

# Haymes Paint Modern Slavery Statement

1 July 2023 – 30 June 2024



Australia's first family of paint.



SINCE 1935

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### Haymes Paint

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Henry Haymes Pty Limited (ABN 14 004 201 638)



# Foreword from the CEO

Haymes Paint is Australia's first family of paint, and today, has grown to become the largest family owned paint brand in Australia. Born in Ballarat in 1935, Haymes Paint has been driven by its passion to provide quality and innovative paint and coating products to all Australians.

Underpinning our Australian owned business are the values which we live and breathe: Truth, Passion, Motivation, Respect, and Listen & Learn. These values drive our passion for sustainability, where we are committed to protecting our people and environment for future generations through sustainable and responsible initiatives to reduce our social and environmental impact.

Haymes Paint acknowledges that modern slavery and human trafficking is a complex and significant issue which requires an effective response. We recognise that addressing modern slavery risks in our operations and supply chains is a key pillar in our sustainability journey. As one of the largest paint brands in the country, we recognise the role we have to play in combatting this issue.

This Modern Slavery statement (**Statement**) made under the Modern Slavery Act 2018 (Cth) (**Modern Slavery Act**) and outlines how we have been assessing and addressing modern slavery risks in our operations and supply chains in the reporting period from 1 July 2023 to 30 June 2024 (**FY24 Reporting Period**). This Statement:

- + **Outlines the steps we have taken** to assess and address modern slavery risks in our operations and supply chains;
- + **Identifies our key risks that we will focus on moving forward in a prioritised risk-based approach**, which includes:
  - our overseas raw materials suppliers for core paint products; and
  - cleaning services providers for our Haymes Paint Ballarat store and office premises,
- + **Provides an overview of the steps we intend to take in future reporting periods as part of our modern slavery compliance roadmap** including: training and education, reviewing our key supplier list, developing modern slavery focused contractual controls and reviewing and updating our employee code of conduct (our compliance roadmap is set out in greater detail in section 7).



We have followed the Commonwealth Guidance closely in preparing our Statement and informing the consideration of the steps we intend to take in future reporting periods and we look forward reporting on our progress in our next Statement.

## Principal Governing Body Approval

This Modern Slavery statement was approved by the Board of Henry Haymes Pty Ltd (ABN 14 004 201 638) in their capacity as the principal governing body of Henry Haymes Pty Ltd pursuant to section 13 of the Modern Slavery Act 2018 (Cth) on the 19th December 2024.

## Signature of Responsible Member

This Modern Slavery Statement is signed by Mr Rod Walton in his role as Chief Executive Officer and member of the Board of Henry Haymes Pty Ltd (ABN 14 004 201 638) in accordance with section 13 of the Modern Slavery Act 2018 (Cth) on the 19th December 2024.

A handwritten signature of Rod Walton in white ink. The signature is written in a cursive, flowing style.

Rod Walton



## CRITERION 1

### Identify the reporting entity

- ✦ The reporting entity is Henry Haymes Pty Ltd (ABN 14 004 201 638), trading as Haymes Paint, Waringa Drive, Wendouree Industrial Park, Ballarat, Victoria 3355 (referred to as we, us, our or Haymes Paint in this Statement).
- ✦ Haymes Paint is a reporting entity under the Modern Slavery Act and this Statement is submitted and published for the FY24 Reporting Period.
- ✦ Haymes Paint makes this Statement in accordance with section 13 of the Modern Slavery Act as a single reporting entity. Haymes Paint does own one other dormant and non-operational entity, HH Tas Pty Ltd (ABN 48 601 938 532).
- ✦ Our Statement covers all of the 7 mandatory criteria for reporting as set out in section 16 of the Modern Slavery Act. In preparing this Statement, we have used the Commonwealth Guidance for Reporting Entities and updated Modern Slavery Act Supplementary Guidance by the Attorney General's Department (together, the Commonwealth Guidance) to help inform and guide our approach.

## CRITERION 2

### Describe the reporting entity's structure, operations and supply chains

#### 2.1 OUR STRUCTURE

- ✦ Haymes Paint is an Australian private company limited by shares and is incorporated in Australia.
- ✦ Haymes Paint was established in 1935 in Ballarat, Victoria, where it continues to be based and operate its registered office from.
- ✦ As of 30 June 2024, Haymes Paint has approximately 417 employees.

#### 2.2 OUR OPERATIONS

- ✦ Haymes Paint's principal activities include the manufacturing, distribution, retail operations, marketing and sale of Haymes Paint's Australian made paint and coating products to Australian customers. To date, Haymes Paint is available through more than 350 stockists including 57 Haymes Paint shops and 34 PaintRight stores.
- ✦ The majority of Haymes Paint's 417 employees were, during the FY24 Reporting Period, permanent employees (including full time or part time employees) (96%). The remainder were casual employees.
- ✦ More particularly, our key operations include (Table 1):



# 417

TEAM MEMBERS

# 350

STOCKISTS

# 57

*Haymes* PAINT SHOP  
WE'VE GOT YOU COVERED

# 34

PAINT RIGHT  
From start to finish!

Product / Service category	Description
Processing, production and packaging of Haymes Paint products	We are committed to Australian manufacturing and, since our inception, have manufactured, produced and packaged the majority of our quality paint and coating products from our Ballarat site.
Direct employment of workers supporting the paint brand	<p>We have a number of team members employed over a wide range of areas to support our operations as Australia's largest family-owned paint brand. These include:</p> <ul style="list-style-type: none"><li>+ our on-site manufacturing factory workers;</li><li>+ our team members who transport our paint and coating products to our customers;</li><li>+ our team that work in our retail operations</li><li>+ administrative staff;</li><li>+ sales support and marketing who advertise our paint and coating products and deliver our promotions and RewardMe loyalty program; and</li><li>+ other professional services (legal, human resources, finance and IT etc).</li></ul>
RewardMe Loyalty Program	Our operations also include the operation, marketing and administering of our RewardMe Loyalty program providing a range of rewards and benefits to our customers.

Table 1: Key Operations

# Charitable Activities in Australian Communities

At Haymes Paint, we're proud to be an active member of communities in which we operate offering support to community groups and organisations that support Australian families and communities. We continue to work with numerous of community organisations, sporting clubs, events and initiatives at a local and national level. This includes our ongoing partnership with TIACS, a free and confidential counselling service for blue-collar workers across Australia.

See our website for more information on how we have supported Australian communities.





## 2.3 OUR SUPPLY CHAINS

- ✦ As one of Australia's largest paint brands with operations all over Australia, our supply chain is long and complex which is made up of a range of Australian and overseas suppliers.
- ✦ For our core paint and coating products, in order to ensure that we are producing the highest quality paint, we source the best raw materials from a number of suppliers. The majority of raw materials that go into our products are produced in Australia, however, there are instances where we are required to source them from overseas.
- ✦ We have mapped out our supply chains at a high level in the following (Table 2).

Product / Service category	Description
Key suppliers used in relation to core Haymes Paint products	
Raw materials suppliers for paint and coating products (pigment, resin, solvent, additives and other chemicals)	<ul style="list-style-type: none"><li>✦ While our paint products are manufactured and packaged in Australia, we procure raw materials for manufacturing purposes from mostly Australian suppliers but also some direct from international suppliers, located in regions such as in China.</li><li>✦ While many of these companies are based in Australia, we also recognise that some of these direct suppliers have their own supply chains (who are our Tier 2 suppliers), some of which are located in Indonesia and Pakistan.</li><li>✦ In future reporting periods, we intend to conduct supplier due diligence on our key direct raw materials suppliers in a prioritised risk-based approach.</li></ul>
Hire gear suppliers (spray guns)	
Logistics and distributors who transport our paint and coating products to our retailers, shops and stockists, and occasionally to our customers	
Merchandise providers and manufacturers	
Indirect suppliers	
Office Supplies	<ul style="list-style-type: none"><li>✦ To support our operations, Haymes Paint also engages a range of other suppliers who supply goods or services that are not integrated or used in the distribution of Haymes Paint’s core products.</li><li>✦ These are suppliers from whom we purchase goods or services relating to, for example, utilities, office supplies and professional services and more</li></ul>
IT Equipment	
Security Services	
Cleaning Services	

Table 2: Supply Chains



### CRITERION 3

## **Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.**

- ✦ In this section we identify the 'risks of modern slavery practices', meaning the potential for Haymes Paint to cause, contribute to, or be directly linked to modern slavery through our operations and supply chains.
- ✦ In this context, 'risk' means to people, rather than the risks to Haymes Paint (such as reputational or financial damage).
- ✦ In this reporting period, we conducted a high-level risk mapping exercise of our operations and supply chains informed by the Commonwealth Guidance, known modern slavery indicators and the Global Slavery Index 2023. Our risk-mapping is set out below.
- ✦ At a high-level, our risk mapping showed that our modern slavery risks were higher in our supply chain and that our operations pose a relatively lower risk of causing, contributing or being directly linked to modern slavery risks. This is primarily due to how we run our operations, as:
  - our operations are based in and carried out within Australia as an Australian Owned and Made business; and
  - our employment practices generally involve directly employed staff.
- ✦ As part of our compliance roadmap, we intend to develop more robust risk assessment processes for our suppliers in order to both anticipate and identify additional risks to mitigate for future reporting periods.



**Our operations are based in  
and carried out within Australia  
as an Australian Owned and  
Made paint brand.**





Category of modern slavery risk indicators	Explanation	Suppliers Identified
Sector & Industry Risks	<p>A sector or industry that is informal and unregulated or has limited visibility over lower tier suppliers, is higher risk.</p> <p>A sector or industry that uses seasonal, low-paying or low-skilled labour or dangerous work is higher risk.</p> <p><b>Cleaning, textiles and fashion</b> (i.e., garment industry), protective equipment (<b>PPE</b>) and industries which manufacture and produce <b>raw materials</b> are all identified as higher risk industries and sector.</p>	<p>Haymes Paint's operations involves the use of:</p> <ul style="list-style-type: none"> <li>+ some overseas direct suppliers for the procurement of raw materials;</li> <li>+ cleaning service providers for our head office premises and Ballarat store – our national company and franchise stores conduct their own cleaning;</li> <li>+ suppliers for the PPE which its workers use in its manufacturing facilities; and</li> <li>+ merchandise suppliers for its Haymes Paint shirts, jackets, uniforms, and other clothing merchandise which would involve suppliers in the textiles, including cotton and fashion sector and industry.</li> </ul> <p>With respect to franchise group operated Haymes Paint Shops, the retail industry is also known for its exposure to modern slavery risks through its common use of casual employment and engaging migrant workers (and other groups who may be at higher risk of being impacted by modern slavery). Subsequently, the risks of modern slavery indicators such as underpayment, coercion and forced labour are higher.</p> <p>The Australian Government has also recognised cleaning services as a high risk sector in the Commonwealth Guidance.</p>
Product & Service Risks	<p>Some products and services are considered higher risk because of the way they are produced, provided or used.</p> <p>The development of a product or delivery of a service may have been reported as involving labour exploitation by international organisations or non-governmental organisations.</p> <p>E.g. Raw materials, Cotton and PPE are recognised as high risk products globally. Cleaning services are also recognised as high risk services globally.</p>	<p>As above in <b>Sector and industry risks</b>, we identified raw materials, cleaning services, PPE and cotton (for Haymes Paint merchandise) as higher risk products and service risks.</p> <p>We are not aware of any other products or services that are related to Haymes Paint's business that can be considered to be higher risk. However, per the Commonwealth Guidance, we understand that risk assessments should be revisited and reviewed regularly to identify changes over time, such as risks relating to new products or suppliers.</p> <p>We are not aware of any reports that have any connection with Haymes Paint's business involving (directly or indirectly) labour exploitation by international organisations or non-governmental organisations.</p>

Table 3: Category of modern slavery risk indicators



Category of modern slavery risk indicators	Explanation	Suppliers Identified										
Geographic Risks	<p>Victims may be working in a country that has a high prevalence of human rights violations (e.g., modern slavery), has inadequate protections for workers, weak rule of law, forces parts of the population to work for development purposes (for example, to assist on a compulsory basis with construction or agriculture projects) or has a high prevalence of people who are vulnerable to exploitation. See the top 10 countries with the highest prevalence of modern slavery according to the Global Slavery Index 2023.</p> <p>The Global Slavery Index 2023 is a useful tool to identify the prevalence of modern slavery and human trafficking in a particular country, and to assess the adequacy of a government’s response to modern slavery and human trafficking risk (see the list below of countries identified in the Global Slavery Index as taking the least action in respect of modern slavery). However, we recommend that you do not rely on numerical scores alone, as some regions or economic sectors may be at disproportionate risk of modern slavery and human trafficking, when compared to a national average. For example, there are extensive reports regarding the use of forced labour involving the Uyghur minority in mainland China, especially but not exclusively in the Xinjiang region.</p> <table><tr><td>1. North Korea</td><td>6. Tajikistan</td></tr><tr><td>2. Eritrea</td><td>7. United Arab Emirates</td></tr><tr><td>3. Mauritania</td><td>8. Russia</td></tr><tr><td>4. Saudi Arabia</td><td>9. Afghanistan</td></tr><tr><td>5. Türkiye</td><td>10. Kuwait</td></tr></table> <p>Source: Global Slavery Index 2023</p>	1. North Korea	6. Tajikistan	2. Eritrea	7. United Arab Emirates	3. Mauritania	8. Russia	4. Saudi Arabia	9. Afghanistan	5. Türkiye	10. Kuwait	<p>As above, we pride ourselves on sourcing the majority of our raw materials from within Australia. However, there are instances where we are required to source raw materials from overseas suppliers. Some of our key suppliers are based in: China, Canada, Indonesia, Germany.</p> <p>Raw materials have been recognised as often being sourced from geographies with a high risk of modern slavery. In addition, while the majority of Haymes Paint’s raw materials may be from Australia, we also understand that, in some cases, these Australian direct suppliers will have sub-suppliers in locations which are of higher risk.</p> <p>Accordingly, Haymes Paint intends to prioritise and use its leverage with key direct suppliers to better understand the risks of modern slavery with all who provide raw materials for Haymes Paint’s core paint products.</p>
1. North Korea	6. Tajikistan											
2. Eritrea	7. United Arab Emirates											
3. Mauritania	8. Russia											
4. Saudi Arabia	9. Afghanistan											
5. Türkiye	10. Kuwait											
Entity Risks	<p>Some businesses or other entities may have be higher risk because of poor governance structures, a record of treating workers poorly or a track record of human rights violations.</p>	<p>At this stage, we need to undertake further risks assessment to determine entity risks within our supply chains.</p>										

Table 3: Category of modern slavery risk indicators

## Our priorities

Based on our risk assessment, we intend to continue to take a prioritised risk-based approach as recommended by the Commonwealth Guidance.

In the next few reporting periods we will be focusing our efforts on the following key areas which we have identified as having higher risks and where we have the most leverage:

- + the key direct overseas suppliers of raw materials for Haymes Paint core paint products; and
- + cleaning providers for Haymes Paint's stores and office premises.



#### CRITERION 4

**Describe the actions taken by the reporting entity & any entities it owns or controls to assess & address these risks, including due diligence & remediation processes**

##### 4.1 ACTIONS TAKEN IN THE REPORTING PERIOD

Actions taken in the reporting period.

Set out in Table 4 in this section is an overview of the steps we have taken during this reporting period to assess and address the risks in our operations and supply chains, and the existing policies and processes we have in place which help us assess and address modern slavery risks.



Action	Purpose and Objective
Developed an Anti-Modern Slavery Policy	<p>We developed an anti-modern slavery policy which calls out Haymes Paint's expectations regarding modern slavery risks and reporting on modern slavery incidents.</p> <p>We consider having a pre-agreed process for responding to actual instances of or risks of modern slavery will assist Haymes Paint with both monitoring high risk suppliers and responding more effectively to modern slavery risks and incidents.</p> <p>Our anti-modern slavery policy:</p> <ul style="list-style-type: none"> <li>+ explains the concepts of modern slavery and human trafficking in plain English;</li> <li>+ calls out our expectations for modern slavery within our business;</li> <li>+ requires our directors, officers and employees to report actual or suspected modern slavery and human trafficking to specific escalation points; and</li> <li>+ identifies several potential indicators of modern slavery and human trafficking which Haymes Paint directors, officers and employees should be alert to.</li> </ul> <p>We intend to operationalise and make our staff aware of the anti-modern slavery policy in future reporting periods.</p>
Developed a Supplier Code of Conduct	<p>We developed a supplier code of conduct which is an external facing policy that makes clear our expectations with suppliers and sub-tier suppliers when it comes to modern slavery.</p> <p>Our supplier code of conduct sets out:</p> <ul style="list-style-type: none"> <li>+ the standards that Haymes Paint expects from our suppliers and sub-tier suppliers;</li> <li>+ our preference to support suppliers to improve their standards over a reasonable period, rather than to terminate the supplier relationship (as informed by the Commonwealth Guidance);</li> <li>+ reporting channels within Haymes Paint; and</li> <li>+ standards on specific issues such as child labour, working hours and wages, health and safety, environment and harassment.</li> </ul> <p>We intend to operationalise and make our suppliers aware of the anti-modern slavery policy in future reporting periods.</p>
Developed An Anti-Modern Slavery Compliance Roadmap	<p>We understand the importance of adopting a continuous improvement approach to anti-modern slavery compliance, as recommended by the Commonwealth Guidance.</p> <p>As such, we conducted a detailed gap analysis of the steps we are currently taking and what measures and controls we can aim to implement to improve our ability to assess and address modern slavery risks in future reporting periods. Our compliance roadmap assigns relevant stakeholders to specific actions to assist with the delivery and accountability of these actions.</p> <p>We set out our compliance roadmap in greater detail at section 7.</p>

Table 4: Assess & Address Risks in our Operations & Supply Chains

## CRITERION 5

### Describe how the reporting entity assesses the effectiveness of these actions

Haymes Paint intends to use key performance indicators (KPIs) to measure how effective we have been in identifying and mitigating modern slavery risks in our supply chain. Based on these KPIs, we will continually assess and improve our modern slavery compliance framework.

No.	Key Objective	KPI
1	Implement and approve the Anti-Modern Slavery Policy	Whether the Anti-Modern Slavery Policy has been approved internally by the Haymes Paint Board of Directors in FY25.
2	Communicate and operationalise to all staff about the Anti-Modern Slavery Policy and Supplier Code of Conduct to raise awareness of the Policy and what is required of staff	Whether both the Anti-Modern Slavery Policy and Supplier Code of Conduct were communicated (i.e., by email or Intranet) and any questions received by staff.
3	Commence training with key staff (such as those in procurement) to raise awareness of key concepts of modern slavery and human trafficking.	Training attendance rates and qualitative feedback from attendees.
4	Reporting and remediation of issues raised through our reporting platform	The number of modern slavery risks or instances raised through our reporting channels and addressed by Haymes Paint.

## CRITERION 6

### Describe the process of consultation with any entities the reporting entity own or controls

(A joint statement must also describe consultation with the entity giving the statement)

Haymes Paint is making a 'single statement' for the purposes of the Modern Slavery Act. While we do own or control one other entity, HH Tas Pty Ltd, this entity is dormant and non-operational. As such, it was not necessary to consult with this entity. In preparing our Statement, we involved some of our executive team and other internal stakeholders who helped with the development of this Statement.



## CRITERION 7

Provide any other relevant information

# Looking Ahead

## Our Indicative Future Roadmap

We have made good progress in the FY24 Reporting Period but understand that there is much more work to do. Over the next reporting periods, we will consider taking the following strategic actions to improve the way we assess and address modern slavery risks. The below roadmap is currently indicative and will be discussed and finalised with our key stakeholders.

### FY25 (1 JULY 2024 TO 30 JUNE 2025)

- + Review our key supplier list – this will help us to better assess the modern slavery risks in our key supply chains and inform our approach to Criteria 3 for future reporting periods.
- + Modern slavery training for key staff – this will help key staff (including procurement staff) identify and understand how to escalate and deal with modern slavery risks and incidents.
- + The establishment of a Haymes Paint modern slavery working group – we will aim to establish a working group to ensure ownership and responsibility within the organisation for driving our modern slavery journey.
- + Review and Update our Employee Code of Conduct – this will supplement our anti-modern slavery policy and inform our staff and team members of our expectations regarding modern slavery risks and reporting modern slavery incidents to our staff
- + Review and update modern slavery contractual controls in key higher risk supplier agreements and trading terms – this will help ensure that our suppliers take the necessary steps to identify and reduce any risks of modern slavery and comply with local laws;
- + Develop template modern slavery clauses – this will help us take a prioritised risk based approach to assessing and addressing modern slavery risks with our suppliers.
- + Development of a supplier survey for our key suppliers – this will bolster our modern slavery due diligence process to assist us in identifying existing modern slavery risks in our supply chains;
- + Building on our anti-modern slavery training and education program – this will involve considering any feedback received from the training rolled out in FY25 and the target audience for subsequent trainings.

### FY27 (1 JULY 2026 TO 30 JUNE 2027)

- + A modern slavery response guide – this response guide will detail how Haymes Paint deals with modern slavery risks and impacts internally. The response guide would detail clear, internal reporting channels for modern slavery risks and incidents, including mechanisms for continuous feedback, management oversight, escalation processes and accountability reporting to the Haymes Paint leadership team.
- + Grievance mechanism – this will help establish a dedicated way for people to safely raise modern slavery concerns about the impact an entity (for example, our suppliers) to safely raise concern about the impact an entity is having on them).
- + Sending out modern slavery questionnaires to our key high-risk suppliers.

We are aware that the Modern Slavery Act is currently under review and the Australian Government has published its statutory review of the Modern Slavery Act. We will continue to monitor the progress of the review and any recommendations that may be implemented into the Modern Slavery Act. Depending on what recommendations are implemented, we will review and adjust our modern slavery compliance roadmap accordingly.

### FY26 (1 JULY 2025 TO 30 JUNE 2026)

- + Supplier pre-screening questions for modern slavery – this will bolster our modern slavery due diligence process to better manage modern slavery risks in the supplier procurement process;



Australia's first family of paint. SINCE 1935

## MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

### Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

- |  |            |
|--|------------|
| a) Identify the reporting entity.  | Page 4     |
| b) Describe the reporting entity's structure, operations and supply chains.  | Page 4–7   |
| c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.  | Page 8–11  |
| d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.   | Page 12–13 |
| e) Describe how the reporting entity assesses the effectiveness of these actions.  | Page 14    |
| f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).* | Page 14    |
| g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**  | Page 15    |

\* Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed body within the entity, or a prescribed member or members of the entity.

\*\* Section 4 of the Act defines a responsible member as: (a) an individual member of the entity's principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the Corporations Act 2001—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.

For more information or to find your local distributor please visit [haymespaint.com.au](https://haymespaint.com.au)

### Haymes Paint

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