

DIC AUSTRALIA PTY LIMITED

ACN: 000 079 550

FY2022 MODERN SLAVERY STATEMENT
for financial year ending June 2022.



DICANZ Transparency in Supply Chain Statement and Disclosure

1. Introduction

As a responsible corporate citizen, DIC Australia Pty Ltd and DIC New Zealand Limited seek to ensure that quality and safety standards are maintained throughout our supply chain by well-treated and fairly compensated workers in accordance with all applicable laws.

This TISC Statement is made pursuant to the *Modern Slavery Act 2018*, *The Modern Slavery Act 2018 (NSW)* and the *Crimes Act 1900 (NSW)* and constitutes DIC ANZ's anti-slavery and human trafficking statement for the financial year ending 30 June 2022.

2. Purpose

DIC Australia Pty Ltd and DIC New Zealand Limited are members of the DIC Group. The DIC Group and its subsidiaries (together the "Group") are leading producers of printing inks, coatings and supplies, pigments, polymers, liquid compounds, solid compounds, and application materials. Together with DIC & Sun Chemical the group has annual sales of more than \$7.5 billion and over 20,000 employees supporting customers around the world.

This TISC Statement covers the steps taken by specific Group companies in Australia and New Zealand to ensure that slavery and human trafficking is not occurring in those businesses however, it also reflects the Group-wide approach to slavery and human trafficking and the seriousness with which the Group takes its responsibilities in relation to such issues.

3. Application

The DIC Group are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains.

The DIC Group refrains from using gold, tantalum, tungsten, and tin that are mined in conditions of armed conflict and abuse in the Democratic Republic of the Congo.

The DIC Group Code of Business Conduct prohibits forced or compulsory labour and child labour. The DIC Group Code of Business Conduct applies to all companies in the Group including those identified above.

The DIC Group have in place a policy to protect whistle blowers who highlight to us any risk of slavery or human trafficking within our businesses and conduct an internal audit annually of all DIC entities to ensure their practices and policies protect the human rights of all employees.

4. Responsibilities & Due Diligence Process

DIC Australia Pty Ltd has completed an audit of our suppliers and we currently believe the risk of slavery and/or human trafficking in our supply chain to be low. However, we will consider more intense measures, such as third-party verification for any suppliers that we determine are of medium or high risk. If we suspect a supplier is involved in such activities, we will conduct an inquiry and, if necessary, take corrective action promptly.

5. Further Steps

DIC Australia Pty Ltd and DIC New Zealand are planning to add a slavery and human trafficking section to the current ANZ Supplier Risk Assessment and have put in place an audit procedure for our suppliers which required them to verify in writing whether they have policies in place on elimination of child and illegal labour.

DIC recognises the need to continue to build its understanding, oversight, and management of modern slavery risks in our operations and supply chains. DIC will continue to review and update our policies, practices, and procedures, to maintain appropriate safeguards against any mistreatment of persons involved in our business. By doing this we are mitigating the risk that corruption or modern slavery takes place in our supply chain.

This statement was approved by the board of DIC Australia Pty Ltd on 23rd May 2022.

Signature:



Date:

24th June 2022

Name:

Richard Kemp
Director
24th June 2022