



DIC Australia and New Zealand Corporate and Social Responsibility Policy 2011

Introduction

Corporate Social Responsibility is fundamental to the management of DIC ANZ. DIC ANZ is committed to ensuring we fulfill our social responsibility through our business activities and contribute to the development of society by conducting our operations with a strong focus on all areas outlined in this policy. Our overall goal is to establish a win win relationship with customers, suppliers and stakeholders.

Purpose

The purpose of the DIC Australia and New Zealand Corporate and Social Responsibility Policy is to ensure that all employees of DIC ANZ are aware and work in accordance with the DIC ANZ Corporate Social Responsibility Policy and continue to strengthen our focus on the five key themes as outlined in this policy.

Scope

This policy will cover all employees, casuals, contractors and visitors to all DIC Australia and New Zealand sites.

Requirements

1. Strengthening of our efforts on the environment, safety, health and quality

a. Reduction of environmental impact:

- Curb the generation of toxic air pollutants in order to reduce their emission into the atmosphere.
- Determine the amount of industrial waste derived from our own business activities and at the same time fulfill the reduction plan.
- Determine the amount of emitted greenhouse gas (GHG) and reduce it.
- By achieving a reduction in the waste, improve the energy efficiency relevant to production.
- Develop energy-saving activities in DICANZ branches to reduce the level of GHG emissions.

b. Health and Safety:

- Pursuant to the realization of "zero accidents", make the best use of past

accident/disaster cases and promote information sharing.

- Identify all possible sources of danger hidden in the workplace and firmly establish risk prediction and risk assessment (RA) activities in order to reduce the risk of accidents.
 - Transmit hazard/toxicity information on chemical substances to users, both in-house and outside, and promote safety/health.
 - Adopt a holistic view of manufacturing processes to improve overall safety of the entire area, not just individual activities
 - Hand down the know-how regarding safety/health to future generations in an appropriate manner.
- c. Focusing on quality improvement:
- Share information on complaints relevant to our business activities in order to prevent any recurrence.
 - Make sure that the quality management system (QMS) is operating properly and enhance the effectiveness of the CIC (continuous improvement committee) to maintain/improve quality.

2. New Technology Development and Value Creation

- Utilize global group resources to deliver an enhanced portfolio to our local markets, and provide market feedback to R+D centers for future product development.
- Qualify the value added to our customers business through R+D projects.
- From group resources available, strive to deliver environment-friendly products in response to requests from society and consumers
- Study the possibility of introducing life cycle assessment (LCA).
- Focus on a transition to environment-friendly manufacturing processes.
- Determine risks to raw material supply chains relevant to *DIC* products, and develop contingency plans.

3. Business Model Focused on Customer Satisfaction:

- Align service and R+D functions with the requirement to support DIC's products in the market place, and deliver to societies expectations of diminishing burden, and customers' expectation of enhanced value.
- Focus on delivering complete solutions to customers to enhance their offering within their own market place.

4. Human Resource Management

- 1) Fostering the human resources required for our business:
 - Align DICANZ with group HR policies.
 - Identify group training programs relevant for our local requirement, and identify personnel who would benefit from them
 - Identify technical personnel who would benefit from overseas technical training through the group resources available.
- 2) Move toward diversity in human resources:

In order to promote diversity in human resources, implement the following:

- Continuously improve DICANZ personnel management systems.
- Continue to promote equal opportunity for women.
- Create opportunities for internal promotion
- Identify new employees who will enhance our culture and business
- Promote the employment of people with disabilities.

5 BCM (Business Continuity Management)

- Business managers to consult with all branches to deliver products and services in alignment with market expectations and DIC's resources for the purpose of business Continuity Management (BCM)
- In consultation with Branch Managers, develop an annual Business Continuity Plan. (BCP)
- Identify risks to our business and develop a Risk Management Strategy

6 Other CSR themes

- 1) Deliver consistent CSR Policy management to all employees.
 - Establish a CSR promotion system and action plan.
 - Train all personnel in the DIC Way, and align business practices accordingly.
- 2) Compliance
 - Develop an abbreviated DIC Way booklet for all employees.
 - Manage ISO systems
 - Continuously improve internal reporting systems
 - Conform to all regulatory body requirements
- 3) Information Security
 - Provide education to all employees on intellectual property ownership and management.
 - Deliver secure MIS systems and contingency planning
 - Provide consistent MIS across ANZ
- 4) Reliability of Financial Reporting
 - Centralized financial control for Australia and New Zealand will become aligned with DICAP reporting requirements
 - Promote the optimization of the internal auditing action plans.
 - Establish KPI's required by the DIC group, and report against them on a monthly basis
- 5) Expansion of CSR procurement to the supply chain
 - survey suppliers to confirm compliance with the DIC Way
 - Ask suppliers to understand and comply with DIC's CSR policies.
 - Encourage suppliers to participate in DICANZ CRS activities.
- 6) Harmony with the Community and Contribute to Society
 - In view of raising the level of our harmony with the community and as a good corporate citizen, raise the awareness of the importance of social contribution amongst employees and identify specific activities for DICANZ to focus on.

7. Information Disclosures of CSR

- Share the DIC ANZ CSR action plan with DICAP and Sun Chemical
- Promote DIC ANZ's CSR policy with customers/business partners to further strengthen our ties with stakeholders.
- Identify new actions in line with the CSR to further enhance DIC's reputation.

Responsibilities

Managers/Supervisors: are responsible to ensure employees are informed of the policy and ensure that all activities undertaken are in line with the companies Corporate Social Responsibility.

Employees: are required to observe, cooperate and ensure that all work undertaken is done so in line with the companies Corporate Social Responsibility. All directions from Managers and supervisors must be adhered to.

Contractors, visitors and casuals: who are visiting or engaged to perform work on the company's premises are required to comply with the CSR Policy and observe all directions from managers and supervisors of DIC ANZ.

Ian Johns
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