered with Ecovadis, the world's largest and most trusted provider of business sustainability ratings for global supply chains. The criteria used by Ecovadis covers four categories including environment, labour and human rights, ethics and sustainable procurement. They follow verifiable international Corporate Social Responsibility standards including: Global Company Principles, International Labour Organisation conventions, the Global Reporting Initiative Standard and ISO 26000. ASCC also partners with Avetta, a supply chain compliance solution for organisations who need assurance that their service providers conform to industry Health, Safety & Environment standards.

Aside from the above actions, ASCC has always aimed to only partner with reputable companies who have adopted the highest ethical and legal standards. Senior representatives from our company visit the manufacturing sites of our supply partners and therefore view first-hand the working conditions of their employees. The global COVID-19 pandemic has obviously made this practice difficult and due to the uncertainty around when we can recommence face to face visits with our suppliers, during 2021 we reviewed and updated our **Supplier Evaluation Assessment form**, which is a comprehensive questionnaire requesting all potential suppliers or contractors responses to a series of questions regarding their operations, and additionally requests written confirmation that the company complies with all regulatory and legislative requirements at all times, including compliance with local employment laws. Furthermore, we request that the supplier has systems and processes in place to avoid, or minimise the risks as covered under the Modern Slavery Act. Additionally, we request that the supplier notify ASCC of any breach or near miss with regards to compliance with legislation and regulations immediately upon recognition.

Since implementation of the above assessment, the ASCC Group of Companies is satisfied that we only source products and services with reputable organisations who share our values with regards to slave or bonded labour. These assessments of effectiveness are made between our Group Strategic Director, who has jurisdiction for all procurement activities globally, in collaboration with each our Regional Directors and Country General Managers.

In general, the suppliers that the ASCC Group partner with are known to be reputable, ethical and are generally very well-known brands, with a global presence that operate under strict governance and compliance within their own regions of presence due to the nature of petrochemical manufacturing.

Our well-established (Tier 1 & 2) suppliers include notable companies and brand names;

- ✓ ExxonMobil Chemical Company (Singapore/Europe/USA)
- ✓ Eternal Chemical Company (Taiwan)
- ✓ Hanwha Total Chemical (South Korea)
- ✓ Nan Ya (South Korea)
- ✓ S-Oil (South Korea)
- ✓ Savita (India)

One area of potential risk identified has been our occasional sourcing of lower dollar value marketing items and company branded uniforms via online sources, as it is generally accepted that the clothing and textile industry can be considered as being of higher risk of modern slavery practices. In response, we will be significantly more aware of our supply sources for these types of products in the future, and where possible, these items will be sourced regionally from local suppliers that can be verified as reputable and ethical with regards to workplace employment practices.

Our Commitment to Continual Improvement

As an ISO 9001, 14001 & 45001 accredited business, ASCC is focused on continual operational improvement, and this includes our commitment to eliminating our risk of inadvertent support of modern slavery practices. We will therefore continue to review and develop our practices, our procurement procedures and our policies to assist in the elimination of human rights abuse globally.

This statement was prepared in consultation with our Strategic Director and all key stakeholders as involved in our supply chain operations and material sourcing, as these personnel are best positioned to support the delivery of our commitment to eliminate Modern Slavery risks from our Supply Chains.

The statement was approved by the ASCC Group Board of Directors, after review by the above-mentioned stakeholders, the General Managers in each country where we operate, our Group Chief Financial Officer, our South-East Asia Regional Director, along with our Chief Executive Officer who also signed this statement as instructed by the Board of Directors on December 30th, 2021.



Graham Catley

ASCC Group CEO & Managing Director

30th December 2021