

OUR CORPORATE CITIZENSHIP VALUES

At NonTox we are committed to making an ongoing, unique, positive and sustainable difference to our planet: the world we live in. This will be achieved through a deep commitment to exploring new frontiers in Environmental Sustainability and protecting our biosecurity in the Agri-business sector. The wellbeing of our people, our environment and our business community are our first priorities.

The safety and wellbeing of our people is a paramount, with zero tolerance for harm in the workplace. We achieve this by training our people and embracing a culture of safe work practices, where hazards are quickly identified and rectified.

We strive to achieve the highest standards for all employees, suppliers and contractors. Visitors to our premises and our Suppliers premises are expected to respect our Corporate Values and abide by our Health and Safety procedures and when applicable undertake a relevant induction process.

We are committed to respecting human rights and work health and safety laws, abiding by, local, national and international conventions. We expect our Suppliers to do the same. Good corporate citizenship is essential to build trust, respect and confidence.

We deal globally. Some countries do not share our values in the way we do in Australia. We expect our suppliers and trade partners, wherever they are, to share our commitment to respect all human rights. If you deal with NonTox we expect you to adhere to our principles:

Prohibit Child Labor

Adhere to minimum age provisions of applicable laws and regulations.

Prohibit Forced Labor and Abuse of Labor

Prohibit physical abuse of employees and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking.

Laws and Regulations

Suppliers will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

Business Integrity

Conduct business with integrity, respecting all applicable local and national laws and will not use bribes or fraudulent practices.

Demonstration of Compliance

A Supplier must be able to demonstrate compliance with these Principles at the request of NonTox. Further, if the Core Conventions of the International Labor Organization establish higher standards then if the supplier cannot demonstrate that they are upholding these requirements they are expected to immediately implement corrective actions. The Company reserves the right to terminate any agreement with a Supplier if a supplier fails to uphold these principles and comply with all applicable local and national laws.

Eliminate Discrimination

Maintain workplaces that are free from discrimination, physical or verbal harassment. The basis for recruitment, hiring, placement, training, compensation, and advancement should be merit based, using qualifications, performance, skills and experience as the key selection criteria.

Work Hours and Wages

Compensate employees relative to the industry and local labor market. Operate in full compliance with applicable wage, work hours, overtime and benefits laws, and offer employees opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.

Provide a Safe and Healthy Workplace

Provide a secure, safe and healthy workplace. Maintain a productive workplace by minimising and managing the risk of accidents, injury, and exposure to health risks.

Protect the Environment

Conduct business in ways which protect and preserve the environment. It is expected that as a minimum the applicable environmental laws, rules, and regulations will be met.

Grievance Procedure and Remedy

Provide workers with a mechanism, considered to be safe by the employees, to express grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

Management Systems

Have appropriate and effective systems in place to monitor and control actions ensuring lawful compliance and respect for all human rights.

Business Ethical Standards

We have a Code of Business Conduct policy, which applies to all employees across the NonTox Group. We expect our Code of Business Conduct policy to be endorsed and adhered to throughout our supply chain and to this end, we expect that our suppliers are fully compliant and are able to demonstrate, on an ongoing basis, said compliance with these ethical standards.

Ethical Standards

Suppliers must at all times demonstrate a high degree of professionalism and be aligned with our business ethics and our codes of business conduct policy.

Confidentiality

Information is a valuable asset to our business and suppliers must keep NonTox's and all other customers information confidential at all times. Suppliers must not disclose any non-public information outside the intended circle of communication.

Intellectual Property

Suppliers must respect intellectual property rights and safeguard NonTox's and all other customer's information.

Anti-Corruption

Suppliers must not engage in any form of bribery, corruption, kickback, extortion or embezzlement.

Gifts and Entertainment

Any gifts or entertainment offered by suppliers must support legitimate business interests and be reasonable, appropriate and at all times must comply with our Code of Business Conduct policy.

Legal Compliance

Suppliers must maintain awareness and comply with all applicable laws of the countries of their operation.

Environmental Standards

We expect our suppliers to conduct their business in an environmentally responsible manner and we are committed to minimising the environmental impact of the goods and services. To this end we will consider their whole of life impact in our procurement decision making process. We further encourage our suppliers to support and actively participate in our projects and initiatives that are helping to reduce our environmental impact. Our priorities for the environment include:

Environment

Suppliers will comply with all applicable environmental laws.

Water Stewardship

To make products with less water, protect watersheds and ensure our water use and our water sources are sustainable.

Packaging and Recycling

We see packaging as a resource, not waste and we will continue our endeavours to reduce the amount of packaging we use and to ensure it is recyclable wherever practicable and, as appropriate, incorporates recycled content.

Energy and Climate

We strive to improve energy efficiency and reduce our carbon footprint.

We will show preference for suppliers that can demonstrate a better environmental performance for goods and services of comparable quality, functionality, performance and price. We may from time to time request sustainability data from suppliers including their water and energy efficiency, emissions intensity and waste practices in order to evaluate supplier standards of environmental performance.

Where it makes sense, we will actively seek opportunities to source locally and encourage small and medium enterprises to participate in our procurement processes. We will support our suppliers that provide benefits to the economy through business practices that provide job creation, diversity opportunities, training and skill development. We will also encourage our suppliers to provide benefits to society through supporting our community or volunteering work programs.