



Fire detection and evacuation solutions that save lives.

Ampac Position Statement on Diversity, Equality, and Ethical Conduct

At Ampac, we are committed to creating a workplace and business environment that reflects our values of **diversity, equity, inclusion, and integrity**. As part of the Halma group, we uphold high ethical standards and strive to ensure that every individual - regardless of background, identity, or experience - feels respected, empowered, and safe.

Ampac works to foster a sustainable, ethical, and socially responsible supply chain.

We believe that **diverse and inclusive teams** drive innovation, strengthen collaboration, and deliver better outcomes for our customers and communities. Our commitments include:

Diversity and Equality

- **Inclusive Culture:** We foster an environment where everyone has equal access to opportunities and is treated with fairness and dignity.
- **Gender Balance:** We support gender equity in leadership and across our workforce, aligning with Halma's goal of achieving a 40–60% gender balance in senior roles.
- **Ethnic Representation:** We are working to increase representation of under-represented ethnic groups in leadership and across our teams, promoting allyship and cultural awareness.
- **Accountability:** We measure progress through transparent reporting and align leadership performance with diversity goals.

Modern Slavery

In line with Halma's Modern Slavery policy, Ampac is adopting a multi-tiered approach to **prevent modern slavery**:

- **Annual public disclosure** under the UK Act
- **Decentralized governance**, with group-level oversight
- **Regular supplier risk assessments** and engagement with NGOs
- **Clear policies** prohibiting forced labour and child labour
- **Employee accountability** via mandatory Code of Conduct signing

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A **Halma** company





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Anti-Bribery and Ethical Conduct

Ampac maintains a **zero-tolerance policy on bribery and corruption**, in line with Halma's Code of Conduct. This applies to all business dealings and transactions, and extends to our employees, suppliers, and partners.

We are committed to:

- **Operating with integrity** in all aspects of our business.
- **Avoiding facilitation payments**, improper gifts, or unethical promotional spending.
- **Ensuring transparency** in charitable and political contributions.
- **Maintaining accurate records** and financial reporting.
- **Complying with international laws** and best practices to prevent bribery, corruption, and unethical conduct.
- **Applying no bias or discrimination** towards our business partners providing they meet our anti-bribery and ethical conduct commitments.

Suppliers and Subcontractors Ethics Policy

Ampac expects suppliers and subcontractors to follow our Ethics Policy:

- **Legal Compliance:** Adhere to all relevant laws, including export controls, anti-slavery, and equal opportunity regulations.
- **Business Courtesies:** Do not offer or accept gifts or favors that could influence decisions or create conflicts of interest.
- **Conflict of Interest:** Avoid relationships with Ampac employees that may compromise objectivity; disclose any potential conflicts.
- **Fair Trade:** Do not engage in price fixing, collusion, or unfair trade practices.
- **Reporting Misconduct:** Report any unethical behavior to Ampac HR. Retaliation against good-faith reporting is not tolerated.

We expect all employees and partners to act with honesty and accountability, and we encourage reporting of any concerns through appropriate channels, including our whistleblowing policy.

