

CAPABILITY STATEMENT





“

In every commercial project, I approach it as if it's my own venture.

This mindset helps us maintain standards and produce outcomes to maximise success for our company and in turn for all our clients..”

Harrison Cisar-Wright (Director)

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MPC - Project #159-3

Mission Statement

At Melbourne Protective Coatings, our mission is to deliver exceptional experiences that bring your building, property, or home vision to life. We are dedicated to fostering open and effective communication, maintaining a professional jobsite environment, and upholding the highest standards of craftsmanship. Our commitment to punctuality ensures that our team arrives as promised, completes the job with meticulous attention to detail, and remains on-site until you are completely satisfied. By combining our expertise with top-tier industry products, Melbourne Protective Coatings is your trusted partner in initiating projects today to realize the future you envision tomorrow.

**Harry is a great communicator
and a perfectionist.
Painting quality is outstanding.
Couldn't be happier**

GINA.M

”

About Our Company

Melbourne Protective Coatings is a premier painting and specialty coatings company driven by a passion for excellence and a commitment to delivering outstanding results. With a strong foundation rooted in a highly regarded residential painting company, MPC has undergone a rebranding process under the visionary leadership of Harrison. This strategic transformation aims to propel the company towards a future of growth and success.

Drawing upon over 45 years of combined experience, our expert team at Melbourne Protective Coatings possess the expertise and skill set required to handle a diverse range of projects encompassing body corporate, commercial, and residential painting needs. Whether it's high-rise buildings, schools, luxury coastal houses, wineries, housing estates, apartments, hospitals, retail shops, or warehouses, we have a proven track record of excellence in each sector. Our specialized divisions focus on specific areas within the industry, ensuring that every project we undertake receives the highest level of quality and attention to detail.

At Melbourne Protective Coatings, we pride ourselves on our ability to provide innovative designs and customised solutions tailored to projects of any scale. If you are seeking a company that understands your vision and is dedicated to bringing it to life, look no further than Melbourne Protective Coatings. We are committed to delivering superior craftsmanship, exceptional customer service, and unmatched reliability, making us the ideal partner for all your painting and specialty coating needs.

We offer...

- Excellent resources both in manpower and materials
- Hassle free, efficient paint services
- Experienced and certified painters and decorators
- Extended workmanship warranty on top of the Dulux Accredited Warranty
- Array of painting and decorating designs and solutions
- Excellent repair and maintenance program for your structures
- Reliable and timely completion of projects
- \$20 Million in public liability insurance



Meet the some of the team

Melbourne Protective Coatings team of qualified professionals use only industry best practices and the highest OHS requirements to ensure every job gets done correctly every time. We stand by our work offering an industry leading 6 Year workmanship warranty on all our projects. Feel safe knowing we are the tradesmen that stand by our work and will endeavor to ensure your project is completed on time and to your satisfaction.

Jake Hughes

Painter | Team Leader

Jake is one of our 3 team leaders, Jake carries a professional and positive attitude far beyond his years, his passion for his work speaks for itself.

Steven Hofka

Team Leader

Steven is also a team leader and is a big driving force within our company. Steven applies himself 100% to each project and inspires the team members around him by leading as an example

Damien Kelliher-whiting

Operation Manager | Senior Painter

Junior is our final team leader and is one of best trainers in the company. With over 15 years of painting experience across 2 countries his expertise and knowledge on a range of projects always come in handy. Junior's ability to complete a large amount of work to a high standard within a small time-frame never ceases to amaze. He is dedicated to completing projects on time and is always willing to go above and beyond, often working late into the night to ensure your deadline is met.

James Gorter

Painter/Timber Specialist

James 10+ years experience allows him to facilitate all worksites, be it managing a crew or working autonomously, James's detailed knowledge of timber work allows for minor repairs without the need to seek additional trades, which saves us time and you the client, money.

Luke Cisar-Wright

Senior Painter

Luke, Harry's younger brother has had similar years experience as Harry. Both brothers started together under the same boss working for the same company. With over a decade of experience Luke shows great skill and know how ensuring projects are run and completed correctly.

Deakin Metcalf

Junior Painter

Deakin is our most junior painter and has come on board with a drive and maturity above his years. Deakin is a 3rd year apprentice and has experience and skills well past his age. Deakin always works hard and will help out in any way he can.

More painters!

- Tuaniu
- Puna Tusipa
- Jake Milo
- Noah F
- Timote Ouola

Adam Kelly

Admin & Marketing

Adam is one of our admin staff and works closely with Peter to help make it run smoothly. If you are seeking a meeting with Harry, Adam will be able to facilitate that for you as the only member with access to Harry's busy calendar.

Yvette Grant

Sale Consultant

Yvette is our dedicated sales consultant heading up sales for our roofing division. With over a decade of experience in sales within various trades, she exemplifies professionalism and broad knowledge in all areas of trade sales and quoting.

Peter Laskovsky

Business Development Manager

Peter is our business development manager and is always working on improving and growing the company. With over 12 years of running his own business. Peter also heads our administration office, feel free to contact him about any question from accounts to project timelines. If you have a query Peter will be able to assist in getting you the answer you're looking for.

Harrison Cisar-Wright

Director | Owner

Harrison is our ever smiling leader. His passion to his business and his customers is second to none. Harrison's knowledge and understanding scope on all projects is paramount. Harrison prides himself on the work done by the Melbourne Protective Coatings team and takes the added care to ask all the right questions pertaining to the needs on your job.





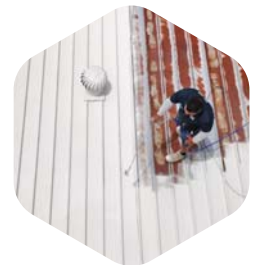
”If you want service, empathy and expert advice on all your painting needs, then Harry and his fantastic, easy going team from Melbourne Protective Coatings is your sole choice.” BRUNO.G

Capabilities

Please find below a list of our main capabilities, if you have any further queries about any key aspect please do not hesitate to reach out for further information.

Email: admin@mpcpainting.com.au | Phone: 1300 672 123

- **Project Management**
- **High Access Painting**
- **Epoxy Flooring**
- **Anti-Corrosion Membrane**
- **Two Pack Epoxy**
- **Commercial Painting**
- **Waterproofing**
- **Line Marking**
- **Roofing Membrane Systems**
- **Heritage Restorations**
- **Anti Graffiti**
- **Decking Restoration**
- **Anti-Slip coatings**
- **Driveway Restoration**
- **Heat Reflective Painting**



All backed by \$20 million
in public liability cover,
so you can sleep easy knowing
we've got you covered

bc BizCover



MPC - Project #442

Peace of mind knowing our staff have...

- Construction whitecard
- Working at heights license
- Working with children's check
- Minimum 5 years experience

CUSTOMERS WHO PUT THEIR TRUST IN MELBOURNE PROTECTIVE COATINGS



Core Areas

Melbourne Protective Coatings offers a fully integrated painting and coating service. With project management, front and back end delivery systems, we're able to streamline any project big or small. We offer professional advice backed by over 45+ years in combined experience.

01

Commercial Painting

Melbourne Protective Coatings offer a fully project-managed commercial painting service, removing all the problems from start to finish. We are covered by a comprehensive public liability insurance policy and have years of experience with traffic management, scaffolding and all permit application processes across local councils

- Project Management
- High Access Painting
- Asset Protection
- Two Pack Epoxy
- Specialised Protective Coatings
- Textured Coatings
- Line Marking
- Diamond Grinding
- Heritage Restorations

02

Body Corporate Painting

We offer a fully comprehensive service to all body corporate managers and strata management committees. We can project manage or consult any painting job, on your behalf, from start to finish. Our experienced and qualified staff have received the highest levels of training, employ thorough OHS practices, and are covered with a fully comprehensive public liability insurance policy.

Our commitment is to work with you to develop the right solutions to your painting needs at a price that is fair and affordable. Melbourne Protective Coatings are licensed to work at heights and will handle all your permit applications, traffic management requirements, and scaffolding needs. It's this commitment to managing your entire project and our insistence on hiring only the painters with the highest standards that will ensure your buildings remain protected long into the future

- Project Management
- High Access Painting
- Asset Protection
- Two Pack Epoxy
- Anti Graffiti
- Interiors
- Exterior
- Line Marking



MPC - Project #203

03

Residential Painting

For over a decade Melbourne Protective Coatings have been regarded as experts in house painting with 5-star reviews across all platforms. Our experienced team of painters have extensive knowledge of quality paints and understand how they are affected by Australian conditions. This means you can rest assured that our services, our solutions, and our attention to detail will leave your house the envy of your entire street.

We offer a complete colour consultation and provide industry-leading customer service alongside a guarantee that our workmanship is second to none. For interior, exterior, touch-ups, repairs and home renovations call Melbourne Protective Coatings for an obligation-free quote today!

- Project Management
- High Access Painting
- Asset Protection
- Anti Graffiti
- Interiors
- Exteriors
- Decking Restoration
- Roof Painting
- Fence Painting
- Wallpaper Overcoat
- Pressure Cleaning
- Garage Floor Protection

We ensure all OH&S practices are followed with the relevant documentation in place for jobsite safety, backed by Happy Hr



Happy HR™

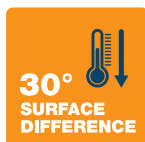


MPC - Project #701

04 Roofing Membrane Systems

At **Melbourne Protective Coatings**, we specialize in the installation of advanced elastomeric roofing membrane systems that provide unmatched protection and longevity for your roof. Our roofing solutions are tailored to meet diverse needs—whether it's general protection, waterproofing, rust resistance, heat reflection, or asbestos encapsulation. With a variety of systems designed to address specific challenges, our systems offer **warranties ranging from 5 to 15 years**, ensuring peace of mind and a lasting return on your investment.

OUR ROOFING MEMBRANE SYSTEMS INCLUDE



Heat Reflective Systems |

These membranes reduce interior temperatures, making them ideal for factories and warehouses. Alongside heat reflection, they offer additional waterproofing and general roof protection.



General Protection & Aesthetic Restoration |

Recolor and rejuvenate your roof while protecting it from the elements. Ideal for both aesthetic improvement and long-lasting durability.



Anti-Corrosion Membranes |

Featuring the highest anti-corrosion performance globally, our rust protection membranes extend the life of metal roofs, safeguarding them against rust and deterioration.



Comprehensive Roof Protection |

Our top-tier systems provide all-around protection, designed to address all major roofing concerns and equipped with extended warranties for ultimate resilience.



Asbestos Encapsulation |

A safe, cost-effective alternative to replacement, our asbestos encapsulation membranes secure hazardous materials, providing reliable protection for decades to come.

Whether your roof is leaking, showing signs of age, or you're looking to prevent issues down the road, our tailored systems are ready to protect, restore, and enhance your roof for years to come.

Commercial Epoxy Flooring

05

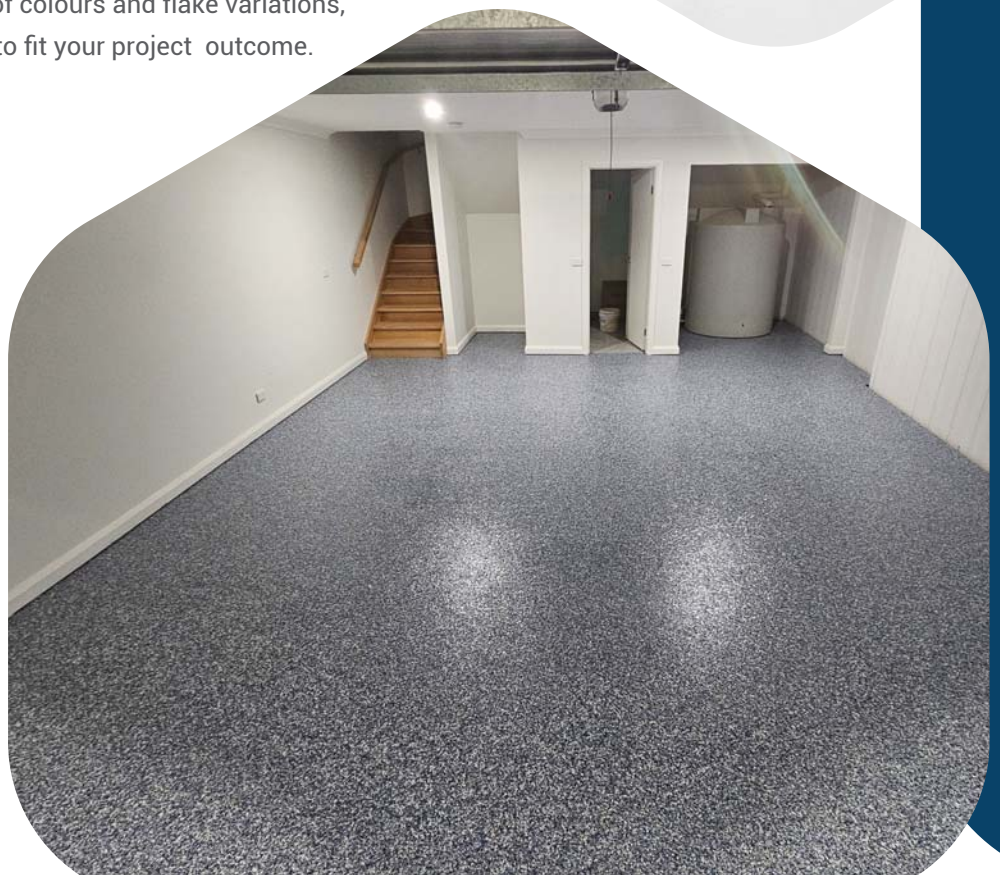
Hardening Liquid based flooring is one of the most versatile and durable floor coverings available on the market. As our understanding on floor coverings grows and evolves so does the products that we use. Epoxy flooring was initially the most popular with its super hard variety of colours/variations and easy application. Polyurea during this time was always seen as a more premium product to epoxy with its quicker drying time, superior UV resistant properties and 4x stronger durability. It's only weakness being a under-performer with regards to moisture control.

With the new generation of Citadel Polyurea products, the worlds leading manufacturer for Polyurea coatings, sourced from Australia's biggest supplier, that issue is now solved. Melbourne Protective Coatings as with our commercial and residential painting divisions, only choose to partner and use the best products on the market to give our clients peace of mind that they've got what they paid for.

Flake Epoxy Flooring

06

Garage floors need to stand up to a variety of heavy uses, like vehicle parking, frequent foot traffic, workshop conditions, heavy storage and more. Melbourne Protective Coatings epoxy floor coatings provide the necessary durability, while preventing concrete dusting with a wide range of colours and flake variations, we're sure to have a colour scheme to fit your project outcome.





Why us?

Melbourne Protective Coatings is one of Melbourne's leading commercial painters offering full project management and a comprehensive understanding of what any and all projects require to achieve the optimal outcome. Don't get caught out with a project shutdown from CitiPower or your local council.

Site shutdowns are expensive and can delay your project immensely. When receiving a quote of Melbourne Protective Coatings we'll ensure to walk you through all the legal requirements for completing your work which may include:



No Go Zone / Power Shutdowns

No Go Zones define the minimum distance to maintain when working near electricity poles and wires or underground cables. When working in the vicinity of overhead power lines or underground electricity cables, it's crucial to plan ahead to ensure you maintain a safe distance by avoiding the No Go Zones.

- When quoting we'll assess the need to obtain a No Go Zone Assessment, including supporting documentation.
- The Machinery or access equipment that will be required to safely execute the work in accordance with the No Go Zone.
- Charges may apply for applications that require additional safety precautions, such as the installation of visual warning devices (tiger tags), a registered spotter or an electricity shutdown.

Once your project has been assessed and quoted and payment is made the team at Melbourne Protective Coatings will liaise with the Technical Compliance Officer to obtain dates for the shutdown to occur. Power shutdowns require time and planning to ensure that everything runs smoothly and on time.

No Go Zones are typically assessed by the power grid provider or a major utility and in some cases Yarra Trams. It's important to contact the correct company that can identify this need from the quoting stage. Melbourne Protective Coatings prides itself on understanding and executing project management effectively.

Note: lead times for power shutdowns is typically 8-12 weeks so it's important to get the assessment done promptly if painting work is necessary.

Space Occupancy Permit / Consent to Work Permits

Some projects within certain council's will require the application and payment of either a space occupancy permit or a consent to work permit depending on the individual project situation. These permits aren't usually that costly for short term projects but for long term ones it's vital to ensure the permit costs are reduced to only a necessary cost.

These permits can take 2-3 weeks to obtain and approve. Some approvals will also require a professional traffic management plan to be executed by a qualified traffic controller with the requisite traffic management tickets.





Don't get caught out by a poorly planned project, or worse, a poorly run one.

Traffic Management Plans and Operation

Depending on the complexity of your project there may be a request from council or other governing bodies for a Traffic Management plan to be drawn up. In most cases Melbourne Protective Coatings has the ability to create their own plan which should suffice for most projects. However in the case of lane closures and shutting down footpaths in the CBD a commercial TMP company will need to be consulted and added to the costs of your project. In cases like these we will also need to hire a commercial Traffic Control Company with the requisite tickets to execute the TMP. In all cases it's vital that you choose the right company that has the know-how and experience in dealing with these cases as well as the ability to identify the need before your project is caught undertaking dangerous and potentially illegal works.

TMP Example





Specialty Products & Enviroment

Melbourne Protective Coatings is always striving to improve and as a leader in specialty coatings we are always exploring new and exciting products whilst ensuring EPA compliance throughout all projects.

We understand that it is our duty to minimise our impact on the environment, some of the ways we tackle this head on is with correct waste disposal methods, reusing tools and materials across multiple projects to reduce waste but also by utilising the newest technology and materials available on the market.

Harry and the team are constantly meeting with new and old suppliers and are committed to doing research on new products that hit the market every week. Some new upgrades are Dulux's new enviro2 range which is one of the only painting lines given The Global GreenTag™ PlatinumHEALTH™ and GreenRATE Level A certifications which allow enviro2 range to comply with green building and health standards.

High Standards



Melbourne Protective Coatings standards remain very high and as such has brought the attention of the EPA to our door this year. Most painting companies only get contacted by the EPA when things go wrong, so it was a great compliment to us when the EPA Victoria reached out to us in early 2024 to contract us to repaint over 14 weather stations across Victoria. Although the job wasn't a large scale project it proves to us that we're being recognised as leaders in the protective coatings space.

Specialty Coatings

With an ever changing spectrum of products we are always looking to improve on every level possible and this also includes our specialty coatings division. Some of our newest coatings we have available include:

- Rapid-Set polyurea & polyaspartics
- Heat reflective membranes
- Asbestos Encapsulation
- Anti-Slip Urethane
- Intumescent Painting (Fire Protection)
- Waterproofing Membranes
- Specialised Roof Membranes
- Anti-Corrosion Coatings

We encourage a face to face meeting with our team at Melbourne Protective Coatings for a detailed discussion on what and how we can make protecting your assets easier.

Detailed Quoting

Melbourne Protective Coatings takes great care when quoting all projects. We understand that every project no matter the scale or cost is important to you. We have seen too many quotes be supplied as single page word documents with exorbitant prices listed below with little to no explanation about what the large dollar value was actually covering.

Melbourne Protective Coatings always provides clear and detailed quotes for any project. Our quotes will include information on

Access & Safety



Our quotes always include a detailed write up about the required safety and access need to complete you project safely.

Scope of Work

Our quotes always include a detailed write up about the scope of works for the project and also with mention any specified paint or coating systems. Inclusions and Exclusions will be clearly listed and colour coded for easy reading ensuring no information is left off the table.

Surface Preparation

With every quote we undertake we always list the preparation work required including reference to the AS/NZS standards to achieve an appropriate surface conditions for coating.

Paint Quality & Specified Range

A list of recommended products is always itemised this way you can compare our products to others and make sure you're only using the best commercial products on the market.



Area of Work

When a project is complex it's often beneficial to have images clearly dictating what is and is not inclusive of our price.

Paint Application & Timeframe

We will also outline what it being applied to where and how long we would expect the project to take our team to complete

Investment

A detailed costing will be put together with optional extras listed and the ability to separate certain minor areas into their own line item, this flexibility in quoting is often handy when obtaining a quote which need board approval.

Acceptance and payment terms

Acceptance and payment terms dictate our desired payment outcome but we're always happy to discuss this further if terms wont work for your project.

Range of projects

YARRAVILLE

MPC (subcontracted by Programmed) - Project 744 | 10/2024

- Full pressure wash with with graco turbo heads
- Major penetration sealing and flashing works
- Installation of TOPPS Specialised Roof System across 10,000m² area of warehouse roof.



The Corner Hotel

MPC - Project 723 | 05/2024 - Alexandra

- Full site clean down, sugar soap and pressure wash on all surfaces
- Extensive paint removal and surface preparation
- Use of raised platforms/access equipment
- Pressure cleaning surface ready for coatings
- 3 coat Dulux system



“Fantastic company to deal with, great painters, nice guys, organisation spot on....will use these guys every time! Attention to details and helpfulness.



JUSTINA.T



SPENCER STREET

MPC - Project 719 | 04/2024 - Melbourne CBD

- Traffic management plan and traffic control hire
- CitiPower Shutdown Permit
- City of Melbourne Space Occupancy Permit
- Full external pressure wash with sugar soap
- Use of raised platforms/access equipment
- 3 coat Dulux system



Boobytape

MPC - Project 433 | 08/2022- North Rd, Murrumbena

- Included a 3-coat system 1st a premium grade dulux acrylic undercoat and 2nd & 3rd of Dulux wash and wear on all walls and ceilings, on all trim (doors, frames, windows, skirtings) we used a premium dulux semi-gloss water based finish.
- This project was undertaken in conjunction with a bespoke builder who relied on our project management skills and high quality finish to align with their schedules and match their premium quality build expectations
- To achieve the desired quality finish, this project required the use of dust extracting sanding machines, 3 types of spray guns, several different types of undercoats and top coats.





Heritage Listed Restoration

MPC - Project 401-8 | 02/11/2021 - Northcote Town Hall

- Removal of lead based paint
- Sand prep internal & external areas
- Preservation



Residential | Canterbury

MPC - Project 577 | 02/04/2023 - Canterbury, VIC

- Full painting of exterior built pavillion and surrounds
- HIA Award 2023 Winner! (Outside Entertainment Space)



Goodyear Auto Braeside

MPC - Project 442 | 08/2022 - Boundary Rd, Braeside

- This project required a full exterior wash prior to any undercoats/topcoats being applied.
- The project required the use of an all terrain scissor lift to reach areas safely.
- A three coat system with the use of specific colored undercoats was utilized to achieve the true company colors, that were specified for the project .
- The brief stipulated that a perfectly level 1.5m blue strip was to be applied around the entirety of the building, we achieved this using a laser system to ensure level perfection.
- Furthermore the level blue strip around entirety of building needed to be on top of a heavily textured surface, therefore the use of special techniques to achieve a straight line on a textured surface were utilized.



White Street

MPC - Project 698 | 11/2023 - Glen Iris

- Complete wash of entire surface to leave surface clean for top coats
- The use of specialized rust treatment & membrane taping prior to top coats
- 2x top coats of our Anti-Corrosion Membrane System
- All surfaces were sprayed to thickness required for product guarantee to apply



Box Hill Tafe Bridge

MPC - Project 632 | 04/2023 - Elgar Rd, Box Hill

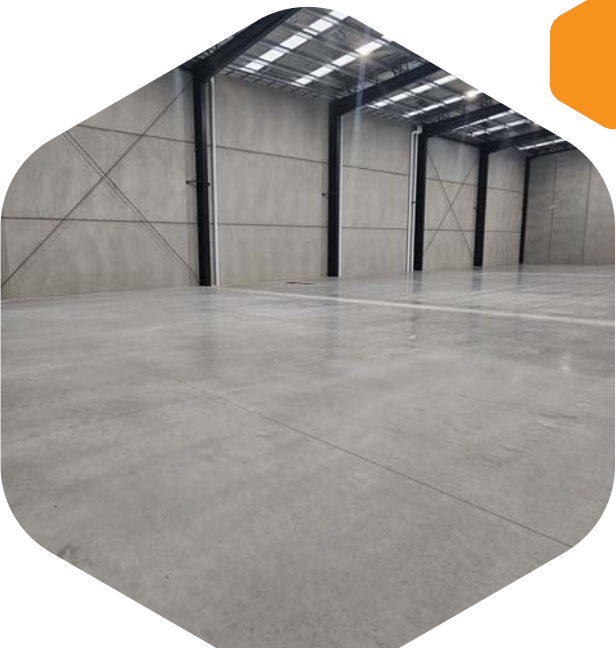
- Traffic Management across 4 lanes
- Night works from 10pm - 4am with traffic permits
- The use and organisation of lighting towers
- Pressure cleaning surface ready for coatings
- 2 coats of Anti-Corrosion Membrane
- Company colour matched specialised top coat.



Braeside Warehouse

MPC - Project 715 | 06/2024 - Braeside

- Full site clean down, sugar soap and pressure wash on all surfaces
- Diamond grinding entire floor
- Dulux Professional undercoat applied to all walls
- Dulux AcraTex AcraShield applied to all walls to achieve maximum barrier to reduce dust pollution
- Rapidset concrete filler
- Application of Dulux HSG Luxafloor premium 2 pack high gloss epoxy



Client Feedback

Don't just take our word for it, read up on some of our clients feedback on what its like to engage our services.



John Perini | Director

I am a builder for over 49 years, I engaged Harry and his team to protected a roof in Carrum. They were very proffessional, and did a wonderful job, even though the house was difficult 3 storey. I can highly recommend Harry.



Bernadette Swann| Director

From the moment I had a meeting with Harry and Tyson, I felt very comfortable with employing them for the job! Our large warehouse and location meant that painting our building would be a tricky one at best! As I was new at project management, I found Harry and Peter to be extremely informative and helpful. They gave good honest advice and kept perfectly to timelines. It was a pleasure to deal with their painters also, we found them to be very professional and more than happy to go above and beyond. I would have no hesitation in using Melbourne Protective Coatings again for any future work and would recommend them highly.



Douglas Blackwell | Managing Director

Melbourne Protective Coatings are our first and only port of call for any commercial or residential painting needs. The team have in depth knowledge of all specialised coatings and give helpful advice, making us look great in front of our clients.



Akhil srivaths | Project Manager

Great overall experience dealing with Harry and the crew over the past few years! Competitive pricing, Quality finishes and On time delivery. I can ring Harry for any painting and coatings job and rest assured to have an excellent result without having to call back the crew to fix any defects.



Mark Elliott

CEO/ Managing Director

Melbourne Protective Coatings are a breath of fresh air as we engage multiple trades across a wide range of Strata managed sites. Harrison and his team's dedication to achieving the highest quality finish is nothing short of exemplary. Its great to know when I email Melbourne Protective Coatings that no job will be beyond their range of expertise, be it high-rise buildings in the CBD or heritage listed ones scattered around Melbourne, Harrison and his team always achieve our desired outcomes. Communication is key for us to keep our clients informed and up to date with project timelines, partnering with Melbourne Protective Coatings enables us to do so.

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...no job will be
beyond their
range of
expertise...



Company Policies

At Melbourne Protective Coatings, we recognize that policies form the cornerstone of our business operations, ensuring not only compliance but also fostering a culture of responsibility and accountability.

As a trade-based business, we may appear simple in structure, yet we understand the paramount significance of having comprehensive policies in place. These policies serve as guiding principles that shape our interactions, decisions, and practices. From our Modern Slavery Policy, which underscores our commitment to ethical sourcing and fair labor practices, to our Sustainability and Environmental Policies, which highlight our dedication to minimizing our ecological impact, each policy reflects our values and aspirations.

Additionally, our Drug & Alcohol Policy emphasizes workplace safety and employee well-being, while our Equal Employment Opportunity, Discrimination, Harassment & Bullying Policy underscores our unwavering stance against any form of discrimination or harassment. Complementing these is our Quality Policy, which underscores our dedication to delivering excellence in every aspect of our services. Together, these policies exemplify our holistic approach to business management and our commitment to creating a positive impact on both society and the environment.



P1.1 Modern Slavery Policy

Purpose

The purpose of this policy is to:

(a) ensure that the goods and services purchased through Melbourne Protective Coatings (MPC) supply and value chains and in connection with our property development and social and capital works projects are ethical and minimise or eradicate Modern Slavery risks; and
(b) set out the responsibilities of MPC, its employees, suppliers, business partners and development partners in observing and upholding MPC's position on Modern Slavery, including meeting obligations under the Modern Slavery Act 2018 (Cth).

Scope

This policy applies to all:

(a) MPC employees and contractors engaged and undertaking work on behalf of MPC wherever they may be located (referred to as personnel);
(b) MPC operations, activities and all dealings with third parties whether they be with public sector entities, private organisations, individuals or any representatives of such persons.
(c) Suppliers, business partners and development partners when supplying goods and services, working on projects or otherwise engaging with MPC.

Definitions

For the purpose of this Policy, Modern Slavery is defined in accordance with the definitions provided in the Modern Slavery Act 2018 (Cth), that is, including:

(a) slavery (the condition of a victim over whom any or all of the powers attaching to the right of ownership are exercised, including where such a condition results from a debt or contract made by the victim);
(b) servitude (the condition of a victim who provides labour or services including sexual services and because of the use of coercion, threat or deception, they are not free to stop working or leave their place of work and are significantly deprived of personal freedom);
(c) forced labour (the condition of a victim who provides labour or services and because of the use of coercion, threat or deception, they are not free to stop working or leave their place of work);
(d) deceptive recruiting (the condition of a victim being deceived about whether they will be exploited through a form of modern slavery);
(e) forced marriage (where coercion, threats or deception are used or where the victim does not understand or is incapable of understanding the nature and effect of the marriage ceremony which causes the victim to marry without their free or full consent);
(f) debt bondage (the condition of a victim's services being pledged as security for a debt, the debt is manifestly

excessive, the reasonable value of the victim's services are not used to liquidate the debt, or the length and nature of the victim's services are not limited and defined); – 2 – September 28, 2022

(g) trafficking in persons (the recruitment, transportation, transfer, harbouring or receipt of persons, by means of coercion, threat or deception, for exploitation through modern slavery); (h) the worst forms of child labour including:

a) where children are exploited through slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage, serfdom and forced or compulsory labour;
b) the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances;
c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs; and
d) children are engaged in work which is likely to harm their "health, safety or morals"; and
e) offences relating to use of children for production of child abuse material and to the production, dissemination or possession of child abuse material.

Requirements

Melbourne Protective Coatings endeavours to ensure that we, and our personnel, comply with all Modern Slavery laws, within our operations and supply chains, endeavouring to ensure:

(a) employment is freely chosen;
(b) child labour is not used;
(c) a living wage is paid to all individuals;
(d) individuals are not required to work excessive hours; and
(e) any actions taken in the response to any instances of modern slavery are in the best interests of the suspected victim or victims.

Melbourne Protective Coatings commits to working with our suppliers, business partners and development partners to implement this policy and comply with the following requirements relating to the risks of Modern Slavery:

(a) suppliers, business partners and development partners must not employ children under the legal age of employment in any country or local jurisdiction. If the minimum age of employment is not defined, it must be 15 years of age. Workers under the age of 18 must only perform work in accordance with legal requirements (e.g. with regards to working time, wages and working conditions) and subject to any requirement regarding education or training;

(b) suppliers, business partners and development partners must not use any form of forced, bonded or involuntary labour. All labour must be voluntary. Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits or any other personal legal documents). Workers must not be required to pay fees or make any payment connected to obtaining employment throughout the hiring process and the employment period. The supplier, business partner or development partner must be responsible for payment of all fees and expenses (e.g. licences and levies) relating to workers, where legally required;
(c) punishment and/or mental or physical coercion are prohibited. Disciplinary policies and procedures must be clearly defined and communicated to workers;
(d) suppliers, business partners development partners must comply with all applicable national laws and mandatory industry standards regarding working hours, overtime, wages and benefits. Workers must be paid in a timely manner and the basis on which workers are being paid must be clearly conveyed to them;
(e) deductions from wages as a disciplinary measure must not be allowed, if not legally permitted and even where legally permitted, should be minimised; – 3 – September 28, 2022 (f) suppliers, business partners and development partners must notify Melbourne Protective Coatings of any breaches (including any pending charges) of any laws related to Modern Slavery or prohibited business practices.

Melbourne Protective Coatings's expectations as set out in this Policy, must be communicated to all suppliers, business partners and development partners at the outset of our business relationship with them.

Personnel who have concerns that conduct by a supplier, business partner or development partner may constitute Modern Slavery, or a breach of laws related to Modern Slavery or prohibited business practices, must contact the relevant Manager Responsibility for Policy

This policy is endorsed by Melbourne Protective Coatings's Management Team. The General Manager has primary and day-to-day responsibility for implementing this policy, and for monitoring its use and effectiveness. Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy. This policy will be subject to annual review.

P2.1 Sustainability Policy

Our goal is to provide comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Melbourne Protective Coatings business strategy is guided by five elements:

- our business,
- our customers,
- our people,
- our environment
- our community

These elements shape all aspects of Melbourne Protective Coatings future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them. Melbourne Protective Coatings is committed to:

- Being ethically responsible, to create value in what we do, and to use sound risk and hazard management principles in conducting our business. As part of its 'non-negotiables' MPC will comply with all relevant legislation including pollution prevention and will strive to develop and improve our integrated business management system to support a consistent and disciplined approach to business processes. We will ensure that appropriate resources (both internally and

externally) are utilised to assist in achieving our goals;

- Partnering in innovation and to understand and support our customers in achieving their business objectives;
- Attracting and retaining diverse and talented employees. This will include providing development opportunities so our employees are continually learning, communicating, providing workplace consultation, and creating a sustainable workplace for our employees, visitors and contractors;
- Continually designing and implementing sustainable solutions to develop access to resources and to protect and replenish them. Additionally, Melbourne Protective Coatings is committed to providing environmental leadership in its operations and solutions, which includes the management of

its own environmental impacts, improving waste, water, energy and carbon outcomes, as well as protecting and conserving biodiversity and natural capital;

- Working closely with local communities to achieve shared and lasting outcomes.

Additionally Melbourne Protective Coatings will engage with government, policy makers, advocacy groups, industry associations and other stakeholders in the areas which we operate to create better value and outcomes in sustainable practices. All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.

P3.1 Environment Policy

Application

This policy applies to all employees, contractors and joint ventures engaged in activities under the operational control of Melbourne Protective Coatings Pty Ltd.

Policy objectives

Our mission is to make a sustainable future possible. We see all waste as a resource and use our facilities and processes to transform it into valuable commodities for every sector, industry and community.

Our approach to Environment is aligned to the legislation and the regulations designed to protect our environment. Our training and toolkits which are aligned to these. This includes compliance with all environmental regulations, standards, and requirements. We are committed to achieving our mission, and to continually improve our environmental standards for the benefit of the environment, our employees, stakeholders and the community.

We believe that upholding the highest standards in environmental performance is crucial to the success and sustainability of our business.

Operating principles

Melbourne Protective Coatings achieves these objectives by:

- Complying with all legal requirements and standards applicable to our activities; and where adequate regulation does not exist, adopting practices that reflect our commitment to environmental compliance.
- Identifying opportunities for the prevention and reduction of pollution to air, water and soil, including climate-modifying emissions, and implementing energy efficiency programs throughout the business.
- Developing ways to reduce, recover, recycle, or re-use waste in all aspects of our business, including considering and integrating environmental factors in our decision-making process.
- Providing resources to implement and maintain an effective system of environmental management.
- Identifying and understanding the environmental hazards inherent to the activities we undertake and effectively assessing, controlling and managing those risks.
- Setting objectives, targets and key performance indicators which continually drive us to improve our environmental performance.
- Providing employees with training and information necessary for them to understand what the impacts of their activities are;

and to enable them to work in an environmentally responsible and competent manner.

- Liaising, consulting and building relationships with our employees, regulators, local community and other key stakeholders to develop mutual respect for one another and the environment.
- Ensuring that incidents are investigated, specifically identifying the causal and contributing factors, so that remedial actions may be taken.
- Regularly undertaking audits and inspections of our operations.
- Communicating this policy to employees and interested stakeholders; and reporting on our environmental performance openly and transparently.

Responsibilities

All employees and contractors are required to:

- Carry out their work in accordance with Melbourne Protective Coatings Environment Policy, Standards and Procedures.
- Assess and manage the environmental hazards and risks associated with the activities they are undertaking.
- Report any incident which generates any actual or potential harm to the environment.

P4.1 Drug & Alcohol Policy

Melbourne Protective Coatings provide waste and resource recovery across Australia that maintain, optimise and secure the resources essential to our future.

This policy applies to all workers of Melbourne Protective Coatings, this includes employees, contractors, labour hire, visitors and joint ventures engaged under the operational control of Melbourne Protective Coatings and all its subsidiaries.

Policy Objective

Melbourne Protective Coatings recognises that Health and Safety is our highest priority and paramount to the way we do business, by providing a workplace that is safe and without risks to the health of all our workers.

At Melbourne Protective Coatings, we are committed to removing risks associated with unsafe work practices including removing the risks created by alcohol and other drugs in the workplace.

We will achieve this objective by:

- Having a zero tolerance to alcohol and other drugs in the workplace, including Melbourne Protective Coatings vehicles
- Ensuring that any alcohol consumption at a Melbourne Protective Coatings work related event outside of the

workplace is done responsibly

- Communicating and consulting with workers on their workplace health & safety responsibilities regarding the use of alcohol and other drugs
- Provide relevant information, training and awareness to all workers
- Random testing of our workers for alcohol and other drugs.

Your responsibilities at Work

All persons that attend our workplaces have a responsibility to be fit for work and:

- Ensure they are not under the influence of alcohol or other drugs in the workplace, including operating Melbourne Protective Coatings vehicles
- Notify their Manager or Supervisor immediately if they are under the influence of alcohol or other drugs (including prescription drugs that are listed under the Drug & Alcohol Procedure)
- Report any person affected, or under suspicion of being affected, by the consumption of alcohol or other drugs from entering, or remaining at, a workplace
- Consult with their Manager or HR Business Partner about any concerns they may have regarding other persons in the

workplace that may be under the influence of alcohol or other drugs

- Participate in alcohol and other drug testing
- Carry out work in accordance to Melbourne Protective Coatings policies and procedures
- Comply with all relevant health and safety laws, codes of practice and industry standards.

Your responsibilities outside of the Workplace

All workers who attend Melbourne Protective Coatings events outside of the workplace, have a responsibility to:

- Limit consumption of alcohol to a level where capacity to fulfil their obligations as a representative of Melbourne Protective Coatings is not adversely impacted or compromised
- Respect cultural, social and individual differences, preferences and choices of others who may not choose to consume alcohol
- Comply with the direction of management and those responsible for the service of alcohol.

Compliance with this Policy

Non-compliance with this Policy will be managed in accordance with the Performance Management and Misconduct Policy: HRM- POL – 019.

P5.1

Equal Employment Opportunity, Discrimination, Harassment & Bullying

This policy applies to all employees of the Melbourne Protective Coatings Pty Ltd which includes Melbourne Protective Coatings Pty Limited, Melbourne Protective Coatings Pty Ltd and all related entities. Melbourne Protective Coatings is committed to creating a working environment in which all workers are treated with dignity, courtesy and respect. All Melbourne Protective Coatings workers must ensure their actions do not amount to discrimination, harassment or bullying. Melbourne Protective Coatings is an equal opportunity employer. Melbourne Protective Coatings will not tolerate discrimination based upon:

- Sex
- Pregnancy
- marital status
- disability
- sexual preference homosexuality transgender status
- race
- religion or ethno-religion
- age
- political beliefs
- union activity
- family status
- family responsibilities
- physical features, or
- any other ground specified by legislation in each State (each an 'unlawful ground') and Federal legislation.

Discrimination occurs when:

- Someone belongs to a particular group or has a particular characteristic, or is thought to have a particular characteristic; and
- They are treated less favourably in comparison to other people who do not belong to the group or have that

characteristic.

It is contrary to this policy for a worker to discriminate against an applicant for employment, worker, customer, supplier or member of the public on an unlawful ground. It is also contrary to this policy for a worker to discriminate against any relative, partner or associate of an applicant for employment, worker, customer, supplier or member of the public on an unlawful ground.

Supervisors must make sure that the workplace is free from all forms of discrimination. They should understand and apply the principles of equal employment opportunity and ensure that employees they supervise are informed of these principles. Supervisors should also take all necessary steps, such as training and other active measures, to prevent and deal with harassment and discrimination in their work area.

Harassment is any form of behaviour that is:

- Unwanted, unwelcome, uninvited or unreasonable;
- Likely to cause a hostile or uncomfortable workplace by victimising, humiliating, degrading, offending, threatening or intimidating the victim; and
- Based on unlawful grounds.

Harassment can take many different forms and may include physical contact, comments, verbal abuse, jokes, propositions, displaying inappropriate material or other behaviour that makes the workplace uncomfortable or unpleasant. Any harassment which is sexual or sex based and/or based on an unlawful ground will not be tolerated.

Bullying is any form of behaviour that is:

- Repeated unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety. Unreasonable behaviour is considered behaviour that a reasonable person, having regard for the circumstances,

would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

Bullying is not:

- Reasonable action, taken in a reasonable manner, by an employer to transfer, discipline, counsel or dismiss an employee – such actions include performance management processes.

Bullying can take many different forms and may include behaving aggressively, teasing or practical jokes, pressuring someone to behave inappropriately or excluding someone from work-related events.

Your behaviour must not amount to discrimination, harassment or bullying. Workers breaching this policy, whether in relation to potential or existing employees, customers, suppliers or any member of the public will be the subject of disciplinary action up to and including dismissal. Melbourne Protective Coatings encourages any worker who has been the victim of, or who is aware of, discrimination, harassment or bullying on, or in relation to, an unlawful ground should report the incident to their direct manager, or Director Human Resources or their representatives. Any complaints regarding discrimination, harassment or bullying of customers, suppliers or any member of the public should also be directed to the responsible manager or the Director Human Resources.

The identity of the complainant, as well as the record of the complaint, will be maintained in confidence in accordance with the Grievance Procedure.

Melbourne Protective Coatings recognises that false accusations of discrimination, harassment and bullying can have serious effects on all parties. Accordingly, individuals making false accusations are subject to the same disciplinary action(s) as described in the Grievance Procedure.

P6.1 Quality Policy

Melbourne Protective Coatings provides waste and resource recovery management solutions across Australia that maintain, optimise and secure the resources essential to our future.

Quality of products and services is a core operating value at Melbourne Protective Coatings. Melbourne Protective Coatings is committed to meeting the expectations of our stakeholders including our customers, our people, our clients, our shareholders, local communities and regulators at all times. To achieve this, we are committed to:

- Working closely with our customers to respond to their changing needs and ensuring that their requirements and expectations are integrated into our management system

- Delivering cost effective products and services that occur on time, in a safe and responsible way and that meet environmental and sustainable outcomes
- Fostering a culture of continuous improvement and customer focus
- Identifying and complying with relevant legislation, certification and meeting industry standards
- Establishing and reviewing quality objectives and targets that drives improvement in customer satisfaction and overall quality of our products and services
- Adopting best practice processes and services to our stakeholders, adding value to the supply chain and offering total service solutions to our customers

- Implementing robust monitoring programs to provide product and service quality assurance
 - Providing adequate resources, training and information to our workers to effectively implement this policy.
- Melbourne Protective Coatings has widely adopted, and continues to introduce audited quality systems across our operations. We seek to continually improve the effectiveness of our Quality Management System. Excellence in producing and delivering quality products and services is achieved by the active participation and co-operation of everyone at Melbourne Protective Coatings.





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