

Business Partner Code of Conduct

Planex is acknowledged as a leader in providing storage solutions for Australian buildings. In turn, we acknowledge our responsibility towards our clients, employees and the communities with which we work. Therefore, we have established a set of ethical standards to guide us in our business dealings. We expect that all of our suppliers, that is, all companies with which we do business, adhere to the same ethical standards. These ethical standards are captured in the Supplier Code of Conduct, which sets the minimum standards for doing business with any suppliers. As a Signatory to the United Nations Global Compact Planex supports the UNGC's Ten Principles on human rights, labour, environment and anti-corruption.

Safety

The company is committed to an injury-free and illness-free workplace that is operated in an environmentally sound manner in compliance with all relevant laws and regulations that protect worker safety and the environment. Employees and contractors should perform work in a safe manner while at work, visiting customers or travelling. There is a process in place to manage safety incidents.

The workplace our partners provide must be safe and must be made aware of safety rules and instructed to apply them at all times.

Human Rights

Planex and partners recognize the human rights of all people as outlined in Principles 1 to 6 of the UNGC.

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.
- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

The company is an equal employment opportunity employer. Employment opportunities are available regardless of race, color, sex, religion, national origin, age, disability or other legally protected status. This Principle applies to all aspects of the employment relationship, including recruiting, hiring, training, work assignment, promotion, transfer, termination, and wage and salary administration.

Our partners compete fairly and comply with competition and anti-trust laws. They do not enter into agreements or practices that have a restrictive effect on competition, such as price-fixing, market allocation or abuse of dominant position. They do not offer products or services to or on behalf of Planex in a misleading way.

Intellectual Property and Confidential Information

We expect our partners to respect intellectual property rights, including those of Planex. There must be appropriate measures to prevent disclosure or unauthorized use of Planex confidential information made available to them.

Personal Data

Our partners protect the personal data of Planex employees and use this data for legitimate and authorized business purposes only. They must be clear on when and how they collect, use or share personal data. They take appropriate security measures to protect the data.



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Company Resources

If stakeholders use or have access to Planex resources, including people, systems, networks and facilities, they must use these resources appropriately in accordance with Planex instructions and for their intended business purpose only.

Sustainability and the Environment

Planex and partners comply with all relevant environmental laws and ensure that the necessary permits are in place. They are committed to the efficient use of raw materials, energy and other natural resources while minimizing waste, emission and noise. They care about the communities they operate in, and listen to their concerns. Planex and partners are guided by and strive to fulfil UNGC Principles 7 to 9.

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Honesty, Integrity, Fair Play and Anti-Corruption

The Company and its staff are committed to UNGC Principle 10.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Planex and its staff, and its business partners and their staff, are fully committed to the principles of honesty, integrity and fair play in the delivery of services and goods to the public. All staff should ensure that the business operations, applications for services, procurement or staff recruitment, are dealt with in an open, fair and impartial manner.

This Code of Conduct sets out the basic standard of conduct expected of all staff and the Company's policy on matters like acceptance of advantages and conflict of interest of staff in connection with their official duties. This Code also applies to temporary and part-time staff employed by the Company.

The Company has zero tolerance for corruption. All employees must never offer to provide anything of value directly or indirectly to government officials and business partners to secure an undue advantage. The company prohibits payment, offers of payment as well as anything of value directly or indirectly with the purpose of influencing or obtaining undue business or personal advantage.

We confirm to comply with the core values provided in this Business Partner Code of Conduct

Name: _____

Company Name: _____

Signature: _____

Date: _____

This Code contains general requirements applicable to all stakeholders of Planex Sales Pty Ltd. Specific contractual provisions with a higher standard supersede these general requirements. If there is a conflict between the law and this Code, the law prevails.