



**Chemistry  
Australia**

The Business of Chemistry  
Essential for Life



# Health and Safety Performance Report 2025



**RESPONSIBLE CARE™**  
Driving Safety & Sustainability

# Content

|                                         |    |
|-----------------------------------------|----|
| Message from the Chair and CEO          | 3  |
| 1 Introduction                          | 4  |
| 2 The Australian chemistry industry     | 6  |
| 3 Health and safety performance         | 8  |
| 4 Member case study                     | 15 |
| 5 One of the safest groups in Australia | 17 |
| 6 Definitions                           | 20 |
| 7 Participating companies               | 22 |

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# Message from the Chair and CEO

## Welcome to the 2025 Chemistry Australia Health and Safety Performance Report.

Thank you to all members who participated in this year's annual Health and Safety Survey. Your contribution provides the data and insights that enable us to understand and communicate our industry's safety performance, identify emerging issues, and continuously improve health and safety outcomes for the people who work in our industry and the communities in which we operate.

This report demonstrates that Chemistry Australia members continue to perform strongly, with safety outcomes that put us ahead of all major high-risk industries. Our members' injury rates remain well below the national target, reflecting the robust systems, processes and safety cultures that exist across our sector.

These results also provide evidence of our industry's safe and responsible management of hazardous materials and high-risk processes. Publishing and sharing this report provides an assurance to governments, regulators, and the broader community confidence that risks associated with our sector are being effectively managed.

While we are proud of this performance, we cannot be complacent. Every person who is injured in the workplace matters, and there is always more we can do to improve workplace safety.

This year's results highlight several areas requiring greater attention by our industry leadership. Most notably:

- Younger workers aged 25-34 are over-represented in our injury statistics, reinforcing the need to better engage, educate and support this group and embed strong safety behaviours early in their careers.
- We have also seen an increase in injuries involving contact with moving objects, highlighting an area where additional focus and preventative action is required.

These findings demonstrate the value of industry-wide safety reporting for our people and communities. By identifying trends early, we can act before issues become widespread, share learnings across the sector, and strengthen our collective safety performance. This report is an important resource for all members to inform discussions, planning, and actions within your organisations.

We encourage you to share this report with your leaders and teams and use its findings to promote constructive conversations about health and safety in your workplace.

We call upon every member to participate in next year's 2026 Health and Safety Survey. Your participation and safety performance strengthens the quality of our data, enhances the value of our insights, and helps demonstrate that our industry is committed to maintaining the highest standards of safety.

Together, we will continue to build on our strong foundations and ensure the chemicals, plastics and industrial gases industry remains a leader in workplace health and safety.

**Karen Dobson**  
Chair



**Matthew Flügge**  
CEO



Our Health and Safety Performance Report has been tracking the performance of our members across the Australian chemistry industry since 2000.

The safety of workers and communities, and the protection of the environment, are the highest priorities of the Australian chemistry industry.

The industry is focused on ensuring that products are being made and used responsibly in workplaces, through value chains, and across the communities in which they operate.

The vital products and technologies created by the industry also play an important role in protecting the health and wellbeing of communities.

## Targets and tracking

The Australian chemistry industry has aligned its health and safety reporting with the Australian Work Health and Safety Strategy for the second successive decade.

The 2023-33 Strategy was developed by Safe Work Australia to support the goal of reduced work-related fatalities, injuries and illness. It provides targets and practical measures to assist governments, industry and other organisations.

Consistent with the current Strategy (2023-33), the Chemistry Australia Board and members have adopted three targets for improvement and monitoring:

- Zero fatalities
- Equal to or less than 3.5 per cent total injury rate
- Reduction of serious injuries

This Report presents detailed data and long-term performance trends against these targets and other indicators. Overall injury reporting includes mental health claims for the first time.

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# Zero fatalities

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# Equal to or less than 3.5% total injury rate

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# Reduction of serious injuries

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# Chemistry Australia members recognise the value of sharing best practices and lessons, to support continuous improvement by their peers and the broader industry.

## Sharing and learning

Chemistry Australia also produces a companion Benchmark Report, which includes case studies across the relevant Action Areas described in the Australian Strategy.

## Benchmarking Report

A confidential Chemistry Australia Health and Safety Benchmarking Report is provided exclusively to companies that have participated in this initiative.

This valuable tool allows participating companies to benchmark their own results against other participants, promote internal discussion, gain new insights and generate ideas for their workplace.



# The Australian chemistry industry

2

The Australian chemistry industry is one of the largest manufacturing sectors in the country. More importantly, it plays a vital role in our economy and our everyday lives.

The industry creates the essential inputs that underpin a wide range of industry sectors. From essential infrastructure and life-saving medical products, such as medical gases, to new energy technologies, light-weight building materials and safe food packaging, almost every value chain is built upon the business of chemistry.

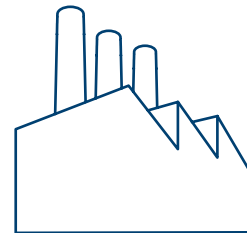
108  
114

Supplies 108 of  
Australia's 114  
industries



5,900

small, medium and  
large businesses in  
every state and territory

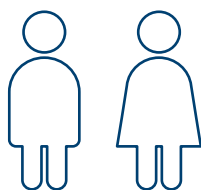


One of the largest  
manufacturing  
sectors



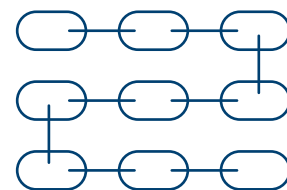
\$42b

Delivers \$42 billion  
to GDP



73,000

Employs more than  
73,000 people in  
highly skilled jobs



240,000

The industry underpins  
240,000 jobs in related  
supply chains

## About Chemistry Australia

Chemistry Australia is the pre-eminent national body representing the Australian chemistry industry.

Members of Chemistry Australia are positioned across the entire value chain including manufacturers, importers and distributors, logistics and supply chain partners, raw material suppliers, fabricators, compounders, recyclers, research, academia and service providers to the industry. These businesses range from small family-owned companies to leading national and multinational enterprises.

We are focused on promoting conditions for growth, jobs and investment in the industry, and the many supply chains that it enables. We also work to increase awareness of the importance of chemistry in our lives.

Chemistry Australia supports members' health and safety efforts through a number of initiatives, including the Responsible Care® program, this Performance Report and accompanying Benchmark Report, and Member Forums.

Go to [www.chemistryaustralia.org.au](http://www.chemistryaustralia.org.au) for more information.

## Responsible Care®

Responsible Care® is the global chemical industry's voluntary initiative to drive continuous improvement in safe chemicals management and achieve excellence in environmental, health and safety performance.

Australia was the third country to adopt Responsible Care® in 1989, a program which is now practiced in more than 70 countries.

Chemistry Australia's Responsible Care® members are committed to safe chemical management, stakeholder collaboration, and product stewardship, driving safety and sustainability across the Australian chemistry industry. This work contributes to sustainable development and aligns with global chemical safety frameworks.

In line with the ICCA Responsible Care® Global Charter, members commit to:

- Foster a leadership culture that drives continuous improvement in safety and health, in their workplaces and surrounding communities
- Use resources efficiently, minimise waste, and reduce emissions across operations
- Extend the responsible management of chemicals across the entire value chain, from suppliers to customers
- Engage openly and transparently with communities and stakeholders on performance and progress
- Report publicly on safety, health, and environmental performance, including shortcomings as well as achievements

**Please contact Chemistry Australia to enquire about Responsible Care® membership:**  
[info@chemistryaustralia.org.au](mailto:info@chemistryaustralia.org.au)



# Health and safety performance

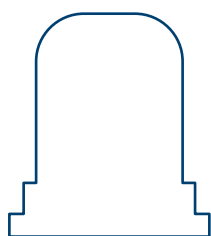
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The following tables, figures and data provide a detailed insight into the health and safety performance of Chemistry Australia members in 2025. We have been tracking many of these performance indicators since 2004, allowing long-term trends to be shown in most charts.

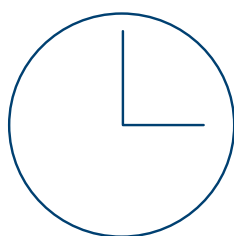
The figures below represent approximately 30 per cent of the total chemistry industry in Australia.

**FIGURE 1** A snapshot

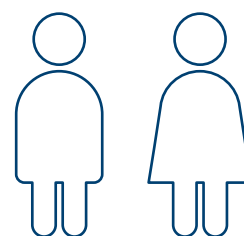
|                                          | 2018   | 2019   | 2020   | 2021   | 2022   | 2023   | 2024   | 2025   |
|------------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| <b>Total number of employees covered</b> | 13,977 | 17,138 | 16,480 | 22,162 | 23,475 | 23,198 | 19,270 | 23,054 |
| <b>Hours worked (million)</b>            | 29.18  | 34.53  | 34.68  | 46.62  | 46.83  | 43.90  | 32.34  | 44.03  |
| <b>Physical LTIFR</b>                    | 2.91   | 4.26   | 3.58   | 3.54   | 3.74   | 3.69   | 6.15   | 4.29   |
| <b>Mental Health Injury FR</b>           |        |        | 0.26   | 0.28   | 0.28   | 0.20   | 0.31   | 0.09   |
| <b>LTIFR 5-year rolling average</b>      | 3.30   | 3.41   | 3.41   | 3.45   | 3.60   | 3.76   | 4.14   | 4.28   |
| <b>MTIFR</b>                             | 6.20   | 4.84   | 5.05   | 4.74   | 3.67   | 3.96   | 5.32   | 3.79   |
| <b>TRIFR</b>                             | 9.12   | 9.09   | 8.62   | 8.28   | 7.41   | 7.65   | 11.47  | 8.08   |
| <b>WDLPE</b>                             | 0.11   | 0.09   | 0.11   | 0.23   | 0.12   | 0.20   | 0.35   | 0.19   |



0  
fatality



44.03  
million hours  
worked



23,054  
employees  
covered

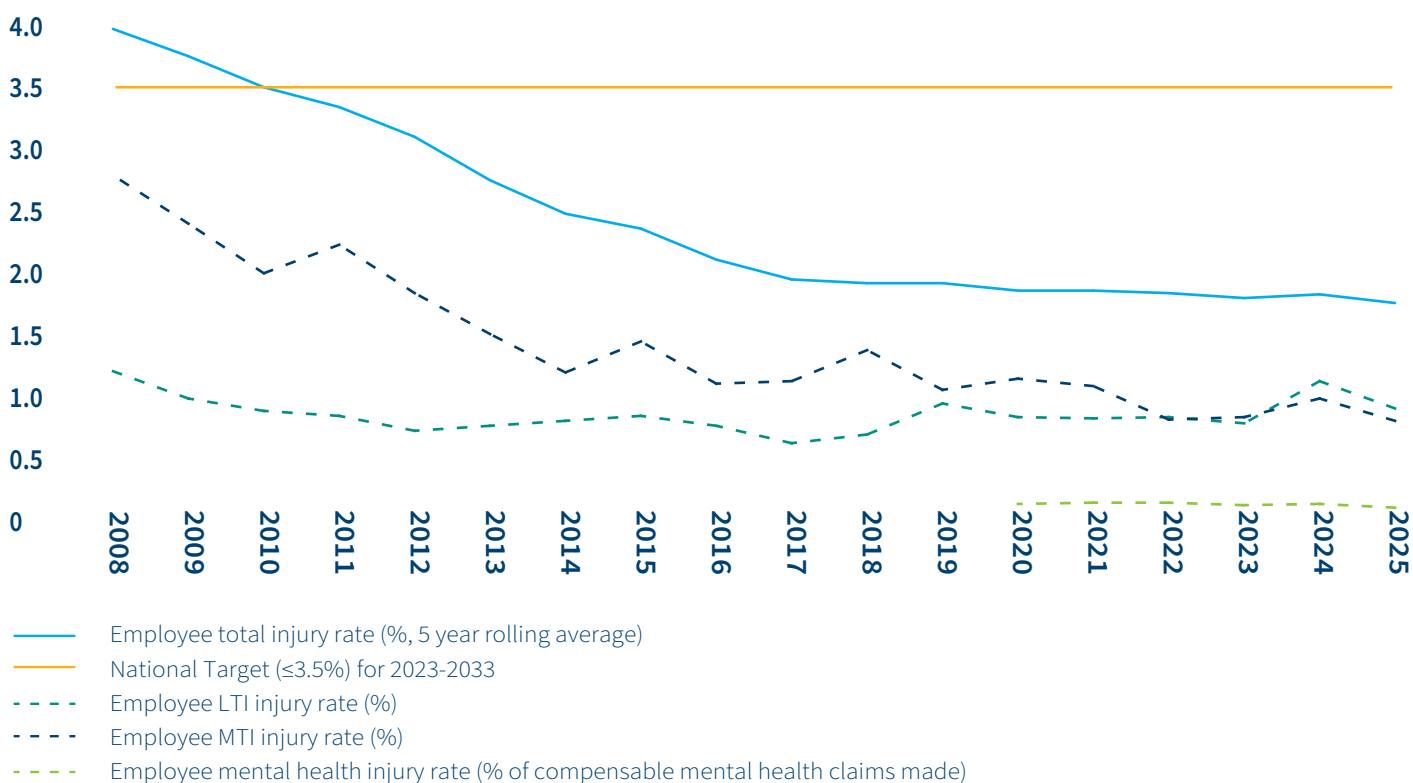
**FIGURE 2** Participants by company type



**FIGURE 3** Participants by company size



**FIGURE 4** Employee total injury rate versus the national work-related injury reduction target



Safe Work Australia (SWA) has established a target of reducing the overall incidence of work-related injury to below 3.5 per cent to measure progress towards the national goal of reduced work-related fatalities, injuries and illness.

Chemistry Australia has been collecting data on mental health claims, alongside other performance indicators, since 2020 and is now counting all injuries – mental health and physical – as part of the employee total injury rate.

This aligns with SWA’s approach to monitor and report on both physical and mental health injuries and is reflected in our sector’s three new 10-year targets endorsed by the Chemistry Australia Board.

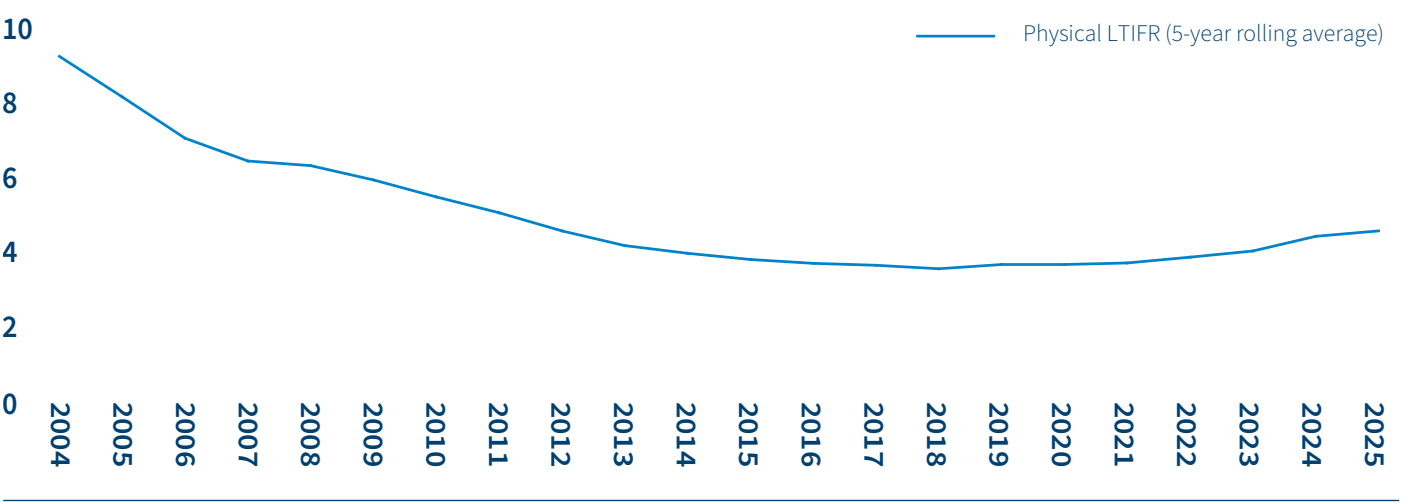
Lost Time Injuries (LTI) is a key indicator we use to measure members’ performance. Figure 4 illustrates that members’ total injuries are tracking down again after an uptick in 2024. The total injury rate of 1.67 per cent continues to be well below the national target.

Employee’s mental health injury rate (MHI) and physical injury rate (LTI) are also displayed for comparison purposes.

The lost time physical injury frequency rate (LTIFR) 5-year rolling average has traditionally been one of the key indicators we use to measure health and safety performance. As Figure 5 shows, this trend has climbed again this year, even as the single year rate has fallen. The industry will need to record ongoing reductions to reverse this trend.

Lost Time Injuries remain an important issue for the industry to watch closely in 2026, to confirm there is a genuine recovery in Lost Time Injuries.

**FIGURE 5** Physical injury LTIFR 5-year rolling average



LTIFR 5-year rolling average 4.28

The metric ‘work days lost per employee’ (WDLPE) represents the average number of days lost through injury, per employee. This figure has improved in 2025, however, it remains above the 2004-2020 historical average. This suggests return-to-work processes, while improved, may still be slower than those recorded prior to the COVID-19 pandemic.

**FIGURE 6** Average number of days lost through injury per employee

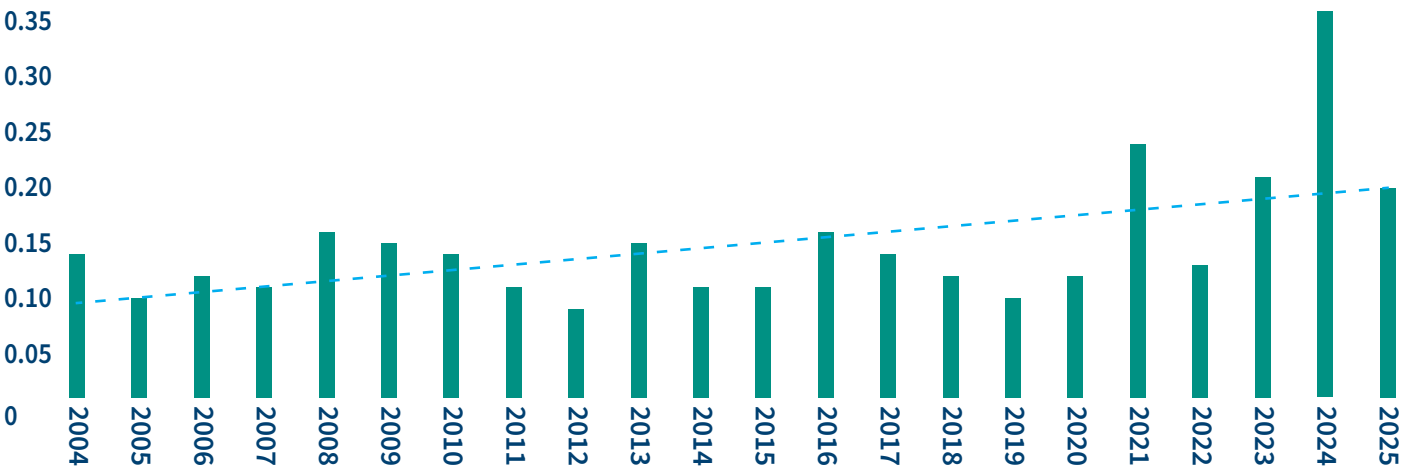
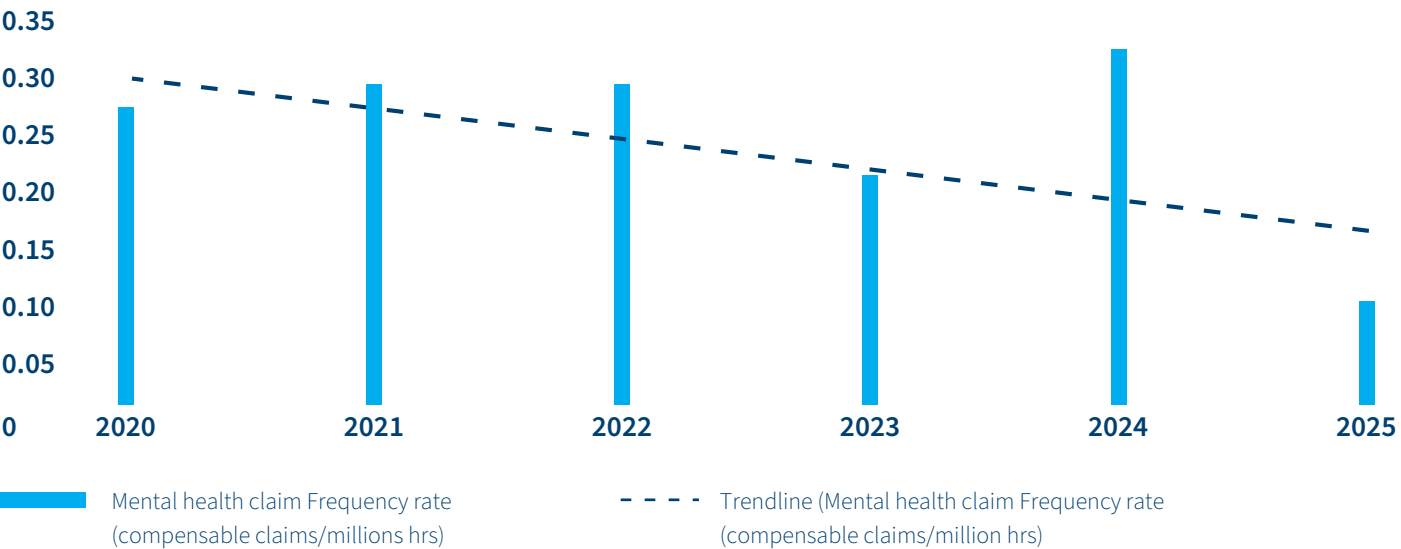


**FIGURE 7** Mental health injury frequency rate (MHIFR) per million hours



The mental health injury frequency rate is a new metric, which aligns with SWA’s National Strategy to monitor and report physical and mental health work-related injuries. The data in Figure 7 is based on reporting of members’ mental health claims. The 2025 result is the lowest rate since we began recording mental health injuries in 2020.

The figures below show the frequency of physical medical treatment injuries (MTIs) and lost time injuries (LTIs) reported by Chemistry Australia members. The proportion attributed to musculoskeletal disorders is also shown for the past 13 years.

**FIGURE 8** Frequency of injuries requiring medical treatment

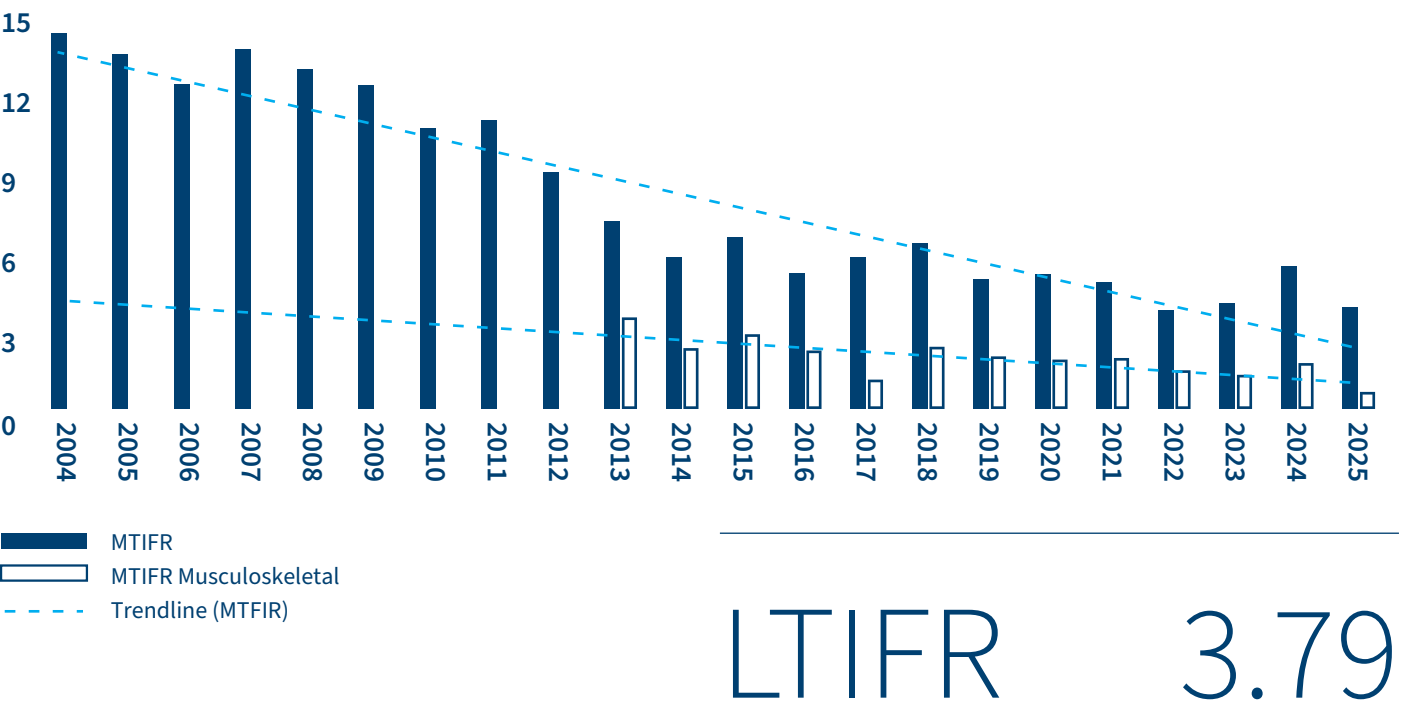
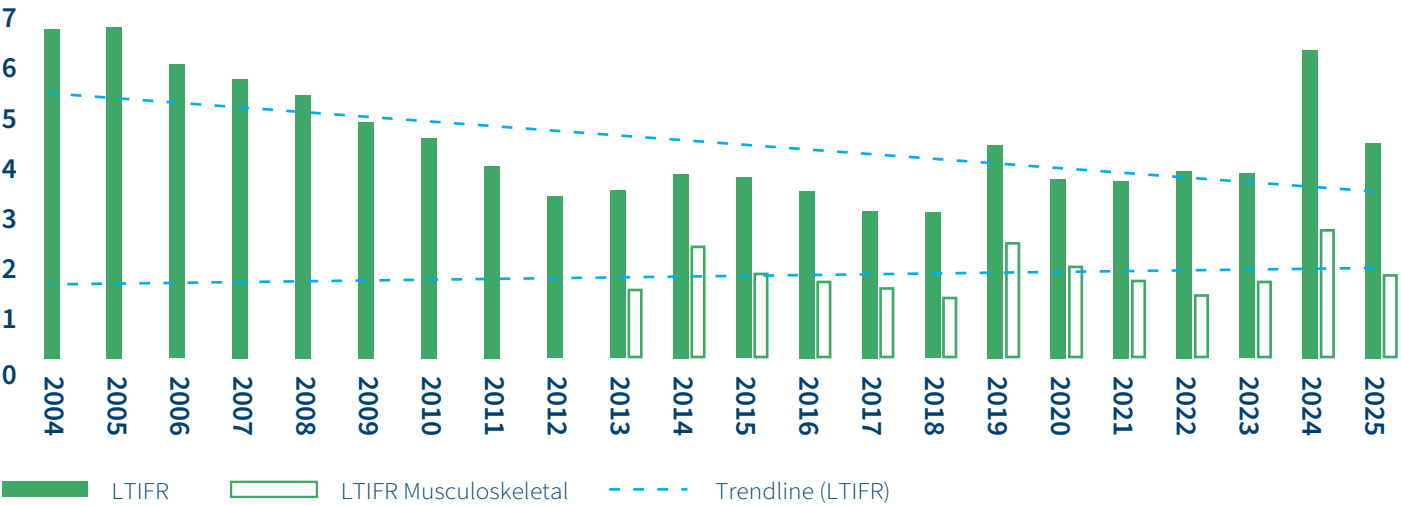


**FIGURE 9** Frequency of injuries involving one or more lost workdays



LTIFR 4.29

The total recordable injury frequency rate (TRIFR) indicates the total frequency of injuries or incidents resulting in lost time or medical treatment i.e. the sum of MTIFR and LTIFR.

Figure 10 also shows the proportion of the TRIFR attributed to musculoskeletal disorders, the most common work-related condition in the industry.

**FIGURE 10** Frequency of total recordable injuries



Figure 11 provides a more detailed examination of the few incidents and injuries reported by Chemistry Australia members for 2025.

Figure 11 is a comparison of all injury types recorded by our industry to highlight which injuries are more common than others. This data indicates the focus areas for our members.

Even though it is decreasing over time, manual handling continues to be the most common cause of injuries resulting in either lost time or medical treatment. This is consistent with causes reported by members in recent years, which we look at further on page 14.

As shown below, falls on the same level, being hit by moving objects, and cuts and abrasions are also a higher proportion of LTIs and MTIs compared to other types of injuries. While industry is showing positive outcomes with manual handling, members still need to focus on preventive measures to address these common injury types.

Importantly for this industry, there are a low number of reported LTIs and MTIs resulting from long-term contact with chemicals.

**FIGURE 11** Causes of incidents and injuries

**Lost Time Injuries**

**Medical Treatment Injuries**

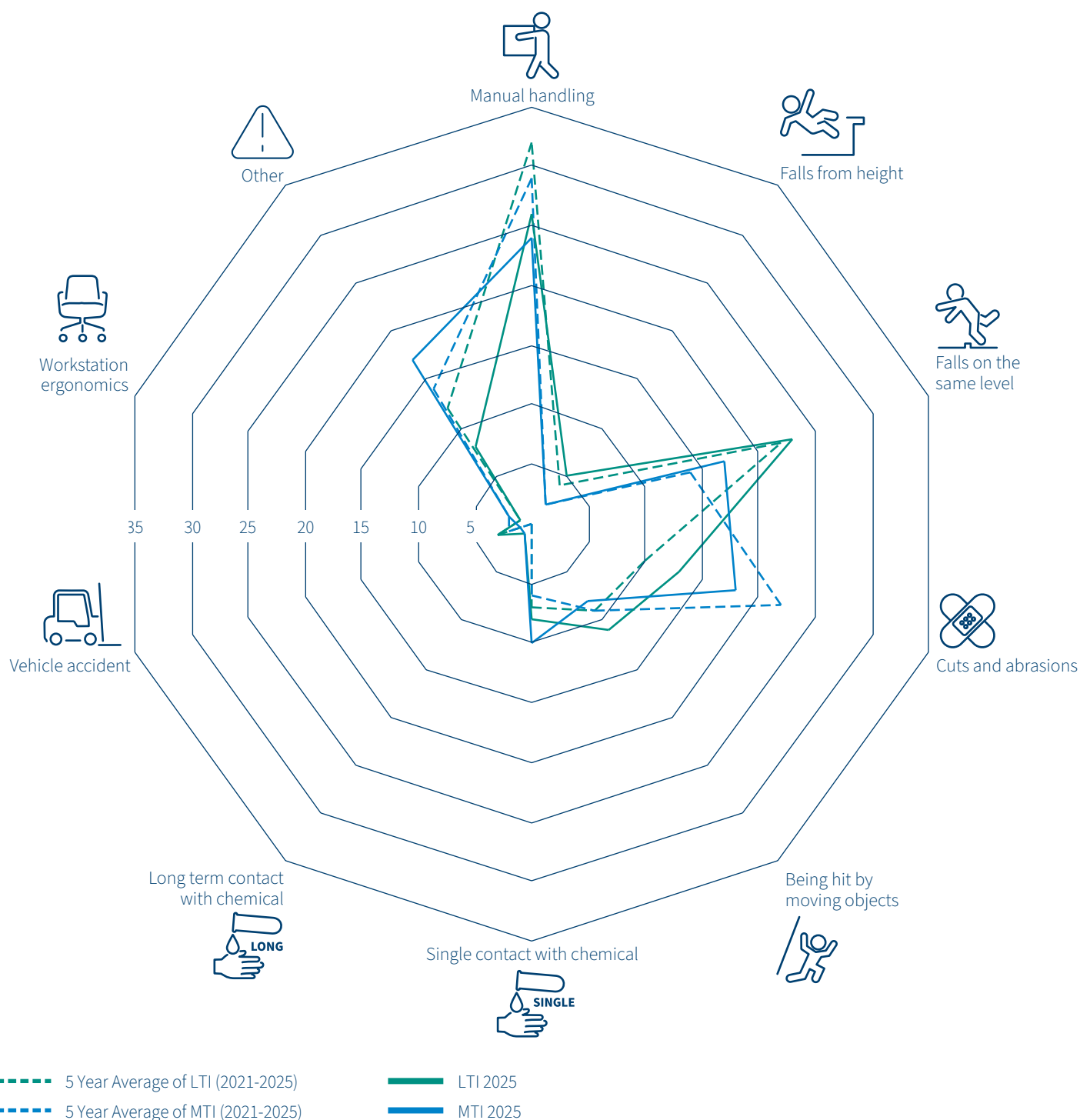
|                                                                                     |                                 |      |      |
|-------------------------------------------------------------------------------------|---------------------------------|------|------|
|    | Manual handling                 | 26%  | 29%  |
|     | Falls from height               | 5%   | 2%   |
|   | Falls on the same level         | 23%  | 17%  |
|  | Cuts and abrasions              | 13%  | 18%  |
|  | Being hit by moving objects     | 11%  | 8%   |
|   | Single contact with chemical    | 8%   | 10%  |
|   | Long term contact with chemical | 1%   | 1%   |
|   | Vehicle accident                | 3%   | 1%   |
|  | Workstation ergonomics          | 1%   | 2%   |
|  | Other                           | 8%   | 17%  |
|                                                                                     | Total                           | 100% | 100% |

The data in Figure 12 looks at longer-term injury trends by comparing the 5-year average to 2025 data.

Manual handling remains the dominant injury group, despite longer-term efforts to address the causes of these injuries.

This data shows Chemistry Australia members will need to continue their focus on preventive measures to address the most common injury types; manual handling, falls on the same level, and cuts and abrasions.

**FIGURE 12** Correlation between types of injury between LTI and MTI



# Members case study

## WesCEF – “Your Reason to Stay Safe”

4

Earlier this year, Chemistry Australia awarded the 2026 Health, Safety & Environment Award to Wesfarmers Chemicals, Energy & Fertilisers (WesCEF) for its highly effective and innovative, people-focused safety campaign, which strengthened personal accountability across its workforce.

### Background

In early 2025, Wesfarmers Chemicals, Energy & Fertilisers (WesCEF) identified a rising incident trend across its 18 operational sites, with no single root cause. Existing systems, training and procedures were already strong — the trend pointed to a need to strengthen the human behaviours behind safe work, not add more process.

### Approach

WesCEF launched *Your Reason to Stay Safe*, a campaign asking more than 1,300 employees to identify and share their personal motivation for working safely — family, community, hobbies or personal wellbeing. These reasons were made visible across everyday touchpoints

including posters, crib rooms, digital screens, BBQs and team meetings, reinforcing WesCEF’s existing Safe Person, Safe Process, Safe Place framework.

### Key Elements of Success:

- Personal, specific motivation – employees were encouraged to identify a meaningful personal reason for staying safe, making the message authentic rather than routine.
- Visible leadership commitment – the Managing Director launched the campaign personally, and leaders across the business shared their own reasons publicly.
- Embedded in daily routines – reasons were incorporated into pre-starts, meetings and everyday safety conversations rather than delivered as a standalone campaign.
- Two-way engagement – employees also contributed nearly 70 practical safety tips, turning the campaign into a source of frontline knowledge, not just messaging.
- Cross-functional collaboration – the initiative was co-designed by WesCEF’s Corporate Affairs and Safety teams through collaborative workshops, combining behaviour change expertise with safety knowledge to create a campaign that resonated with employees.



“I stay safe at work so **my mind and body can stay fit and healthy** to keep playing the sport I love.”

– **Isabella, Senior Aboriginal Affairs Advisor**

**SAFE**   
PERSON • PROCESS • PLACE

## Results:

- Only two recordable injuries across the division in FY26.
- Significant reduction in Total Recordable Injury Frequency Rate (TRIFR).
- Sustained performance in managing high-potential incidents.
- Approximately 950 employees engaged through events, presentations, team discussions and on-site activations.

## Continuing the Journey:

In 2026, WesCEF built on the campaign through Phase 2 – *Safe for a Reason, Safer with Action* – focusing on turning personal motivation into everyday safety actions. The campaign also provided a strong foundation for the launch of WesCEF's new RESET risk assessment tool, helping connect employees' use of the tool with their personal reason to stay safe.

### Key takeaway:

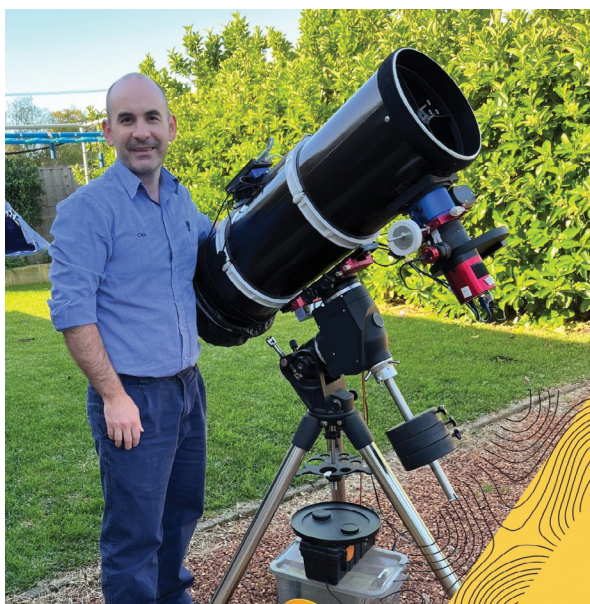
Connecting safety to personal, emotional motivation – not just rules – can strengthen safety culture and measurably improve engagement, particularly when reinforced through visible leadership, embedded into everyday work, and delivered through collaboration between safety and communications specialists.



"I stay safe so I can **enjoy my busy lifestyle** with my beautiful wife Melissa, our children and grandchildren, and our four racehorses."

– **Darrell, Process Technician**

**SAFE**   
PERSON • PROCESS • PLACE



"As an amateur astronomer, one of my bucket list items is to **watch the return of Halley's Comet**, which is due around 2061 when I'll be 76 years old. So, I need to live a long, healthy and safe life – both at work and at home."

– **Chris, Laboratory Supervisor**

**SAFE**   
PERSON • PROCESS • PLACE

# One of the safest groups in Australia

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The data and figures in Section 3 demonstrate the excellent performance of Chemistry Australia members across a suite of health and safety metrics, as well as continued improvement over many years.

To provide some perspective, it is useful to benchmark this against peer Australian industry sectors.

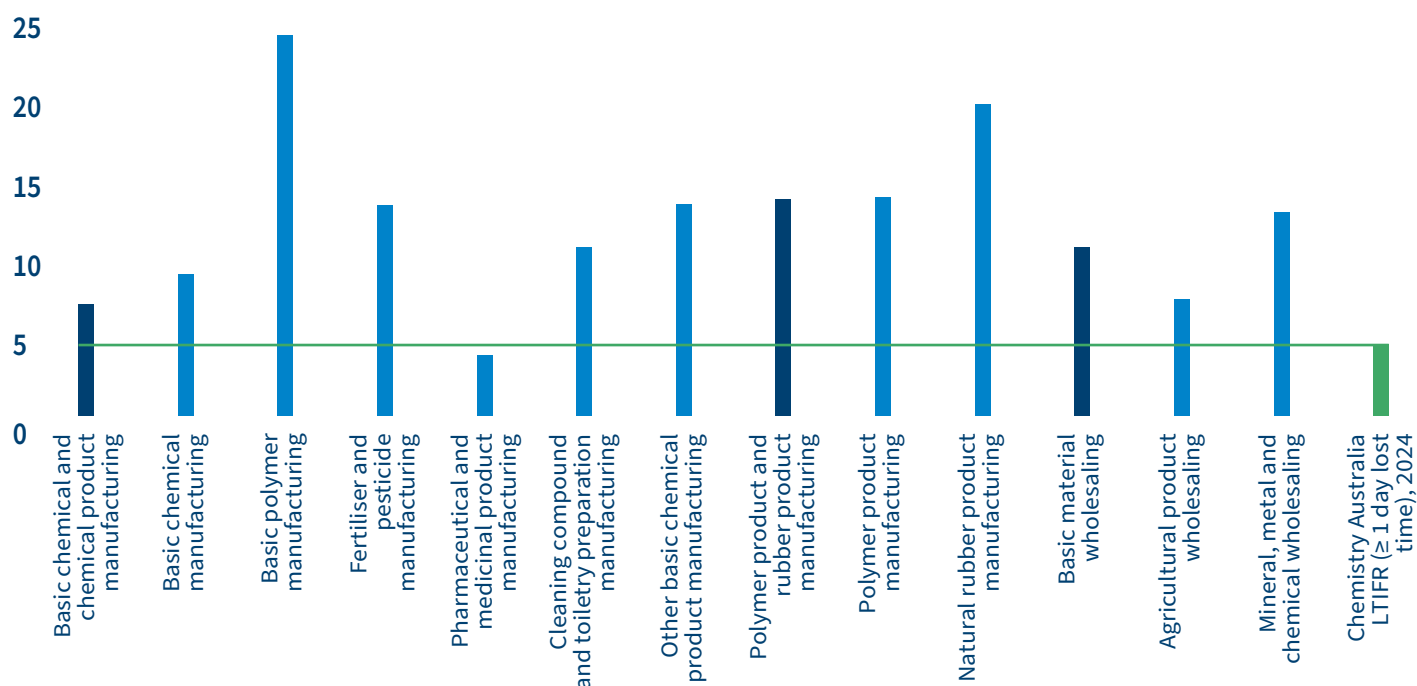
As shown in the following figures, our members are at the forefront of health and safety performance compared with other local industries and chemistry industry peers.

In Figure 13, the rate of lost time injuries reported by our members, based on the five-year average to 2025, is shown against comparable sectors (5-year average to 2023-24).

It is important to note that the metric typically used by members of Chemistry Australia (lost time of  $\geq 1$  day) is much more stringent than the base metric for the ANZSIC data (lost time of  $\geq 1$  week).

As indicated by Figure 13, based on 5-year average, Chemistry Australia members outperform peer industry sectors in Australia.

**FIGURE 13** Comparison of LTIFR 5-year average across similar industry sectors in Australia



In Figure 14, the performance of Chemistry Australia members is compared with all other Australian industry sectors.

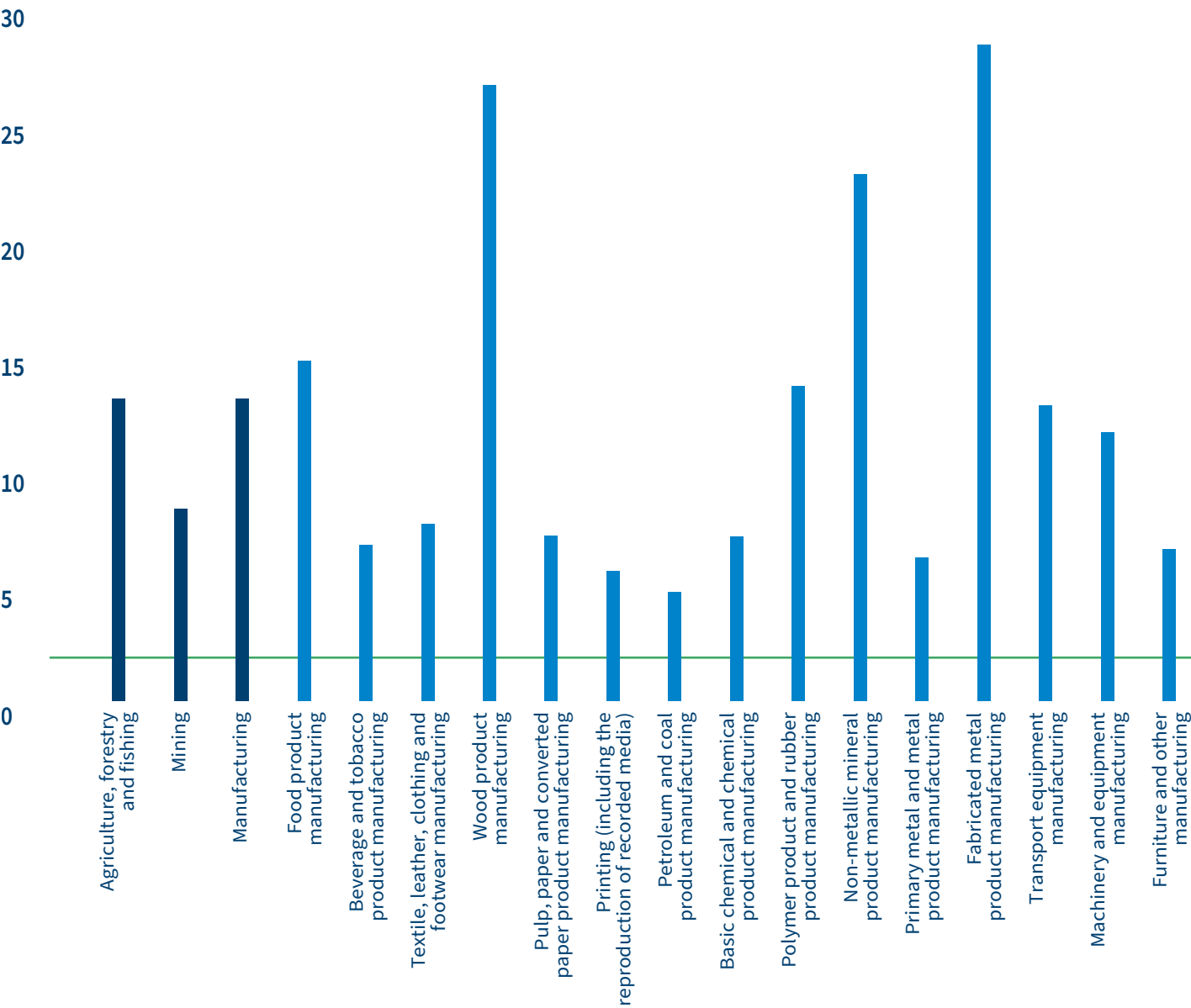
The SafeWork data used to track the performance of Australian industry sectors is the 5-year average of accepted workers' compensation claims resulting in lost time of one day or more.

The chart compares members against Safe Work Australia data using the five-year average number of LTIFR claims resulting in one or more days of lost time, including psychosocial injuries.

Chemistry Australia members continue to represent one of the safest groups in the Australian economy as a result of their commitment to health and safety every single day.

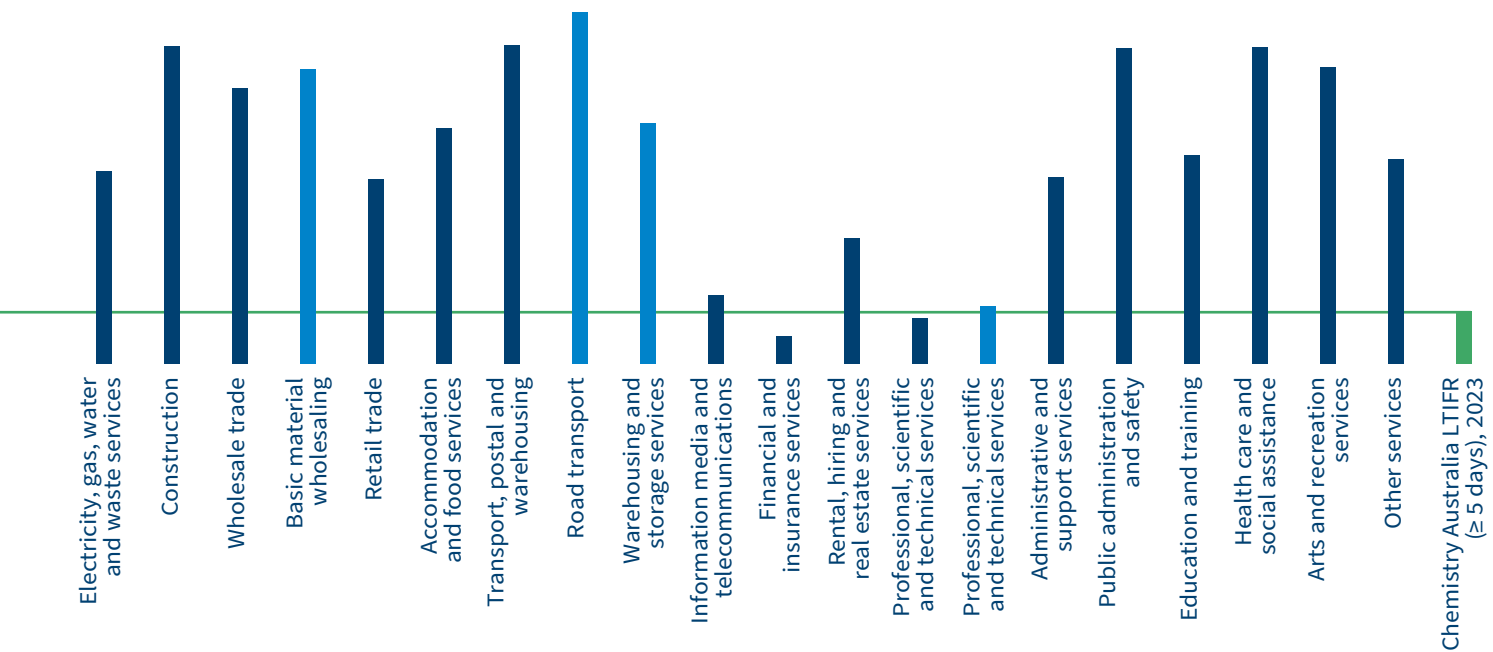
This chart shows members' LTIFR 5-year average is around half the national average, and demonstrates that our members perform better than all major high-risk industries.

**FIGURE 14** Comparison of LTIFR across similar industry sectors in Australia



Note: all non-Chemistry Australia members data shown is measured as the 5-year average to 2023-24 of accepted workers compensation claims that resulted in one day or shift away from work.

Chemistry Australia members continue to represent one of the safest groups in the Australian economy, as a result of their commitment and focus on health and safety every single day.



|                                                                      |               |                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Australian and New Zealand Standard Industrial Classification</b> | <b>ANZSIC</b> | A classification jointly developed by the Australian Bureau of Statistics and Statistics New Zealand that provides a framework for organising data about businesses by grouping business units carrying out similar productive activities. It is a hierarchical classification with four levels; at the highest level there are a limited number of categories, providing a broad overall picture of the economy. |
| <b>Australian chemistry industry target 2023-2033</b>                |               | Reduce the overall incidence of work-related injuries to below 3.5 per cent                                                                                                                                                                                                                                                                                                                                       |
| <b>Australian Strategy</b>                                           |               | The Australian Work Health and Safety Strategy 2023–2033, which provides a national framework and targets to support healthy, safe and productive working lives in Australia.                                                                                                                                                                                                                                     |
| <b>Chemical related injuries</b>                                     |               | Chemical exposures, for example inhalation of fumes or burns.                                                                                                                                                                                                                                                                                                                                                     |
| <b>Lost time injury</b>                                              | <b>LTI</b>    | A work-related injury that results in time lost from work of one full day or more.                                                                                                                                                                                                                                                                                                                                |
| <b>Lost time injury frequency rate</b>                               | <b>LTIFR</b>  | The frequency of injuries involving one or more lost workdays per million hours worked.                                                                                                                                                                                                                                                                                                                           |
| <b>LTIFR 5-year rolling average</b>                                  |               | The average LTIFR for the last 5 years.                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Mental health injury frequency rate</b>                           | <b>MHIFR</b>  | A new metric that refers to work-related compensable mental health claims.                                                                                                                                                                                                                                                                                                                                        |
| <b>Medical treatment injury</b>                                      | <b>MTI</b>    | A work-related injury that requires treatment by a medical practitioner, beyond the scope of first aid. When the injury has been treated, the injured person can return to work straight away or on his/her next shift due, therefore no workdays are lost.                                                                                                                                                       |
| <b>Medical treatment injury frequency rate</b>                       | <b>MTIFR</b>  | The frequency of injuries requiring medical treatment per million hours worked.                                                                                                                                                                                                                                                                                                                                   |

|                                               |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Musculoskeletal disorder</b>               | <b>MSD</b>   | An injury, illness or disease that arises in whole or in part from manual handling in the workplace, whether occurring suddenly or over a prolonged period of time. It does not include an injury, illness or disease that is caused by crushing, entrapment or cut resulting primarily from the mechanical operation of plant.                                                                                                                |
| <b>Non-chemical related injuries</b>          |              | Injuries including those related to manual handling, slips and trips, but not including chemical related injuries.                                                                                                                                                                                                                                                                                                                             |
| <b>Total recordable injury frequency rate</b> | <b>TRIFR</b> | The sum of LTIFR and MTIFR.                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Transport incident</b>                     |              | Any occurrence posing a danger or potential danger to life, property or the environment that results from a leakage, spillage, fire or explosion of goods during transport including loading and unloading. It is not an incident on a company site arising from the transport or storage of raw materials, products, intermediates or wastes owned by the company or prior to delivery to the customer (including at transporter's premises). |
| <b>Workdays lost per employee</b>             | <b>WDLPE</b> | The average number of days lost through injury per employee.                                                                                                                                                                                                                                                                                                                                                                                   |

# Participating companies

7

We thank each of the following member companies for their contribution to the Chemistry Australia Health and Safety Performance Report 2025 and congratulate them on their leadership.

|                                                 |                                                                         |                                                    |
|-------------------------------------------------|-------------------------------------------------------------------------|----------------------------------------------------|
| <b>3M Australia</b>                             | <b>DKSH Performance Materials Australia Pty Ltd</b>                     | <b>Pact Group</b>                                  |
| <b>Adchem (Australia) Pty Ltd</b>               |                                                                         | <b>Plastral Pty Ltd</b>                            |
| <b>Air Liquide Australia</b>                    | <b>Dow Chemical Australia &amp; Dow Performance Materials Australia</b> | <b>PPG Industries (Australia) Pty Ltd</b>          |
| <b>Akzo Nobel Pty Limited</b>                   | <b>DuroColour Australia Pty Ltd</b>                                     | <b>Redox Pty Ltd</b>                               |
| <b>Allnex Resins Australia Pty Ltd</b>          | <b>Era Polymers Pty Ltd</b>                                             | <b>Resene Paints (Australia) Limited</b>           |
| <b>Axalta Coating Systems Australia Pty Ltd</b> | <b>FBT Transwest</b>                                                    | <b>Schutz Australia</b>                            |
| <b>BASF Australia Ltd</b>                       | <b>IMCD Australia Pty Ltd</b>                                           | <b>SNF Australia</b>                               |
| <b>Bisley &amp; Company Ltd Pty</b>             | <b>Indovina Australia Pty Limited (Indorama)</b>                        | <b>Solvay Interlox Pty Ltd</b>                     |
| <b>BOC Limited</b>                              | <b>Ixom Operations Pty Ltd</b>                                          | <b>Stolthaven Australia Pty Ltd</b>                |
| <b>Brenntag Australia Pty Ltd</b>               | <b>LANXESS Pty Ltd</b>                                                  | <b>Supagas Pty Ltd</b>                             |
| <b>Chemcouriers</b>                             | <b>Loyal Expanz International Pty Ltd</b>                               | <b>Tri-Tech Chemical Co Pty Ltd</b>                |
| <b>Chemical Solutions Pty Ltd</b>               |                                                                         | <b>VICCHEM</b>                                     |
| <b>Concept Paints</b>                           | <b>Metecno Trading as Norfoam</b>                                       | <b>Wacker Chemicals Pty Ltd</b>                    |
| <b>Coogee Chemicals</b>                         | <b>Nowra Chemical Manufacturers</b>                                     | <b>Wesfarmers Chemicals Energy and Fertilisers</b> |
| <b>Coregas</b>                                  | <b>Orica Australia</b>                                                  |                                                    |
| <b>Covestro Pty Ltd</b>                         | <b>Pacific Urethanes Pty Ltd</b>                                        |                                                    |

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