
VISY'S COMMITMENT TO RESPONSIBLE SUPPLY CHAINS

VISY'S VISION IS TO CREATE SUSTAINABLE PACKAGING SOLUTIONS FOR A BETTER WORLD. WE ARE COMMITTED TO ENSURING RESPONSIBLE, ETHICAL AND SUSTAINABLE ENGAGEMENTS WITH ALL OF OUR SUPPLIERS OF MATERIALS AND SERVICES. WE BELIEVE THAT THE KEY TO SUCCESSFUL BUSINESS IS A COLLABORATIVE APPROACH WITH OUR SUPPLY CHAIN PARTNERS, SERVICE PROVIDERS AND CUSTOMERS.

OUR COMMITMENT

Visy commits to source from suppliers who are aligned with our values and who meet the requirements of this Policy. We aim to work with all our valued supply chain partners to achieve responsible and sustainable supply chains that:

1. create value for our customers by establishing stable and capable supply partners with a focus on innovation;
2. include products from supply chain partners committed to the protection or enhancement of the environment in which they source materials;
3. enrich the lives of workers and communities within the supply chain in which we operate through meaningful employment and genuine engagement;
4. take guidance from accepted modern Circular Business Principles;
5. demonstrate a commitment to ensuring full value is derived from primary materials and that there is limited resource left as waste;
6. respect human rights; and
7. emulate Visy's values of ethics, integrity, reputation and capability.

These are detailed further under the categories: Environment and Circular Commitment, Workers' and Human Rights, Communities, and Business Integrity and Ethical Trading.

ENVIRONMENT AND CIRCULAR COMMITMENT

Visy partners with suppliers that have a strong commitment to the environment in which materials are sourced. We expect suppliers to:

- adhere to legislation applicable to the area and country of harvest, as well as internationally recognised third-party verified schemes and standards outlining best practice;
- source raw material from land that is managed in a way that demonstrates a commitment to regenerative production, or re-establishment to previous native vegetation and landscape values;
- identify and protect areas with significant biodiversity and ecosystem services;
- source from suppliers that do not intentionally utilise restricted substances in or during their manufacturing processes;
- plan the operation of the sourcing activities with overall respect given to the impact of these activities on the environment of the supply area and affected surrounding areas; and
- plan operations and resources so that, where possible, all natural resources are considered for the development of a value-added product.

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WORKERS' AND HUMAN RIGHTS, COMMUNITIES

Visy will engage with suppliers who respect the communities in areas of operations and ensure that the human rights of all employees within the supply chain are respected. We will engage with suppliers who:

- effectively demonstrate a commitment to Free, Prior and Informed Consent (FPIC)* for all primary sourcing activities and/or other land uses that may impact custodial landowners;
- commit to engaging with local communities to identify and address potential impacts of operations with the aim of reaching a mutually-beneficial outcome;
- commit to a supply chain free from child or forced labour;
- adhere to relevant local, national or international conventions governing minimum standards for employee wages, working hours, working age and benefits including overtime;
- allow employees the freedom to collectively bargain and associate;
- demonstrate a proactive management approach to workers' safety and health risks; and
- provide employees and supply chain partners with access to a confidential complaints and whistle-blower process.

BUSINESS INTEGRITY AND ETHICAL TRADING

Visy conducts business ethically and we expect our suppliers to act in line with our values. We will engage with suppliers who:

- conduct business free from corruption and bribery and other prohibited business practices;
- have processes in place to ensure agreements established through the supply chain are not unconscionable or oppressive, having regard to the respective bargaining power of the parties;
- ensure all trade and customs laws are adhered to, relevant to the country and product being traded;
- hold the appropriate land tenure and/or management rights and legally required licences for conducting operations; and
- are free from any involvement with supply chains utilising conflict resources.

Visy has developed a specific policy for the procurement of fibre. This can be accessed on the Visy website at www.visy.com.au

- Visy's Responsible Sourcing Commitment – Fibre

* Free, Prior and Informed Consent (FPIC) is a United Nations' term. See un.org for further details.



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FOR A BETTER WORLD

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