



PPG MODERN SLAVERY STATEMENT 2024

PPG INDUSTRIES AUSTRALIA PTY LIMITED
ABN 82 055 500 939



PPG MODERN SLAVERY STATEMENT 2024



1. INTRODUCTION

- 1.1 This modern slavery statement (“MSS”) is made jointly on behalf of PPG Industries Australia Pty Limited (“PPGIA”) and all of its wholly owned subsidiaries (together the “PPG Australia Group”) pursuant to section 16 of the Modern Slavery Act 2018 (the “MSA”). It relates to the period 1 January 2024 to 31 December 2024 (inclusive).
- 1.2 PPG Australia Group forms part of a large international group of companies and joint ventures (“PPG Group”) whose ultimate parent company is PPG Industries, Inc (“PPG”) based in Pittsburgh, USA. PPG is listed on the NYSE and at the date of this MSS, is among the world’s 1000 most valuable companies (ranked by market capitalisation)¹.
- 1.3 This is PPG Australia Group’s fifth statement relating to the actions and activities it has taken under the MSA.

¹<https://companiesmarketcap.com/ppg-industries/marketcap/> 831st as at 26 May 2025

PPG MODERN SLAVERY STATEMENT 2024



2. STRUCTURE, OPERATIONS AND SUPPLY CHAIN

2.1 PPG Australia Group is a diverse coatings manufacturing business with a large workforce and supplier base. The legal structure and business operations of the PPG Australia Group are set out in Appendix 1.

2.2 PPG Australia Group's supply chain falls into the following categories:

- a. Raw materials (used to manufacture its products);
- b. Toll manufactured products;
- c. Finished goods;
- d. Goods for Re-sale (tools and equipment related to coatings);
- e. Indirect goods and services;
- f. Skilled and unskilled labour;
- g. Marketing and logistics;
- h. IT systems & solutions.

PPG MODERN SLAVERY STATEMENT 2024

3. THE RISKS OF MODERN SLAVERY PRACTICES

3.1 PPG Australia Group has reviewed its businesses and supply chain. It has identified the following risks of modern slavery practices.

- a. *Employees* – the risk of modern slavery in the direct workforce of the PPG Australia Group is very low. Employees are either salaried or on Award (or better) conditions.
- b. *Goods and services sourced locally* – the risk of modern slavery is very low. PPG Australia Group buys goods and services locally from reputable organisations that are highly regulated. These industries do not appear to the PPG Australia Group to present any significant risk of modern slavery practices.
- c. *Services sourced overseas* – the risk of modern slavery is low as the PPG Australia Group generally works with internationally recognised companies.
- d. *Goods sourced overseas excluding raw materials* – this risk of modern slavery is low as the PPG Australia Group generally works with internationally recognised companies for Non-Raw Material Goods such as plant and equipment.
- e. *Raw Materials sourced overseas* – the greatest risk of modern slavery practices in the supply chain of the PPG Australia Group is in the supply of raw materials used in coatings manufacture. While PPG exercises great vigilance, risks exist in suppliers of suppliers to PPG.
- f. *Global character* – As part of a complex global business, PPG Australia Group may not directly manage every aspect of its own supply chain.

PPG MODERN SLAVERY STATEMENT 2024

4. ACTIONS TAKEN TO ADDRESS RISKS OF MODERN SLAVERY

4.1 PPG Australia Group is part of a global business operation, with a complex global supply chain.

4.2 PPG Australia Group has rigorous policies, processes and targeted initiatives in place to manage its ethics and compliance responsibilities. Those relevant to this MSS include the following:

- i. Global Code of Ethics;
- ii. Human Rights Policy;
- iii. Global Supplier Code of Conduct;
- iv. Supplier Sustainability Policy;
- v. Procedures for on-boarding new suppliers, Annual Supplier Ratings and Audits;
- vi. Ethics Helpline and other reporting policies;
- vii. Regular and comprehensive training on PPG's bribery and corruption policies, Code of Ethics, Workplace Behaviour and other business policies;
- viii. Global initiatives such as those described in Section 12 below (Conflict Minerals, Responsible Mica initiative, etc).

Detail on each of these appear in sections 5 - 12 below.

4.3 These policies and processes are overseen by the board of directors of each PPG Australia Group company and implemented through the Coatings Leadership Team ("CLT"), which is made up of the most senior representative of each business and function in Australia and New Zealand.

PPG MODERN SLAVERY STATEMENT 2024

5. GLOBAL CODE OF ETHICS (“GCOE”)

5.1 Summary

PPG’s GCOE (see link: <https://codeofethics.ppg.com/en/#/>) outlines PPG’s commitment to conduct business in an ethical manner that respects human rights. In particular, the GCOE requires compliance with all laws prohibiting forced, compulsory or child labour, human trafficking and employment discrimination.

5.2 Application

- a. All employees within the PPG Australia Group are required to comply with the GCOE. We regard observing local law to be the minimum acceptable level of conduct. In addition, PPG’s own standards of conduct frequently oblige us to go beyond the legal minimum of a locality and to conduct our affairs according to our own higher standard. This principle is applied in all of the 70 countries in which PPG operates.
- b. All of PPG Australia Group’s allocated employees (including those with responsibility over PPG’s supply chain) are required to complete, on an annual basis, a GCOE online training course, which is accompanied by a test they must pass in order to complete the training.
- c. The GCOE is also a key pillar of PPG’s Supplier Sustainability Policy (see Section 8 below) with which all suppliers and contractors are expected to comply.

5.3 Responsibility and enforcement

Ultimate responsibility for enforcement of the GCOE rests with PPG’s Chief Compliance Officer. PPG’s Compliance Department will investigate any violation of the GCOE by an employee and this may result in disciplinary action being taken by the relevant PPG Group Human Resources department up to and including dismissal (in accordance with the relevant Human Resources policy and local law).

PPG MODERN SLAVERY STATEMENT 2024

6. GLOBAL SUPPLIER CODE OF CONDUCT

6.1 Summary

PPG is committed to respecting and upholding the human rights of all people, consistent with the principles of individual dignity and respect underlying the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. PPG’s Human Rights Policy can be found at: [Human Rights Policy | PPG Sustainability Report](#), and this policy specifically addresses the following requirements:

Safe and healthy working environment	We follow all applicable laws and regulations regarding health and safety.
Forced labour	We do not use forced labour, including prison labour, indentured labour, bonded labour, slave labour or any other form of human trafficking. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. PPG will not retain original employee documents, such as passports and other government-issued identification, unless required by law. In addition, we do not permit recruiting practices that require applicants to pay any fees to obtain employment.
Child labour	We do not hire employees who are less than 16 years old.
Anti-discrimination and anti-harassment	Suppliers shall respect the legal rights of minorities and indigenous people, including land, forest and water rights and will not participate in any illegal forced eviction practices
Work hours, wages and benefits	PPG follows all applicable laws and regulations related to work hours, wages and benefits. This includes our commitment to pay employees for all hours worked and to comply with all applicable laws and regulations relating to compensation, including but not limited to required meal and rest breaks, overtime pay, and minimum-wage requirements. Further, PPG’s compensation programs are designed to pay all employees competitive wages that meet or exceed legal requirements and are reflective of the local market and relevant industry. PPG manages work hours within the limits of applicable local legislation and works to avoid excessive overtime.
Freedom of association	We respect employees’ right to freedom of association and their ability to join or refrain from joining labour unions or other worker organizations and to engage in collective bargaining, consistent with applicable laws.
Indigenous and minority rights	PPG respects the legal rights of all people, including minorities and indigenous people, including, land, forest, and water rights, and will not participate in any illegal forced eviction practices. PPG’s use of land and natural resources, including acquisition, development, or lease, is subject to Free, Prior, and Informed Consent (FPIC) of the affected local communities.

PPG MODERN SLAVERY STATEMENT 2024

7. GLOBAL SUPPLIER CODE OF CONDUCT

7.1 Summary

- a. PPG’s commitment to human rights and eradicating slavery from its supply chain is closely aligned with its commitment to make PPG Group’s businesses more sustainable in terms of its compliance with applicable laws and adherence to internationally recognised environmental, social and corporate governance standards
- b. The GSCC (see link: https://procurement.ppg.com/getmedia/4a0c6952-4c0c-4a74-9230-0e4ef4165215/EN-2024-Global-Supplier-Code-of-Conduct_2.pdf) is a key pillar of PPG’s Supplier Sustainability Policy (see Section 8 below). The GSCC imposes minimum compliance standards with respect to business integrity, labour practices, associated health and safety, and environmental management. It is intended to complement the GCOE. The GSCC covers a wide range of standards but those specific to this annual statement are set out in the table below.

7.2 Specific GSCC requirements

Forced or compulsory labour	Suppliers must: <ul style="list-style-type: none"> • Prohibit all forms of forced or compulsory labour • Maintain and promote fundamental human rights
Child Labour	Suppliers must: <ul style="list-style-type: none"> • Prohibit the use of child labour • Adhere to the minimum employment age limit defined by national law or regulation • Comply with the relevant International Labour Organisation (ILO) standards
Diversity and inclusion	Suppliers must: <ul style="list-style-type: none"> • Promote a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse • Create a work environment in which employees and business partners feel valued and respected for their contributions
Health and Safety	Suppliers must: <ul style="list-style-type: none"> • Provide safe and healthy working conditions • Proactively manage health and safety risks with the goal of providing an incident-free environment where occupational injuries and illnesses are prevented • Implement management systems and controls that identify hazards and assess and control risk related to their specific industry

PPG MODERN SLAVERY STATEMENT 2024

Freedom of association	Suppliers must: <ul style="list-style-type: none"> • Respect employees' right to freedom of association and collective bargaining, consistent with local laws • Respect employees' rights to join or refrain from joining associations and worker organisations
Wages, hours and benefits	Suppliers must: <ul style="list-style-type: none"> • Treat employees fairly, including with respect to wages, working hours and benefits • Comply with all applicable legal and regulatory requirements and apply sound employee relations practices
Responsible Mineral Sourcing	Suppliers must comply with the PPG Responsible Minerals Sourcing Policy

7.3 Responsibility and enforcement

Ultimate responsibility for enforcement of the GSCC is the Global Purchasing Organisation led by the Chief Compliance Officer for PPG.

8. PPG'S SUPPLIER SUSTAINABILITY POLICY

PPG's commitment to human rights and eradicating slavery from its supply chain is closely aligned with its commitment to make PPG Group's businesses more sustainable in terms of its compliance with applicable laws and adherence to internationally recognised environmental, social and corporate governance standards.

PPG Australia Group acknowledges that its success in achieving these Goals will be dependent upon the full support of its global supplier base for which PPG's Global Sustainability Committee has issued its Supplier Sustainability Policy (see link: <https://procurement.ppg.com/Programs/Supplier-Sustainability>), which was updated in 2023.

PPG MODERN SLAVERY STATEMENT 2024

9. ANNUAL SUPPLIER RATINGS AND SUPPLIER AUDITS

9.1 Supplier Surveys and Audits

In 2024, PPG audited over 400 suppliers, either on-site or remotely, to assess factors such as business impact, supply chain risk, product quality, supplier development, and sustainability performance on either a scheduled or ad-hoc basis. Moreover, 97% of PPG's key suppliers have been assessed to sustainability and social responsibility criteria. Also in 2023, PPG started using a new supplier monitoring tool to help us understand where environmental, social and governance risks are concentrated along our supply chain. This is the newest in a suite of tools and informational databases that we use to track our spending around the world and understand the environmental, social and governance practices of PPG suppliers. This leading third-party tool helps the PPG Procurement team review the entire supply chain's performance across the categories of environmental, labour and human rights, ethics and sustainable procurement practices.

PPG's approach to assessing the sustainability of our supply base improved significantly over recent years. PPG continues to target our top raw material suppliers by spend, and more recently, shifted our focus to evaluating and monitoring high-risk suppliers based on geographic position, participation in the mining industry, and other category factors to better gauge current or potential risk with existing suppliers.

Additionally, each region may perform further evaluations of supplier performance through remote or on-site audits of critical existing suppliers and potential new suppliers. Suppliers are selected based on an established schedule or when a new product will be produced in a new supplier facility. The evaluation criteria may include, but is not limited to: sustainability, contamination prevention, corporate social responsibility, anti-corruption, on-time delivery, quality system and controls, product review, and production processes. If standards are not met or there are non-conformities, then we may elect to end our relationship with the supplier or require corrective actions for improvements. For more details on this initiative, please reference our annual Sustainability Report - [PPG-SUSTAINABILITY-REPORT-2024.pdf](#)

PPG MODERN SLAVERY STATEMENT 2024

10. REPORTING POLICIES

10.1 PPG Australia Group's employees

PPG Australia Group employees and contractors are required to comply with PPG's Global Code of Ethics and the Global Human Rights Policy. Employees are encouraged and expected to report all suspected violations of the GCOE, Human Rights Policy or the law to the appropriate levels of management, including PPG's Ethics and Compliance Office. Several reporting options are offered including the PPG Ethics Helpline, which is a confidential freephone and online reporting service maintained by an independent third party. Any retaliation – whether direct or indirect – against any employee who raises a good faith concern is grounds for discipline up to and including dismissal.

10.2 PPG Australia Group's suppliers

Under the GSCC, suppliers are required to report suspected violations of the GSCC to the Chief Compliance Officer, PPG's Ethics Helpline or PPG's Chief Compliance Officer immediately if a violation of the GSCC is ever in question. In the event that a supplier recognizes any non-compliant activity or violation of the GSCC, the supplier must provide a detailed corrective action plan to address such deficiency.

11. TRAINING

All PPG Australia Group employees are regularly trained in global ethics and business conduct. In addition, they are required to complete a GCOE annual online refresher training course, which is accompanied by a test which they must pass in order to complete the training.

12. GLOBAL INITIATIVES

Global initiatives are relevant because of PPG Australia Group's global supply chain. Their inclusion is consistent with the assessment by PPGIA that its greatest risks exist in its global supply chain for raw materials.

12.1 Mica mining

A portion of the pigments supplied by PPG's pigment suppliers incorporate mica, which is extracted from mines located in India. PPG Group uses pigments containing natural (as opposed to synthetic) mica in its formulations especially with respect to those relating to its automotive refinish and aerospace business units.

The Terres des Hommes International Federation highlighted in several of its published reports in 2016 that Indian mines were using child labour. PPG Group subsequently took steps to establish that none of PPG Group's pigment suppliers sourced mica from Indian mines that used child or any other forms of forced or compulsory labour.

PPG MODERN SLAVERY STATEMENT 2024

The investigation led to PPG Group becoming, on 31 January 2017, a voting member of the Responsible Mica Initiative Group (see link: <http://www.responsible-mica-initiative.com>). This is a Do-Tank which aims within the next five years to eradicate child labour and unacceptable working conditions in the Indian mica supply chain by joining forces across industries.

The following link to the Responsible Mica Initiative Group's Annual Report 2024 shows the actions that were taken by the group in 2024 - <https://responsible-mica-initiative.com/2024-annual-report/>.

12.2 Conflict Minerals

“Conflict Minerals” currently include cassiterite, columbite/tantalite, and wolframite (the most common derivatives of which are tin, tantalum and tungsten, respectively) and gold. These Conflict Minerals are of concern because mines in the Democratic Republic of the Congo (“**DRC**”) and surrounding countries are important sources of these minerals. Some of these mines are controlled by armed groups that finance their conflicts through mining activities.

As a publicly traded company in the United States, PPG is subject to the rules of the U.S. Securities and Exchange Commission (“**SEC**”). These rules include annual reporting and disclosure requirements concerning Conflict Minerals to further the humanitarian goal of ending violent conflict and human rights abuses in the DRC and surrounding countries, which have been partially financed by the exploitation and trade of Conflict Minerals.

Consistent with PPG's commitment to social responsibility and sustainability PPG expects each of its suppliers to conduct due diligence on its supply chain in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and to determine the source of any Conflict Minerals or Conflict Mineral containing product supplied to PPG.

PPG expects all of its suppliers to provide the Conflict Minerals source information reasonably requested by PPG necessary to support its due diligence and reporting obligations under the SEC's Conflict Minerals rules.

PPG also expects all of its suppliers to notify it if a product supplied to PPG contains Conflict Minerals originating in the DRC or surrounding countries.

Suppliers that are not able to provide adequate information about the source of any conflict minerals in their products or that supply products containing conflict minerals from the DRC or surrounding countries are evaluated by PPG's Procurement Department and may be

PPG MODERN SLAVERY STATEMENT 2024

denied future PPG business. For PPG's most recent conflict minerals report, please see the attached link <https://assets-eu-01.kc-usercontent.com/cce44467-0106-013b-6c0b-26132a361492/3fbf28db-4f4a-44be-a4e0-7719ca1de1d5/2024-Conflict-Minerals-Report-For-Website-Final-281651-1.pdf>.

12.3 Other Jurisdictions

PPG Group has spent significant time giving thought to the ways modern slavery risks can be reduced within the global business. In addition, PPG Group is governed by legislation covering modern slavery risks within the United Kingdom and California, and compliance with these laws includes submitting mandatory modern slavery statements in those jurisdictions. In particular:

- a. PPG is subject to the Modern Slavery Act 2015 (UK). Under this legislation, PPG is required to prepare and then, to update its modern slavery statement annually. The most recent version can be found at [https://procurement.ppg.com/getmedia/7ce5e7fa-96a5-41be-aa6d-efef9b02320c/2023-UK-MSA-Statement-PPG-Holdings-\(UK\)-Ltd-FINAL.pdf](https://procurement.ppg.com/getmedia/7ce5e7fa-96a5-41be-aa6d-efef9b02320c/2023-UK-MSA-Statement-PPG-Holdings-(UK)-Ltd-FINAL.pdf).
- b. PPG subject to the California Transparency in Supply Chain Act 2010 and is committed to complying with its requirements. Accordingly, PPG publishes a statement describing the steps it has taken to ensure that there is no slavery, coerced labour or human trafficking in its own business or in its supply chain. This statement is updated regularly and the most recent version can be found at [https://procurement.ppg.com/getmedia/192a78ad-1531-4705-8a7a-9ad047a74cf4/CA-Transparency-in-Supply-Chain-Act-2022-Revision-\(4-15-22-Final\).pdf](https://procurement.ppg.com/getmedia/192a78ad-1531-4705-8a7a-9ad047a74cf4/CA-Transparency-in-Supply-Chain-Act-2022-Revision-(4-15-22-Final).pdf).

12.4 PPG Europe Supply Chain Review

PPG also engages EcoVadis®, which is a leading global corporate social responsibility and sustainability ratings company, to leverage assessment processes, tools, resources and insights to drive sustainability standards and practices throughout its global supply base.

PPG is evaluated by EcoVadis on 21 factors, grouped into four key segments of sustainability:

- Environment: Energy consumption, product use, customer health and safety, and biodiversity;
- Labour and human rights: Employee health and safety, working conditions, child labour, forced labour, human trafficking, diversity, discrimination and harassment;
- Ethics: Corruption and anticompetitive practices; and
- Sustainable procurement: Supplier environmental and social practices.



PPG MODERN SLAVERY STATEMENT 2024

The rating methodology is based on international sustainability standards and initiatives, such as the Global Reporting Initiative (GRI) Standards, United Nations Global Compact and ISO 26000 standard (social responsibility).

The EcoVadis scorecard allows assessed companies to benchmark against industry peers, and it provides an overall corporate social responsibility (CSR) performance rating on a scale from increasing risk to best in class.

At the end of 2024, approximately 800 suppliers have been contacted and responded. The average score of the PPG suppliers who have had their labor and human rights programs rated by EcoVadis through December 31, 2024 was above EcoVadis' market average score. PPG's plan is to achieve a year-over-year increase in both response rate and average rating, then use that information to improve practices within the supply base.

PPG's most recent ESG Report details PPG's continued progress and strengthened focus on sustainably advantaged products, diversity, equity and inclusion, climate-related risks, supplier sustainability and more. The full report is available at the following link: [PPG-SUSTAINABILITY-REPORT-2024.pdf](#).

In 2024, PPG maintained a Gold Rating in corporate social responsibility from [EcoVadis](#), ranking higher than 93% of evaluated companies.

13. ASSESSING THE EFFECTIVENESS OF ACTIONS TAKEN TO ADDRESS MODERN SLAVERY PRACTICES

The working group established to prepare this MSS will review it annually, update it and report on the effectiveness of the actions taken to assess and address the risk of modern slavery in its business and supply chain.

14. APPROVAL

This statement was approved by the board of PPG Industries Australia Pty Ltd, ABN 82 055 500 939

DocuSigned by:

Claire Louise Walker

09389F45E98840A...

Claire-Louise Walker

Managing Director

PPG Industries Australia Pty Limited

PPG MODERN SLAVERY STATEMENT 2024

APPENDIX 1

LEGAL STRUCTURE AND OPERATIONS OF THE PPG AUSTRALIA GROUP

1. PPG Industries Australia Pty Ltd

1.1 PPG Industries Australia Pty Limited (PPGIA) is an Australian company with manufacturing locations in Clayton, Victoria and Villawood, New South Wales. It forms part of an international group of companies and joint ventures ("PPG Group") whose ultimate parent company is PPG Industries, Inc ("PPG") based in Pittsburgh, USA.

1.2 PPGIA has six businesses.

Architectural - This business unit has a manufacturing and research and development facility in Clayton, Victoria, and Villawood, New South Wales. It manufactures and sells retail paint products to independent distributors, networks and larger direct end users. It also distributes its range of paint products through company owned stores.

Automotive Refinish - This business unit has a manufacturing and research and development facility in Clayton, Victoria. It manufactures and sells automotive refinish coatings for cars, commercial transport and light industrial equipment and machinery to independent distributors and larger direct end users. It also distributes its range of coatings through company owned stores.

Packaging Coatings - This business unit has a manufacturing and research and development facility in Clayton, Victoria. The business unit sells coatings for the protection and decoration of metal packaging e.g. food and beverage cans etc.

Aerospace Coatings - This business unit has an application support centre in Tullamarine, Victoria. The majority of its products are sourced from PPG Group companies globally. It sells transparencies, sealants, coatings, electrochromic window systems, surface solutions, packaging, and chemical management services.

Industrial Coatings - This business unit has a manufacturing and research and development facility in Clayton, Victoria. The business unit sells industrial coatings for appliances, agricultural and construction equipment, consumer electronics, automotive parts and accessories, building products (including residential and commercial construction) and transportation vehicles.

Protective and Marine Coatings - This business unit has a manufacturing and research and development facility in Clayton, Victoria. The business unit sells advanced protective industrial coatings and systems against corrosion, high temperatures and fire for civil and commercial infrastructure, rail, mining, oil, gas, chemical and power facilities, water and wastewater facilities and tank lining. It also sells advanced protective industrial coatings and systems for all aspects of marine ships and shipyards, including drydock and cargo hold.

PPG MODERN SLAVERY STATEMENT 2024

2. Subsidiaries of PPGIA

2.1 PPGIA has the following wholly owned Australian subsidiaries:

- a. Protec Pty Ltd (ABN 41 007 857 392);
- b. Barrier Chemicals Pty Ltd (ABN 75 008 210 160); and
- c. PPG SharePlan Nominees Pty Ltd (ACN 091 363 101).

2.2 None of these subsidiary companies are reporting entities for the purposes of the MSA. None are actively trading (engaging in manufacturing, buying goods or services or selling to customers) and the extent to which any do trade, they share the same supply chain as PPGIA. While this MSS covers the activities of all companies in the PPG Australia Group, the focus of this MSS is appropriately on PPGIA.

2.3 Under section 16(1)(f) of the MSA, reporting entities must describe the process of consultation with entities that the reporting entity owns or controls (or is giving a joint statement with). PPGIA reports that no formal consultation has occurred between it and the entities it owns or controls listed above, as none are actively trading (and to the extent they do trade, they share the identical supply chain with PPGIA). In this context, consultation is not necessary as the same safeguards and processes apply.