



United Nations Global Compact
Martogg Group of Companies – Communication on Progress
Update March 2020



Executive statement March 2020

The Martogg Group of Companies is a privately owned Australian business involved in the following commercial activities

- Sale and distribution of plastic raw materials.
- Manufacture, marketing of polymer compounds and masterbatches.
- Manufacture and marketing of plastic raw materials based on recycled polymer feed-stocks.

The Martogg Group is one of Australia's leading plastics raw material suppliers and has been providing quality polymer products to the diverse Australian plastics conversion industry since 1975.

The Martogg Group acknowledges the importance of following the principles of the United Nations Global Compact in the operation of our business and expects that our customers, suppliers/ vendors and other business partners do the same.

The Martogg Group of Companies carries out its business in a transparent and ethical manner and in accordance with all Australian legislative requirements. We believe that the United Nations Global Compact provides solid guidelines to support and sustain our business practises.

Update March 2020: The Martogg Group remains undiminished in its commitment to the principles of the UN Global Compact which are entirely consistent with the Martogg Group's business ethics. We continue to uphold the principles outlined in the compact in all of our operations and in full compliance with all Australian statutory requirements.

Marcus Hogg – Managing Director

Martogg Group and the ten principles of the United Nations Global Compact.

Martogg Group works with and relates to the ten principles of the United Nations Global compact in the following ways.

Principle 1 and 2 – Human Rights

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.

- Martogg Group supports the Global Compact principles on human rights.
- Martogg Group policies ensure that all our operations are carried out in accordance with the relevant Australian legislative framework and the tenets of the Declaration of Human Rights.

Principle 3, 4, 5 and 6 – Labour

- Martogg Group supports the Global Compact principles on labour standards and adheres to all Australian labour and anti-discrimination laws in this regard. Martogg Group policies neither permit nor condone unethical and discriminatory behaviours and practises.
- Martogg Group is committed to providing its employees with a safe working environment. All Martogg Group sites have AS/NZS 4801.2001 accredited Occupational Health and Safety Management Systems in place.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

- All Martogg Group employees are free to join the union of their choice for *inter alia* the purposes of collective bargaining. We keep no record of union membership as we regard this to be a matter for the individual employee solely.

Principle 4: The elimination of all forms of forced and compulsory labour.

- No Martogg Group employee has been or will be coerced or compelled to work for the company. All Martogg Group employees join the company by choice and may leave their employment of their own volition subject to any contractual or industry award terms of employment which are governed by Australian Industrial law.

Principle 5: The effective abolition of child labour; and

- Martogg Group's policies permit no children to be employed in any of our operations.

Principle 6: The elimination of discrimination in respect of employment and occupation.

- Martogg Group is an equal opportunity employer and employment opportunities within our organisation are based on skills set and merit.
- Martogg's workforce is currently made up of employees from 27 different nationalities/ethnic origins which reflect the diverse nature of contemporary Australian society.

Table 1 shows the Martogg Group's broad employee mix as at March 2020 compared with March 2019.

	2019	2020
African	5%	4%
Australian/NZ	58%	54%
Chinese/NE Asian	2%	3%
European	3%	5%
Middle East	2%	1%
Pacific Islander	11%	15%
SE Asian	11%	11%
South Asian	8%	7%
Total	100%	100%
Nos of employees	196	182

Principle 7, 8 and 9 – Environment

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.

- Martogg Group recognises the need for all businesses to reduce their environmental footprint and has continued to invest in the expansion and development of its recycled polymers business.
- Martogg Group continues to reduce its internal waste to landfill volumes through its investment in its recycling business
- Martogg Group actively manufactures and markets recycled polymers as alternatives to virgin resin products where appropriate and fit for purpose.



- Martogg Group has invested in 23 ktpa of recycled PET manufacturing capacity to help reduce the affect of plastic pollution of the environment, reduce GHG emissions and to promote the development of the plastics circular economy.

Principle 10 – Anti-corruption

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

- Martogg Group supports the Global Compact principles on anti-corruption.
- The company operates entirely within the framework of Australian legislation in this regard and has zero tolerance of any form of corruption, extortion and bribery from its employees, suppliers/vendors, customers and other business partners.
- Martogg Group purchasing policy permits the disqualification and removal of approved suppliers and vendors for inappropriate business ethics including but not limited to extortion and bribery.

Update March 2020: Martogg Group continues to maintain zero tolerance of any form of corruption, extortion and bribery from its employees, suppliers/vendors, customers and other business partners.