



COMPANY PROFILE



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COMPANY DETAILS

Formula Chemicals (NSW) Pty Ltd is an Australian, privately owned and operated business of the Smart family. Directors Leigh and Colleen Smart lead the organisation, with two of their daughters also holding key roles within the company, contributing to its ongoing success and continuity as a family business.

Established in March 1973, Formula Chemicals has operated successfully and profitably for over 53 years, building a strong reputation within the chemical manufacturing and supply industry.

The company operates from four purpose-built facilities located on a large site at 82–88 Hermitage Road, West Ryde, NSW, which is owned by the Directors. The property portfolio, including a strategic acquisition at 84 Hermitage Road to support the expansion following the purchase of the Glendale Chemicals chlor-alkali business in June 2005, has recently been valued at over \$25 million.

Formula Chemicals services a diverse customer base of approximately 600 accounts, ranging from multinational organisations to small independent businesses.

Our core operations are structured into four key divisions:

1. Cleaning Detergents and Sanitizing Products
2. Raw Materials and Chlor-Alkali Chemicals
3. Toll Manufacturing Services
4. Swimming Pool Chemicals

Formula Chemicals also maintains a comprehensive website providing customers with access to Safety Data Sheets (SDS), Product Bulletins, IBC and Equipment Loan Agreements, as well as Standard Conditions of Sale, supporting transparency and ease of access to essential product and compliance information.

OPERATIONAL

Formula Chemicals is believed to be one of the largest toll manufacturers and blenders for the BP, Castrol, and Caltex group of companies. The business blends in excess of 15 million litres of product annually and also supplies a range of chlor-alkali raw materials, including Sodium Hydroxide and Sodium Hypochlorite.

Other major toll blending customers include IXOM Australia, Research Products, Redox Pty Ltd, Caltex Australia, Sealed Air Corporation, and Applied Chemicals. Formula has been providing toll manufacturing services to these organisations for over 40 years, producing a diverse range of products including windscreen wash concentrates, bulk detergents, degreasers, body washes, truck washing compounds, general-purpose industrial and food industry detergents, surface coatings, and laundry chemicals.

In addition to toll blending, Formula provides a comprehensive repacking and re-bagging service. This includes converting solid products between 25kg bags and 500kg, 750kg, and 1000kg bulk bags. Liquid products, including dangerous goods and hazardous substances, are also repacked from 1000L Intermediate Bulk Containers (IBCs) into smaller pack sizes ranging from 500ml, 750ml, 1L, 5L, 10L, 25L, 200L, through to 1000L IBCs.

The company also has the capability to rescreen, re-blend, and crush semi-solid products before repacking into a variety of formats. In addition, Formula can dilute concentrated products and reconstitute powders into liquid formulations at required strengths, packaged to customer specifications. Logistics capability extends to bulk deliveries of up to 25 tonnes, servicing locations as far afield as Cobar in the west and Albury/Wodonga in the south.

Formula also provides a professional labelling service, including overprinting customer labels with batch numbers, use-by and check-by dates, and barcodes using thermal printing technology. Labels are applied via semi-automatic labelling equipment capable of handling pack sizes from 500ml to 5L, including both front and back labelling.

Toll manufacturing represents approximately 30% of Formula's overall business, with the remainder evenly split between cleaning detergents and sanitising products, and raw material supply. The company specialises in large-volume production of detergents and degreasers and operates as a highly efficient, vertically integrated manufacturer servicing some of Australia's largest petrochemical and chemical organisations.

Formula's manufacturing facility is located in West Ryde, New South Wales, and is operated to maximise capacity and efficiency, delivering significant economies of scale across all production areas.

EXAMPLE OF VARIOUS PACK SIZES





Our existing major customers require us to supply products on a free into store basis to the following destinations;

- 1) Victoria
- 2) Queensland
- 3) Northern Territory
- 4) Western Australia

We also manufacture a limited range of products to the New Zealand markets and New Caledonia. We deliver free on Board.

Formula Chemicals has clients for Degreaser in South Australia and Western Australia. This product is delivered free into store for both destinations. Even allowing for transportation costs we were more than competitive than the local manufacturers.

Castrol / BP presented Formula with a prestigious award (copy attached) as an "A" Class Supplier which awarded for 100% Full on Time Deliveries.

Formula was one of only three suppliers presented with this award out of a total of seventy suppliers.

Formula Chemicals has the ability and capacity to manufacture a full range of products.

We presently manufacture various products, ranging in pack sizes from 0.5L to bulk deliveries of 25 tonne.

The range includes powdered detergents (parts cleaners, heavy duty alkalis, and laundry and dishwashing products) in packs ranging from 10kg bags/buckets to 200kg FOH drums and 1200kg Flexible Intermediate Bulk Containers (FIBC's). Solvent based degreasers from 5L to 1000L IBC's, General Purpose Detergents from 0.5L to Bulk, a full range of food industry cleaners and sanitizers (chlorinated foam cleaners, CIP cleaners, Quat sanitizers etc.), hand and body washes and a full range of car and truck washing detergents. Our product range also includes bulk laundry detergents, sours, brighteners and bleaches.

We also produce a range of solvent-based hand cleaners which require the solvent phase to be heated within its flash point range. To this end a special purpose, heated, variable speed, flame proof mixing vessel was manufactured to meet the stringent requirements (photograph attached).

Because we purchase high volumes of raw materials and packaging, we are able to obtain favorable prices.

As a wholly owned Australian family business, we have prided ourselves in buying (where possible) locally made raw materials and therefore supporting Australian Industry. This has at times disadvantaged us financially but we believe in the long term our philosophy to be correct.

We only use quality raw materials and packaging from approved Sub-Contractors and fully support Quality Endorsed Companies.



**VARIOUS MIX TANKS FROM 450L TO 4,500L
WITH AUTO SMART FILLER**



10,000L FIBREGLASS MIX TANKS SUITABLE FOR ACIDS/CHLORINE BASED SPECIALITY CHEMICALS WITH AUTO SMART FILLER



10,000L DEDICATED GLASS & CHROME CLEANER MIX TANK WITH SMART FILLER



5 X 10,000L MIX TANKS WITH AUTO/BOOM SMART FILLERS



**2 X 10,000L DEDICATED SOLVENT MIXING TANKS
WITH AUTO SMART FILLER**



2,000kg RIBBON S.S. POWDER BLENDER



9,000L S.S. SLURRY MIX TANK

With written supply agreements in place and long-term contracts we are able to place forward orders to ensure stability in pricing.

Solvent bases for degreasers are a different situation in as much as we are not advised by our Suppliers until either the last day of the month or the first day of the current month the Singapore Platts pricing schedule for the current month.

In some instances, with firm contracts in place and confirmed volumes we are able to secure 12 month's supply of specific raw materials.

The attached photograph indicates our 1200L Flammable variable speed mixing vessel which is used for heating premixes, solutions, surfactants, hand cleaners etc.

We also use heating bands which wrap around the outside of 200L drums of surfactants, waxes etc. for the purpose of reducing their viscosity prior to blending. In conjunction with these bands, we have a Hot Box capable of heating up to 2000L/Kg of product at a time.

Attached you will find photographs of our modern fleet of vehicles.

Formula has 3 15 tonne (14 pallet), one 7 tonne (8 pallet), and purpose-built Omni Tanker. Hino diesel trucks which we use for both local deliveries and country New South Wales. We do not keep these vehicles for more than three years and are fully serviced by Mobile Fleet Services as per our NHVAS Agreement for Mass Maintenance.

Four of the Hino trucks are purpose built with a bunded tray to prevent any leaks escaping to the environment.

These vehicles are state of the art with Telematics (Navman) 24-hour surveillance.

These trucks are used for doing deliveries from 3000-8000L, both in packaged goods and bulk loads.

Our own transport vehicles do deliveries into the Australian Capital Territory, Albury Wodonga, Wagga Wagga, Bathurst, Orange, Cobar and as far as Taree in the north.

Formula's diesel trucks have received accreditation to meet the stringent requirements of the Roads & Maritime Services (RMS) Clean Fleet Program. Our participation number is 59.

These trucks are also registered in the National Heavy Vehicle Accreditation Scheme (NHVAS) for Mass Management, Maintenance Management and Basic Fatigue Maintenance. Our registration number is NHVAS21660.

Formula is a Member of the TruckSafe Program. Registration Number TS000787.

We are also a member of the Australian Trucking Association and Road Freight NSW.

With excellent freight rates based on our volumes and long association with major transport companies such as Toll, Samuel's Transport etc. we have been able to negate the addition of fuel surcharge levies.

Our pricing is more than competitive in all states.

Formula also has three 1 tonne trucks suitable to carry out urgent deliveries.

Formula owns seven Clark S Series 2.5 Tonne Forklifts. All these units were purchased brand new in 2024 and are regularly maintained under an agreement through Clark Fork Lifts Australia.



1200L FLAMMABLE HEATED MIXING TANK

AUTOMATIC FILLING EQUIPMENT AT FORMULA IS MANUFACTURED AND SERVICED BY FORMULA



SINGLE HEAD FILLERS



**TWIN HEAD 5L SMART
FILLER**



**PROGRAMMABLE SMART AUTO FILLER FOR QUANTITIES
UP TO 1500L IBC'S**



STATE OF THE ART – 4 HEAD FILLING MACHINE

In early 2024 Formula introduced its latest technology packed filling machine, capable of filling 1L & 5L pack sizes up to 4 times faster than the single head fillers. The machine is fully automatic and designed to pull product direct from storage tanks. This has since dramatically increased output on a daily basis, also taking pressure off the demand of the single head fillers during the busiest periods of the year. The company is very proud of the team behind the in-house design and build of this machine.





BLENDING PLANT
AUTOMATIC STRETCH WRAPPING MACHINE



SODIUM HYPOCHLORITE PLANT
AUTOMATIC STRETCH WRAPPING MACHINE

**HYDROCHLORIC ACID FILLING PLANT
(40,000L STORAGE CAPACITY)**



**SODIUM HYPOCHLORITE FILLING PLANT
FORMULA'S MODERN CHLOR/ALKALI STORAGE AND
FILLING EQUIPMENT (110,000L STORAGE CAPACITY)**



POWDER FILLING MACHINE & BAG SEALER

VEVOR Powder Filling Machine, 1-100g, Automatic Intelligent Particle Weighing Filling Machine, Bottle Bag Powder Filler Particle Dispenser Machine for Tea Seeds Grains Powder Flour Beans Glitters



Formula Chemicals do specialised filling orders for a number of our clients. The powder filling machine that we use eliminates wastage and it decreases the time frame and staff numbers that would be required if filled by hand.

VEVOR Continuous Bag Band Sealing Machine Band Sealer Machine Horizontal FR900



The bag band sealing machine is a valuable asset in completing our small package filling orders, it also eliminates time and staff numbers that would be required if sealed manually by hand.

SEMI – AUTOMATIC WRAPPER FS380

Formula Chemicals has installed a brand new semi-automatic wrapper and weighing platform with a digital control and this is a significant upgrade for us. This setup has helped us improve efficiency in packaging and product handling. The digital control panel has provided us with more precise monitoring and control over the wrapping processes, ensuring better accuracy and consistency in our operations.



FORMULA'S TRANSPORT FLEET



- One 2022 QUON CD 25 360 UD TRUCKS
- Three 2024 QUON CW 26 390 UD TRUCKS
- One 2025 HINO 500 Series FE1426
- One 2025 Mercedes Benz Vito Delivery Van
- Loadman digital truck load scales have been fitted to both 2024 UD Trucks
- Bunded containment tray to prevent any spills/leaks entering the environment
- All fitted with Electronic Work Diary system
- All fitted with NT 360 Teletrac Navman - satellite tracking/navigation system
- Registered with DECC (Department Environment & Climate Change) to transport all classes of Dangerous Goods in Bulk, i.e. quantities over 3000L/kg
- Trucks registered with RMS – Clean Fleet Program, i.e. Certificate No 59
- Trucks registered with NHVAS for Maintenance, Mass & BFM.
- Insured with NTI Insurance with limit indemnity of \$32,500,000 (non-hazardous) and \$10,000,000 (hazardous) cover
- Each truck fitted with Mag Drive Pump for pumping all classes of Dangerous Goods
- Chemical recovery bins on board

THE FORKLIFTS

- Fleet of 7 x 2024 Clark GTS30L powered forklifts (capacity 3000kg)
- Full engine management system
- All fitted with analogue weight gauge
- Fully maintained by Clark Equipment



PROFESSIONAL DRIVER OF THE YEAR AWARD 2022

Formula Chemicals were delighted in April 2022 our driver David Muir was awarded the NSW Professional Driver of the Year award 2022. All the credit goes to David; he has achieved a clean record on the road throughout his entire transport career of 24 years.

Well done David Muir, a great achievement.

PROFESSIONAL DRIVER OF THE YEAR AWARD 2025

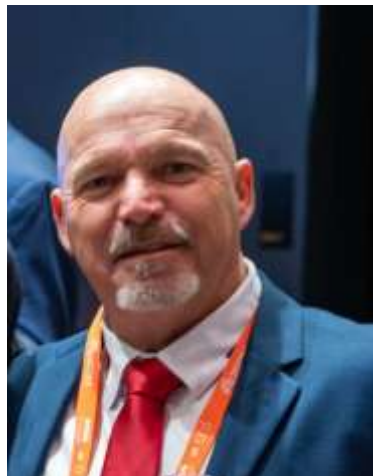
Celebrating David Muir – Recognised Nationally for Excellence in Professional Driving!

We are incredibly proud to share the outstanding achievements of David Muir, who was named a finalist at the 2025 Australian Trucking Industry Awards in the Professional Driver of the Year category — and went on to become the winner of the 2025 NatRoad Awards in the same prestigious category!

These national recognitions are a powerful testament to David's exceptional skill, unwavering dedication, and exemplary attitude toward his profession. His commitment to safety, professionalism, and excellence places him among the very best in Australia's trucking industry.

This is also a proud moment for Formula Chemicals (NSW) Pty Ltd, highlighting the high standards and strong values upheld across our team. David's achievements shine a spotlight on our company's ongoing commitment to excellence and the calibre of people who represent us on the road every day.

Congratulations, David – your hard work and professionalism continue to inspire us all.



OMNI ROAD TANKER

The Omni Road Tanker was purchased in 2022. The OMNI Road Tanker is made up of 2 X 4000L independent pods which are able to transport products in non-compatible classes, i.e. Hydrochloric Acid as well as Sodium Hypochlorite at the same time. In front of the tanks there is a small tray capable of holding two pallets of packaged products or two IBCs of another non compatible class of Dangerous Goods. This enables Formula Chemicals to transport in bulk a maximum of 10,000L at a time which can include 3 different classes of Dangerous Goods. The tanker has the capability of operating on both single phase and three phase power. Further, this tanker is designed to be CIP cleaned between loads. It also has air purge as well as water flush between discharges. This is the first of this type of tanker to be made by OMNI Tankers.



WAREHOUSE

The factory that is located at 82-88 Hermitage Road (all factories are interconnected) and is dedicated for the storage of packaging materials and metal drums. All small packaging, including 500ml, 4L, 5L, 20L and 200L metal drums are warehouse in this area.

Our major toll blending accounts provide us with forward orders up to two months in advance with expected delivery dates.

They then top these orders up with monthly orders to cover any shortfall. We do not carry stock but only make to order.

It is a comfort to most of our customers that Formula manages their business from inception of order to the final stage when product is delivered into their warehouse in each State, cost included.

This includes the purchasing all raw materials, packaging, containers, labels, palletizing, quality control and transport.

The customer ends up with one final invoice covering all these functions. They are then aware of their exact costs and it is then a simple matter to determine the eventual sale price and profitability.



15, 20, 200L UNDERCOVERED EMPTY DRUMS STORE

QUALITY

Formula has a Quality Management System which conforms to AS/ NZS ISO 9001:2000 and is externally audited by SAI Global on an annual basis. Copy of Certificate of Registration and Schedule is attached.

All products sold into the Export Meat industry meets AQIS criteria and has approval as such.

All products sold into the Dairy and Food industry meets Food industry and Australian Standards.

All products sold to the Swimming Pool industry meets APVMA Regulations.

Our commitment to quality is demonstrated by our accreditation to AS/NZS ISO9001:2000. Formula was the first specialty chemical manufacturer in NSW servicing the food and dairy industry to meet this standard. Our QEC number is 1627. Having made our commitment to achieve this certification in 1991 we are extremely proud of our achievement.

Our continuous commitment to quality was verified by Standards Australia during our triennial audits whereby our system was endorsed to the new International Standard AS/NZS ISO9002:1994. We achieved this upgrade six months prior to compliance date, March 1996. In 2003 the system was upgraded again to meet AS/NZS ISO9000:2000.

A further enhancement of our Quality System occurred in 2013 bring our system in line with AS/NZS ISO9001:2008.

In October 2015, Formula Chemicals successfully implemented and transitioned to AS/NZS ISO 9001:2015.

Our Quality Management System has now had 26 years continuous Accreditation.

Our Quality System can be made available for inspection.

In March 2018, Formula Chemicals began implementation of AS/NZS ISO14001:2015 and expiry Certification by October 2018.

QUALITY MANAGEMENT SYSTEM



As a member of the Australian Chamber of Manufacturers, Formula Chemicals in 1991 was invited to participate in a pilot program to introduce NSW manufacturers to the new Quality Management System conforming to AS/NZS ISO 9002: 1994.

A group of twenty small to medium manufacturers in New South Wales were selected with the view of receiving international accreditation within a twelve-month period.

To achieve this Accreditation, Leigh Smart, in June 1992 received recognition as having the required auditing skills to meet QSA Internal Auditor registration. This course was recognized by the Joint Accreditation System Australia & New Zealand (JAS-ANZ) through P-E Batalas.

Formula's Quality Management System was accredited to the International Standard by Standards Australia in 1994. The registration covers the manufacture and distribution of a wide range of chemicals for industry. Our QEC Number is 1627.

Products include liquid and powdered detergents, disinfectants, water treatment and swimming pool chemicals, metal treatment and finishing compounds used in the food, beverage, meat export and dairy industry plus institutional and hospitality services. Specialty chemicals are formulated and produced as toll manufacturers.

Formula was the first Specialty Chemical Manufacturing Company in the pilot group to receive Accreditation in NSW.

Our continuous commitment to Quality was verified by Standards Australia during our triennial audits whereby our system was endorsed to the new International Standard AS/NZS. Our commitment to quality is demonstrated by our accreditation to AS/NZS ISO9001:2000. We received this upgrade six months prior to compliance date.

A further enhancement of our Quality System occurred in 2013 to bring our system in line with AS/NZS ISO9001:2008.

In 2013 on the 40th Anniversary of Formula Chemicals we received the above Award for having 22 years continuous accreditation.

In 2023 we celebrated the 50th Anniversary of Formula Chemicals.

KEY PERSONNEL

DIRECTOR: Leigh Smart

Leigh Smart is a highly respected leader in Australia's chemical manufacturing and transport industries, with more than five decades of experience spanning business leadership, dangerous goods, food safety, quality management and transport safety.

A graduate of Hawkesbury Agricultural College, Leigh began his career with Dairy Farmers Co-operative before becoming Quality Control Manager with Peters Milk. In March 1973, he founded Formula Chemicals (NSW) Pty Ltd and has remained actively involved as the company's Director throughout its more than 53 years of continuous operation.



Throughout his career, Leigh has played a significant role in advancing safety, quality and regulatory standards across the chemical and transport industries. He has served on Standards Australia committees covering dairy detergents, sanitizers and food industry chemicals, worked as an accredited WorkCover NSW Dangerous Goods Consultant, and contributed to national chemical security, dangerous goods and transport policy initiatives.

Leigh has also made an outstanding contribution to the Australian trucking industry. He served as a Small Fleet Representative on the Australian Trucking Association Council, was Chairman of Road Freight NSW, chaired its Dangerous Goods Subcommittee and represented the industry on national transport committees. He has consistently advocated for practical safety improvements, stronger industry standards and the adoption of new technology.

A strong supporter of innovation, Leigh was an early adopter of electronic work diaries, with Formula Chemicals participating in the Teletrac Navman EWD Early Adopters Program in 2020. His commitment to safety, compliance and innovation has helped position Formula Chemicals as a progressive leader within the chemical manufacturing and transport sectors.

Leigh's contribution to the industry has been recognised through numerous awards and honors. These include the 2018 Road Freight NSW Outstanding Contribution to NSW Trucking Award, the 2019 Australian Trucking Association Outstanding Contribution to the National Trucking Industry Award, and the 2025 NatRoad Ted Pickering Memorial Award for his outstanding lifelong contribution to the trucking industry.

In 2025, Formula Chemicals was also recognised with the Road Freight NSW Safety Culture Award, followed in 2026 by the Workforce Award at the Australian Trucking Industry Awards.

Leigh Smart's career is defined by leadership, innovation, safety and service. From establishing Formula Chemicals in 1973 to contributing to national industry standards and transport policy, he has made a lasting contribution to both the business he founded and the wider Australian chemical and transport industries.

His career is marked by numerous achievements and contributions that have left a lasting impact on the industry:

- 1970: Graduated Hawkesbury Agricultural College
- 1970 – 1972: Dairy Farmer – Chemist responsible for Laboratories in Canberra, Albury, and Goulburn
- 1972 – 1973: Peter Milk – Quality Control Manager
- Founded Formula Chemicals in March 1973-53 years in operation; been driving heavy vehicles since inception. Holds HR Licence and had DG Licence for well over 20-year period.
- 1978: Appointed Justice of Peace; 7800022
- 1991: For 15 years was an accredited WorkCover Dangerous Goods Consultant licensing sites for Storage Class 8 & 5 DG's
- 1992: Formula Chemicals receives ISO 9002 Quality Management Accreditation; 24 continuous years of accreditation
- 1995: Appointed to Standards Australia committee FT/9; Dairy Detergents and Sanitizers
- 1995: Appointed to Standards Australia committee FT/025; Detergents and Sanitizers for Food Industry
- 1996: initiated third party Health Assessment on all staff including drivers on annual basis
- 1999: Received recognition as Senior Food Safety Auditor by QSA.
- 2000: Appointed on QSA Certification Panel for Food Safety Auditors
- 2004: Formula receives BP/Castrol Class "A" Supplier Award; highest in Program
- 2008: member WorkCover Smart Move Program, improving manual tasks in the transport industry
- 2010: Appointed to Attorney Generals Department as representative on their Chemical Security Risk Assessment Technical Working Group (TWG).
- 2008-2011: Mentor in the WorkCover "Safe Business is Good Business" program improving industry safety and OHS
- 2011: member Chemical Industry Stakeholders Group for WorkCover NSW
- 2012: purchased one of the first Hino Hybrid trucks bought into Australia.
- 2013: ATA member since 2013
- 2013: Truck Safe Member -TS000787
- 2013: Truck Safe Ute Sponsor
- 2014: Sponsors Truck Week 2014; one of the best promotional displays in Australia
- 2015: Sponsors BP/Castrol Safety & Quality Day at Guildford
- 2015: Elected to Australian Trucking Association Council as Small Fleet Representative
- 2015: Finalist in ATA's "Outstanding Contribution to National Trucking Industry".
- 2015: Convened the first meeting of the Dangerous Goods Subcommittee of Road Freight NSW and is the Chair. Leigh continues to fund all these meetings and functions.
- 2016: At ITTS in Melbourne was appointed Ambassador for Truck week 2016 by Steve Power from ATA

- 2016: One of the largest events for Truck Week 2016 on the 1st September 2016.
- 2016: Finalist in Road Freight NSW “Outstanding Contribution to NSW Trucking Industry.”
- 2016: Sponsor Inaugural Road Freight NSW Forum
- 2017: Finalist in 4 Categories in Australian Road Safety Awards at Formula 1 Grand Prix in Melbourne on 22nd March 2017
- 2017: Finalist in ATA’s “Outstanding Contribution to National Trucking Industry” Darwin June 2017
- 2018: Winner RFNSW ‘Outstanding Contribution to NSW Trucking’ NSW September 2018
- 2018: Finalist in ATA’s “Outstanding Contribution to National Trucking Industry”
- 2019: Winner in ATA’s “Outstanding Contribution to National Trucking Industry” Perth April
- 2019: Elected as RFNSW Representative to the National Transport Dangerous Goods Committee
- 2019: Elected as Representative to the Road Freight Industry Council reporting to Transport Minister
- 2019: Elected Chairman of RFNSW
- 2019: Hosted RFNSW Road Safety Day at Melrose Park Public School
- 2019: Finalist in Australian Road Safety Award for Community & Schools Program Award
- 2020: Hosted the largest IWD events in RFNSW history March 2020
- 2020: Appointed to National Transport Commission (NTC) as member DGT-MAG; Legislative Maintenance
- 2020: Entered Teletrac Navman Electronic Work Diaries (EWD) Early Adopters Program; first in NSW
- 2020: Went live on the ATA TN360 Conference for EWD. Paper to Electronic, managing compliance
- 2021: Hosted Rotary Club Ryde-Vocational site visit
- 2021: ATA Technical Conference Speaker; wider trucks to 2.6m
- 2021: Hosted International Women’s Day; raised \$20K and 4000 Bras
- 2023: Formula Chemicals celebrated 50 continuous years in business
- 2025: Formula Chemicals hits another milestone 53 years of continuous business.
- 2025: Formula Chemicals has three major prize nomination at the National Trucking Industry Awards.
- 2025: Leigh Smart was a finalist at the National Trucking Industry Awards.
- 2025: NatRoad Conference 2025: Leigh Smart received the esteemed Ted Pickering Award in recognition of his outstanding lifelong contribution to the trucking industry.
- 2025: Winner of the Road Freight NSW Safety Culture Award.
- 2026: Winner of the Work Force Award at the Australian Trucking Industry Awards.

CHIEF FINANCIAL OFFICER: Kimberlie Smart

Kimberlie Smart has been an integral part of Formula Chemicals since 1999 and has now contributed almost three decades of dedicated service to the company. During this time, Kimberlie has developed extensive knowledge and experience across many areas of the business, including Administration Management, Accounts Payable, Account Management, Marketing, Quality Systems and Production Scheduling.

This broad operational experience has given Kimberlie a comprehensive understanding of the business and its customers, suppliers and workforce. She brings this knowledge to her current role as Chief Financial Officer, where she works closely with senior leadership while overseeing the company's day-to-day financial and operational responsibilities.

Kimberlie also plays an important strategic role in supplier management, establishing and maintaining relationships with suppliers who meet Formula Chemicals' key criteria of Quality, Supply and Cost. Her ability to balance commercial considerations with operational requirements has contributed to the company's continued efficiency and long-term stability.

Kimberlie's contribution has also been recognised through a number of significant industry achievements. In 2017, Kimberlie and Leigh Smart were finalists in the Australian Road Safety Awards in Melbourne, receiving recognition as finalists in both the Community Program Award and School Programs Award categories. In the same year, Kimberlie was also a finalist in the Women in Industry Awards in two categories — Excellence in Manufacturing and Safety Advocacy Award.

In 2025, Kimberlie was again recognised at the National Trucking Industry Awards in Adelaide, where she was a finalist for the prestigious National Trucking Industry Woman of the Year award.

As one of Leigh Smart's daughters, Kimberlie has played a significant role in the continuing development of Formula Chemicals. Her extensive knowledge of the business, combined with her financial, operational and strategic expertise, has enabled her to make a meaningful contribution to innovation, business improvement and the long-term strategic direction of the company.

With almost 30 years of service, Kimberlie represents an important part of Formula Chemicals' history, leadership and continued growth.

Operations Manager: Shane McLoughlin

Shane McLoughlin joined Formula Chemicals in 2016 as a valued member of the chlor-alkali production team. Since that time, Shane has demonstrated strong leadership, technical capability, and a commitment to operational excellence, leading to his promotion to Production Manager in 2017. In this role, he was responsible for production planning and scheduling, while liaising with key clients including BP, Castrol, and ED Oates to coordinate toll blending operations.

Following his continued contribution to the business, Shane was recently promoted to Operations Manager. In his current role, he oversees all operational functions across the organisation, including production, logistics, stock control, and quality assurance, while continuing to lead and support the production team.

Shane ensures the business maintains compliance with all regulatory requirements, including Dangerous Goods site protocols and Chain of Responsibility legislation. As a member of the Management Team, he plays a key role in driving safe work practices, operational efficiency, and continuous improvement across the company.

Shane has further strengthened his leadership capability through the completion of a Diploma in Leadership and Management at the Australian Pacific College.

TRANSPORT MANAGER: Skippy Lipano

Skippy Lipano joined Formula Chemicals in October 2019 as a forklift driver in the front yard. He quickly demonstrated his capability and commitment, progressing into the Transport Department in August 2020, where he took on the dual responsibilities of Transport Manager, Allocator and Production Supervisor.

Skippy plays an integral role within the business, supporting the effective coordination of transport activities while also contributing to production operations and the implementation of safe work practices across both areas.

Skippy has continued to strengthen his skills and professional capability through the completion of Transport Scheduler Training, Dangerous Goods Licence requirements and Fatigue Management Training with Kell's Training. He also holds a Heavy Rigid Vehicle (HR) licence, further enhancing his understanding of heavy vehicle operations and transport requirements.

EQUIPMENT DEVELOPMENT MANAGER: Michael Hall

Michael Hall joined Formula Chemicals in 2012 to lead the Engineering & Equipment Division, bringing with him a strong background in Electrical Engineering and extensive technical expertise, problem-solving capability and practical industry knowledge.

Since joining the business, Michael has played a key role in the design, development, installation and implementation of in-house equipment, systems and infrastructure. His work has included the development of specialized filling equipment, solar power installations and LED lighting solutions, helping Formula Chemicals improve efficiency, reliability and sustainability across its operations.

Michael also works closely with the business to develop customized engineering solutions to meet specific operational and client requirements. His ability to identify practical solutions and design equipment to suit individual applications has strengthened Formula Chemicals' internal technical capability while also enhancing the company's ability to provide tailored solutions to customers.

Through his technical leadership and innovative approach, Michael has become an important part of Formula Chemicals' ongoing development, supporting the business in improving its equipment, infrastructure, efficiency and overall operational capability.

HR & COMPLIANCE MANAGER: Graham Thompson

Graham Thompson joined Formula Chemicals in 2022 and is a key member of the Management Team, playing a central role in promoting and implementing safe work practices across the organisation.

In his role, Graham leads all aspects of Health, Safety, and Compliance, ensuring staff are appropriately trained and supported across a range of operational requirements. This includes coordinating and delivering training in areas such as Forklift Operations, Confined Spaces, First Aid, and NHVAS modules including Basic Fatigue Management (BFM), Mass, and Maintenance.

Graham is responsible for the implementation and ongoing management of the Formula Chemicals (NSW) Pty Ltd Policy and Procedure Handbook, as well as providing performance management and support to team members across the business. He also assists in the preparation and submission of tenders, contributing to business development and client engagement activities.

He plays an active role in both internal and external audits, contributing to the company's compliance with SAI Global ISO 9001:2015 and ISO 14001:2015 standards, NHVAS accreditation, TruckSafe, Clean Fleet, and various customer and supplier audit requirements.

Graham has also completed First Aid Officer training, further supporting the company's commitment to workplace health and safety.

Graham has completed the following courses:

- | | |
|---|------------------------|
| • Safe Chemical Handling | • TAFE NSW |
| • Certificate II in Business | • TAFE NSW |
| • Certificate III in Business | • TAFE NSW |
| • Certificate IV in Leadership & Management | • Novaskill |
| • Certificate IV in WH&S | • Novaskill |
| • Bachelor of Business Administration | • Open Universities AU |
| • First Aid Officer Training | • St John Ambulance |

OFFICE ADMINISTRATOR: Simone Willoughby

Simone Willoughby has been a valued member of Formula Chemicals for many years, bringing extensive experience, knowledge and dedication to the business. Throughout her tenure, Simone has developed extensive capability across all areas of office administration, providing critical support to the organisation's daily operations.

Simone works closely with management and staff across the business, providing continuity, organisation and administrative support across a wide range of functions. Her extensive knowledge of Formula Chemicals' systems, procedures and day-to-day operations has made her a highly reliable and trusted member of the team.

Over her many years with the company, Simone has witnessed and supported the growth and development of Formula Chemicals, adapting to changes in technology, systems, processes and business requirements. Her experience and understanding of the organisation provide valuable institutional knowledge and contribute to the smooth and efficient operation of the business.

Simone's long-standing commitment, reliability and dedication have made her an important and respected member of the Formula Chemicals team. Her contribution reflects the company's strong culture of loyalty, stability and developing people from within the organisation.

CHEMIST: Rita Sellars

Rita Sellars works with Formula Chemicals as a Consultant Chemist, forming an important part of the company's extended technical team. Rita brings extensive industry experience and provides valuable technical, product development and commercial support across the business.

Her expertise encompasses customer service, new product development and contract manufacturing, enabling Formula Chemicals to respond effectively to customer requirements and develop innovative, practical and high-quality solutions. Rita works closely with the business to provide technical guidance and apply her extensive industry knowledge to product and manufacturing requirements.

Throughout her career, Rita has worked with a number of major organisations, including Ciba Geigy, Bronson & Jacobs and Jalco. These roles have provided her with a broad understanding of the chemical and manufacturing industries, together with extensive practical experience in product development, technical support and commercial applications.

Rita's academic qualifications reflect the breadth of her expertise. She holds a Bachelor of Science (Applied Chemistry), Diploma in Scientific Practice, Diploma in Cosmetic Science and Bachelor of Arts (Business Management). This combination of scientific, technical and business qualifications allows Rita to bring both strong technical expertise and commercial understanding to her role with Formula Chemicals.

As a member of the extended technical team, Rita contributes valuable knowledge and experience that supports quality, innovation, product development and customer outcomes, further strengthening Formula Chemicals' technical capability.

QUALITY ASSURANCE

The majority of quality control testing is carried out in our in-house laboratory (photo enclosed). Where specific testing requirements cannot be met internally, testing is undertaken through NATA-accredited laboratories to ensure full compliance and accuracy.

All Formula production staff are trained in basic laboratory procedures, including pH testing, viscosity measurement, titrations, and density checks, supporting a strong culture of quality assurance throughout the manufacturing process.

Formula maintains retained samples for all batches produced, ensuring full traceability in line with our Quality Management System. Formulations and Works Orders are retained for a minimum of three years, or longer where required by customer specifications.

Product development is led by Consultant Chemist Rita Sellars. Larger development projects also involve collaboration with external partners, including Australian universities, overseas specialty chemical manufacturers, food industry suppliers, and raw material providers both locally and internationally.

Several years ago, Formula established a grant scheme with the University of Western Sydney (Hawkesbury campus) to test and trial a range of specialty chemicals developed for cleaning and sanitising reverse osmosis systems used in the food and dairy industries. This initiative supported two undergraduate students in achieving their degrees.

Formula was also recommended by ASCMA as a suitable provider for the Professional Services Contract for State Rail. This two-year contract culminated in a formal tender process for chemical cleaning products used across maintenance facilities and stations. The project involved comprehensive site assessments to evaluate compliance with OH&S requirements, including review of MSDS documentation, product handling procedures, decanting practices, and labelling compliance.

As part of this process, existing products were reviewed and rationalised, with new specifications developed for the revised product range. A structured tender process was then implemented, with selected chemical suppliers invited to submit proposals. Independent laboratory testing was commissioned to verify product efficacy against tender requirements, alongside detailed cost analysis, resulting in the successful awarding of contracts.

All Formula products are batch controlled with automatic application of batch numbers, use-by dates, and barcodes. The system allows for immediate updates to labelling information or regulatory changes without the need to discard existing stock, as labels are printed on demand. This approach significantly reduces inventory holding costs, improves flexibility, and minimises waste associated with pre-printed label stock

LABORATORY



ENVIRONMENTAL POLICY

The Environmental Policy for Formula Chemicals NSW Pty Ltd is available to the public on request and internally to any colleague of the organization also.

Formula Chemicals NSW Pty Ltd is focused on achieving continual environmental improvement (PDCA Model) through the development and implementation of a Environmental Management System which has objectives and targets set out below:

- Produce, Store, Transport, Use and Dispose of Chemicals in a manner that protects the Environment as well as the Health and Safety of the employees and the public
- Comply with all laws, Regulations and Standards applicable to our products, processes and waste
- Actively pursue reduction of the generation of waste and the discharge of contaminants to the environment in line with the context of our organization.
- Commit to continual improvement by setting and reviewing objectives and targets
- Project Leadership by training and educating all employees with the responsibility for the environmental performance in his/her department
- Being a good neighbor, citizen and role model for others to follow by promoting our objectives, targets and responding positively to enquires and suggestions from both internal and external sources

Leigh Smart
Director
January 2025

HSSE MANAGEMENT SYSTEM-ENVIRONMENT

A recent independent audit conducted by a third-party auditing organisation on behalf of one of our major clients resulted in a score of 4.40 out of 5.0, which we understand to be one of the highest results achieved within the program.

Formula Chemicals is extremely proud of its strong safety and environmental record. Throughout our years of operation, we have never been prosecuted or fined by the EPA or local Council for environmental incidents or product loss. In addition, we have maintained a consistently low level of Workers Compensation claims.

As a member of Australian Business Limited, Formula participated in the WorkCover Small Business Premium Discount Scheme. Over the two-year assessment period, the company achieved the maximum available discount of 10% on workers compensation premiums, reflecting our strong safety performance.

The safety and wellbeing of our employees is a core priority. To support this, all staff—including office personnel—undergo comprehensive medical assessments, including blood serum testing, lung capacity, eyesight, and hearing evaluations. Results are reviewed by an independent Occupational Health and Safety practitioner, Dr Rom Simpson. Employees are also offered annual free flu vaccinations as part of this program.

Where required, our transport fleet is licensed by the DECC to carry Dangerous Goods, and our drivers hold appropriate Dangerous Goods Bulk Licences and Blue Cards.

Formula is accredited as a Clean Fleet participant through the RMS, recognising our commitment to reducing emissions and improving air quality. This places Formula among a select group of organisations meeting these high environmental standards. Our truck fleet is currently Euro 5 compliant.

As part of an Australian Government initiative, our warehouse, sales, and transport staff have participated in an Apprenticeship Scheme, completing the TAFE Certificate III in Transport and Distribution (Road Transport), strengthening their understanding of customer needs and industry requirements.

In 2012, Formula introduced one of the first Hino Hybrid trucks in the Australian market. This vehicle operates using a combination of electric battery power and a small diesel engine. The Hino 300 Hybrid system captures kinetic energy and converts it into electrical energy, which is stored in the high-voltage battery for later use, significantly improving fuel efficiency and reducing emissions.

In late 2015, Formula installed a 166-panel, 500-watt solar power system across the roofs of its Hermitage Road facilities. The system, supported by communication and weather monitoring technology, generates over 52kW of power and provides detailed weekly performance reporting. The installation, valued at over \$200,000 including setup, significantly reduces reliance on the external electricity grid.

Formula also operates an efficient reverse osmosis plant capable of producing 15,000 litres of RO water per day. In addition, onsite water storage capacity of 73,000 litres provides resilience and independence from external water supply in the event of an emergency.



ENVIRONMENTAL ACHIEVEMENTS



HINO HYBRID TRUCK

Formula Chemicals purchased the first Hino Hybrid Truck into Australia to further our commitment to a cleaner environment. Although the truck has restrictions in power and weight, once the technology is refined for the trucking industry, we believe the technology would work in small to medium trucking applications.

We had a major issue with the Environment Protection Agency (EPA) as one of their Inspectors claimed that we could not carry dangerous goods on a hybrid truck. After discussion with Senior Management at the EPA, we were granted the approval to use this truck for the carriage of dangerous goods as the Regulations had not kept up with technology.

LED LIGHTING

In conjunction with the installation of the solar panels and to reduce our power consumption even further and widen our green foot print, Formula replaced our CCFL lights with LED lighting throughout all factories and outside yards. The asbestos roof in 88 Hermitage Road was also replaced and the new roof containing clear roofing panels was installed eliminating artificial lighting in this warehouse during normal daylight operation.

RO PLANT

A recent requirement of some of Formulas large customers is the use of contaminate free water in their formulations i.e. glass and chrome cleaners. Other types of products requiring this type of water include water treatment, food and pharmaceutical. Rather than purchase this water at a premium price, Formula installed our very own reverse osmosis plant which process 15,000L of water per day and filters the town water down to 6 microns

TRADE WASTE

Formula continues to reduce our Trade Waste effluent to Sydney Water infrastructure.

Continuous monitoring and treating the discharges have reduced our cost substantially in this area. "Charges are at an all-time low due to the diligence of staff and management in monitoring and treating the effluent before discharge. We know what Sydney Water expects so we are fully compliant with their expectations and in turn reduces our trade waste account" Leigh Smart, Director Formula Chemicals.

WASTE DISPOSAL

Wherever possible Formula endeavors to recycle our waste. Waste derived from chemical bags which are contaminated is the largest issue. These bags have to be disposed directly to landfill. At present this represents 38.5% of our total dry waste generated from the plant.

All drums and non-returnable Intermediate Bulk Containers (IBC's) are recycled into the Formula fleet.

SOLAR PANELS

With ever increasing energy prices, Formula decided in 2015 to install 166 X 500-watt silver solar panels onto the roof areas of 82, 84, 86 & 88 Hermitage Road West Ryde which is capable of producing 52kW of power which is consumed in our manufacturing facility. Since solar energy is produced 7 days per week, any excess power produced outside manufacturing times, is sold back to the Energy supplier grid making our operation extremely efficient.



CONTINUOUS IMPROVEMENT

Formula Chemicals NSW Pty Ltd is centered on Continuous Improvement. This is an ongoing process both internally and externally and an evaluation of our processes and procedures in Formula Chemicals. Our aim is to be proactive instead of re-active.

Having continuous improvement in place helps us as a company to refine and review our policies and procedures and make them as effective and efficient as possible. It is important to ensure that it is measurable, incremental and communicated.

Continuous Improvement is applied to all day-to-day operations and our aim is to make all organizational functions and resources work better and more efficiently over time.

Further it can help encourage participation from staff and volunteers, improve communications, reinforce commitment to the Formula Chemicals code of conduct and ethics, create a positive work environment, provide an objective basis for decision making and create a proactive work environment and positive approach to how things are done.

Formula Chemicals commits to these continuous improvements in a variety of ways.



CURRENT ACCREDITATIONS

- Clean Fleet: has met the required Clean Fleet Standards for vehicle emissions management and is accredited as a Clean Fleet participant for the accreditation period shown below.

Expires 27 June 2027

- Truck Safe: meets the requirements of the Master Industry Code of Practice through accreditation with the Truck Safe Standards.

Expires 05 February 2027

- NHVR: Mass Management, Maintenance Management, Basic Fatigue Management

Expires - 25 February 2027

- Environmental Management System **ISO 14001:2015**: The manufacture and distribution of a range of chemical products including liquid and powdered detergents, disinfectants, water treatment and swimming pool chemicals, and chemicals for the cleaning process equipment in the food industry.

Certificate No. EMS41221

Expires - 10 October 2027

- Management System **ISO 9001:2015**: The manufacture and distribution of a range of chemical products including liquid and powdered detergents, disinfectants, water treatment and swimming pool chemicals for the cleaning process equipment in the food industry.

Certificate No. QEC1627

Expires: 16 November 2026

ACCREDITATION CERTIFICATES



Transport
for NSW

PARTICIPATION NO. 59

CLEAN FLEET

Certificate of accreditation

This is to certify that

Formula Chemicals (NSW) Pty Ltd

has met the required Clean Fleet Standards for vehicle emissions management and is accredited as a Clean Fleet participant for the accreditation period shown below

Details of individual vehicles covered by this certificate can be obtained from TfNSW Clean Fleet Program

Accreditation period:
from
28 June 2025 to 28 June 2027

on behalf of TfNSW
21 October 2025

Objective Id: A49914915



Certified Member Number: TS000787

This is to certify that

Formula Chemicals NSW Pty Limited
ABN: 37 001 129 406

Has successfully met the requirements of the
2024 TS Safety Management System

Components:

Scope and Purpose, Safety Policy and Objectives,
Safety Risk Management, Safety Implementation, Training and Education,
Safety Promotion, Safety Assurance

TruckSafe Chair

TruckSafe Industry Safety
Management Council

Account Number: AX20240049
Scheme Entry Date: 5 February 2013

Certificate Start Date: 5 February 2025
Certificate Expiry Date: 5 February 2027



Australian Road Safety
AWARD WINNER 2020

Proudly Truck Safe

To verify the status of this certificate call
TruckSafe on 02 6253 6900
or visit trucksafe.com.au

National Heavy Vehicle Accreditation Scheme

Certificate of Accreditation



National Heavy Vehicle Accreditation Scheme

This is to certify that
FORMULA CHEMICALS (N S W) PTY LTD

Accreditation Number: NHVAS21660

is accredited in the modules below:

Mass Management
Maintenance Management
Basic Fatigue Management

Expires: 25-Feb-2027
Expires: 25-Feb-2027
Expires: 25-Feb-2027

This accreditation has been granted under Chapter 8 of the Heavy Vehicle National Law (HVNL) to operate under the National Heavy Vehicle Accreditation Scheme (NHVAS) Mass Management and Maintenance Management and Basic Fatigue Management module and is subject to the conditions described in the National Heavy Vehicle Accreditation Scheme Business Rules and Standards and any condition described on this certificate.

22-Jan-2025
Effective Date

For
Manager
Accreditation
National Heavy Vehicle Regulator



CERTIFICATE OF REGISTRATION

This is to certify that the management system of:

Formula Chemicals (NSW) Pty Ltd

Main Site: 82, 84, 86 & 88 Hermitage Road, West Ryde, New South
Wales, 2114, Australia

has been registered by INTERTEK SAI Global as conforming to the
requirements of:

ISO 14001:2015

The management system is applicable to:

The manufacture and distribution of a range of chemical products
including liquid and powdered detergents, disinfectants, water
treatment and swimming pool chemicals, and chemicals for the cleaning
of process equipment in the food industry.

Certificate Number:

EMS41221

Initial Certification Date:

11 October 2018

Date of Certification Decision:

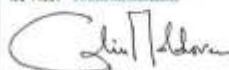
07 October 2024

Issuing Date:

08 October 2024

Valid Until:

10 October 2027



Calin Moldoveanu

President, Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7, Suite 7.01
45 Clarence Street
Sydney NSW 2000
Australia



In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon
Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with INTERTEK SAI Global requirements for systems
certification. Validity may be confirmed via email at certificate.validation@intertek.com or by scanning the code to the right with a smartphone. This certificate remains the
property of INTERTEK SAI Global, to whom it must be returned upon request.



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Main Site: 82, 84, 86 & 88 Hermitage Road, West Ryde, New South
Wales, 2114, Australia

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requirements of:

ISO 9001:2015

The management system is applicable to:

The manufacture and distribution of a range of chemical products
including liquid and powdered detergents, disinfectants, water
treatment and swimming pool chemicals, and chemicals for the
cleaning of process equipment in the food industry.

Certificate Number:
QEC1627

Initial Certification Date:
11 December 1992

Date of Certification Decision:
22 November 2023

Issuing Date:
22 November 2023

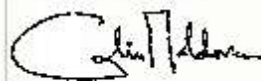
Valid Until:
16 November 2026



ISO 9001



WWW.JAS-ANZ.ORG/AU/REGISTER



Calin Moldovean
President, Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7, Suite 7.01
43 Clarence Street
Sydney NSW 2000
Australia



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property of INTERTEK SAI Global, to whom it must be returned upon request.





Quality
Endorsed
Company

Schedule

Capability in respect of which the Supplier is registered

FORMULA CHEMICALS (NSW) PTY LTD

ACN 001 129 406

NSW

ISO 9002:1994

AS/NZS ISO 9002:1994

Quality systems-Model for quality assurance in production, installation and servicing

The registration covers the manufacture and distribution of a wide range of chemicals for industry.

Products include liquid and powdered detergents, disinfectants, water treatment and swimming pool chemicals, metal treatment and finishing compounds used in the food, beverage, meat export and dairy industry plus institutional and hospitality services.

Specialty chemicals are formulated and produced as toll manufacturers.

Pack sizes include 25 litre, 205 litre, 1000 litre, bulk boxes and tanker loads. Bulk deliveries of various strength liquid caustic soda, sodium hypochlorite and acids are also available.

(Original Date of Issue: 11 December 1992)

Frank Urban
Strategic Marketing Manager
Quality Assurance Services

QEC 1627

15 November 1995

Licence No

Date of Schedule

Authorised Local Signatory QAS



QUALITY ASSURANCE SERVICES

S2/2

Copy No. 2

Quality Assurance Services Pty Limited A.C.N. 050 611 642

RECOGNITION & ACHIEVEMENTS

ROAD FREIGHT NSW DANGEROUS GOODS SUB-COMMITTEE



In 1995 Leigh Smart was appointed as Chair of the Dangerous Goods Subcommittee of Road Freight NSW by Jodie Broadbent, General Manager to address pertinent issues relevant to this sector of the transport industry.

It was envisaged that if there was enough interest, Dangerous Goods could become a module in the ATA TruckSafe Program.

To this end, quarterly meetings were scheduled with appropriate guest speakers to address the dedicated members of the group. The Speakers were experts in their field such as David Galbally QC on C of R; Mike Robertson, Engistics on load restraints and Debra Kirk, Compliance Manager at Toll on compliance.

Over the last two years our membership has grown to just on 100 industry representatives including many Regulators such as Highway Patrol, Environment Protection Agency, Roads & Maritime Services and Transport NSW.

The functions are fully paid for by Leigh Smart including the hire of the meeting room at Ryde Parramatta Golf Course, morning teas, flights for interstate guest speakers and in some cases accommodation.

All photocopying, handbooks, printed material is provided free of charge by Formula Chemicals.

This has become a very successful subcommittee of RFNSW.

BP/CASTROL SUPPLIER AWARD 2004



Formula Chemicals (NSW) Pty Ltd has been a toll manufacturer for Castrol/BP group of Companies for over 30 years making a diverse range of products from windscreen wash concentrates to bulk detergents, degreasers, body washes, truck washing compounds and general-purpose detergents. There are approximately 15 products in their range.

We supply products in pack sizes in units from 500ml, 750ml, 1L and increments up through 5L, 10L, 20L, 25L, 200L, 1000L IBC's and full tanker loads.

Over the years, we have been assessed through their "Supplier Assurance Program" and have always scored very high, with a manufacturing excellence of 100.0% full on time delivery into every State including Western Australia.

In May 2004, we were externally audited to HSSEQ by a third-party Auditors, namely K Boulton & L Jones.

Formula received a score of 4.4 out of a maximum 5.0. This was the highest score in the Supplier Assurance Program.

Formula was one of three suppliers out of a total seventy suppliers that received the prestigious Award (photograph attached). Both other Awards finalists were for categories that did not involve the manufacture and delivery of their products into

WORKCOVER NSW “SAFE BUSINESS IS GOOD BUSINESS” MENTOR PROGRAM



Leigh Smart was appointed by WorkCover NSW as a Mentor in their “Safe Business is Good Business” Program for the inaugural 2008-2009 season.

Big businesses have been talking all things workplace safety to small businesses across NSW since the program start of the 2009 **Mentor Program**.

Since that time big business mentors and small business mentees have been working together- through workshops and onsite workplace visits-drafting safety action plans to improve workplace safety.

During that period, he was provided with 4 Companies to work closely with in the newly designed program to improve the occupation health and safety practices within their organizations.

Due to the success of this program, Leigh was invited back for the 2009-2010 and 2010-2011 seasons. He was responsible for another set of Companies in this unique program for the next two seasons. In total, Leigh Mentored 12 Companies during his time with WorkCover NSW and the Mentor Program.

Due to his passion in this area and his previous experience in the Mentoring program, Leigh was asked to be the opening Speaker at the official launch of the Mentor Program on the 18th August 2009.



AUSTRALIAN TRUCKING ASSOCIATION: TRUCK WEEK 2014



Leigh Smart's business, Formula Chemicals (NSW) Pty Ltd decided to partner the ATA Truck Week Event in 2014. Not being involved in previous Truck Week events we were uncertain what was expected and how we were going to promote safety within the transport industry

Our event was held at Melrose Park Public School, Melrose Park NSW 2114, on Thursday 4th September 2014. It involved the school's 200 children, 3 Local and State Politicians, Highway Patrol, Fire Brigade and the wider Community. In total a BBQ was catered for 220 children and the community which was provided by Formula Chemicals and its staff.

We had on display 12 magnificent trucks and vehicles for the children to inspect.

The interaction between the trucks, cars, drivers and students was great to see. After a few photos in the trucks and with the Police car and Fire Brigade engine sounding their sirens and the trucks sounding their air horns the playground was a buzz. There was a great feeling with students climbing in and out of trucks with their little faces beaming.

The Principal of the School, Clare Christensen had reports back from the students and their parents that it was the best day. A donation of \$1,000.00 was made by Leigh Smart to the School for allowing us to use their site for the display.

Each student was presented with a Show Bag which was made up with gifts from many supporters. .

Justin Fleming from TruckSafe bought up the Ute and was the Australian Trucking Association (ATA) representative that promotes Truck Week nationally.

We believe our event was the largest held in the whole of Australia.

The day was sponsored by Formula Chemicals and its staff.

AUSTRALIAN TRUCKING ASSOCIATION: TRUCK WEEK 2016



Leigh Smart's business, Formula Chemicals (NSW) Pty Ltd first foray into ATA Truck Week Event was in 2014, and since that Event was such a great success it was decided to make the 2016 Event, bigger and better.

Our event was held at Melrose Park Public School, Melrose Park NSW 2114, on Thursday 1st September 2016. It involved the school's 200 children, 5 Local and State Politicians, Highway Patrol, Fire Brigade and the wider Community. In total a BBQ was catered for 400 children and the community which was provided by Formula Chemicals and its staff.

We had on display over 30 magnificent trucks and vehicles for the children to inspect.

In conjunction with Teresia Fors from Volvo Australia, their new School Safety program, Stop, Look and Wave was introduced to the school children as the area is about to experience over 200 truck movements per day with the creation of a new housing development catering for an increase of 5-8000 new residents.

The school as well as Variety the Children's Fund received donations of \$1,000.00 each on the day from Leigh Smart.

Each student was presented with a Show Bag which was made up with gifts from many supporters. The students claim our day was better than the Easter Show.

It was a great day to promote safety within our community.

The day was sponsored by Formula Chemicals and its staff. It was a huge task in handling the movement of 30 large trucks into the school grounds and at the same time keeping 400 children and the community safe is hard to put a price on such an event as I had 20 staff members working on the site cooking the sausage sizzle. Providing drinks and ice blocks, managing traffic and the cost of providing orange Truck Week tee shirts and hats as well as the Show Bags for all the sponsors and dignitaries.

ROAD FREIGHT NSW RECOGNISES OUTSTANDING PROFESSIONALS AT RFNSW AWARDS LUNCHEON 2016



At the Awards Luncheon held during the 2016 Road Freight New South Wales Forum on Wednesday 7th September 2016 several individuals were recognized for outstanding performance in the road freight industry in NSW.

In the Award Category of “Outstanding Contribution to the NSW Trucking Industry” Leigh Smart was awarded a Certificate as a Finalist by Simon O’Hara, General Manager of RFNSW. He added, “Our award nominees have to embody the values of safety, professionalism and viability of the trucking industry in Australia. These are not only awards of distinction but also of consistency and improvement of best practice and leadership”.

Leigh Smart is Chair of the RFNSW Dangerous Goods Subcommittee and as such sponsored a booth to at the Forum to promote his committee. A bright orange Show Bag was handed out to all attendees which included promotional material for the Subcommittee as well as specialty cleaning samples suitable for use in the transport industry.



LEIGH SMART APPOINTED AMBASSADOR TRUCK WEEK 2016



On the 15th May 2016 Leigh Smart was invited to attend the International Truck & Trailer & Equipment (ITTES) Show at the Melbourne Showground at Ascot Vale as the Ambassador to open the Australian Trucking Association (ATA) Truck Week 2016 program.

Advertising brochures promoting Formula Chemicals (NSW) Pty Ltd 2014 Truck Week event were distributed throughout the showground to the attendees.

Formula's Truck Week event was held at Melrose Park School in September 2014 and involved 200 school children, 3 Local and State Politicians, Highway Patrol, Fire Brigade and the wider community. Show bags created by donations from many Sponsors were distributed to the attendees.

Formula Chemicals (NSW) Pty Ltd Truck Week event was the largest display in Australia.



AUSTRALIAN ROAD SAFETY AWARDS 2017



Kimberlie Smart, my daughter and I attended the Australian Road Safety Awards at the 2017 Formula 1 Grand Prix in Melbourne on Wednesday 22nd March 2017.

We were successful in becoming Finalists in 4 separate categories, namely: -

1. School Program Award; Volvo Safety Program-Stop. Look & Wave
2. School Program Award; ATA Truck Week 2016
3. Community Awards Program; Volvo Safety Program-Stop, Look & Wave
4. Community Awards Program; ATA Truck Week 2016

This was a wonderful achievement and I was accepting these Awards on behalf of all the supporters that contributed to making these functions the great success they were.

I would especially like to thank Teresia Fors, Vice President, Marketing & Communication, Volvo Group Australia and her Team for presenting their Safety Program, Stop, Look & Wave to the 200 children at Melrose Park School during the ATA Truck Week 2016 event.

I would also like to thank Clare Kristensen, Principal at Melrose Park School for her wonderful support over all these years of ATA Truck Week and kindly making available her site to allow for the display of trucks. A big thank you for all the children at the school for their exemplary behavior and participation in these events.

Finally, I would like to thank all the exhibitors for bringing along their trucks to make this day a memorable one. I believe our two Truck week events have been the largest in Australia which is a great achievement for a small Company like Formula.

I felt very humble being associated with some of the most fantastic organizations in Australia promoting Road Safety within our industry.

I believe all the Finalists were winners on the day.

Again, I thank everyone for their magnificent support in conjunction with Formula in promoting road safety

WOMEN IN INDUSTRY AWARDS 2017

Congratulations Kimberlie Smart!



It is my pleasure to advise that Kimberlie Smart, Chief Financial Officer from Formula Chemicals (NSW) Pty Ltd have been recognized as a finalist for the 2017 Women in Industry Awards. The Women in Industry Awards recognize and reward the achievements of women working within the mining, engineering, manufacturing, process control industries and commercial road transport industries, and aims to raise the profile of women within industry, as well as promote and encourage excellence.

Kimberlie has been successful in becoming a finalist in the following categories:

1. Excellence in Manufacturing
2. Safety Advocacy Award

This is a wonderful achievement and we wish her the best of luck at the award ceremony on Thursday 22 June at Peninsula, Central Pier Shed 14 in the Docklands, Melbourne.

ARTIO NSW TRANSPORT INDUSTRY LEADERS DINNER 2017



The ARTIO NSW Transport Industry Leaders Dinner was held on the 11th May 2017 at the Italian Village in The Rocks NSW.

Road Freight NSW was invited to attend this prestigious function and the group was well represented by left to right, Lisa Dolan, Human Resource & Compliance Manager; Kimberlie Smart, Chief Financial Officer both from Formula Chemicals (NSW) Pty Ltd; Simon O Hara, General Manager Road Freight NSW and Ann Lopez the 2016 winner of the NSW Truck Industry Awards as Women of the Year.

It was excellent to see these 3 women attend this predominantly male function and all being representatives of Road Freight NSW. These were the only women to attend this function.

Kimberlie Smart has been recently nominated in the 2017 Australia Trucking Associations **National Trucking Industry Woman of the Year** award which will be announced at the ATA Conference in Darwin in June 2017. This is a prestigious award.

The majority of the employees in the transport industry are men and the most of the work is stereotypically 'masculine'.

Females in the transport industry have on the average a higher education level than their counterparts so therefore they are in a position to contribute substantially to the industry.

TRANSPORT INDUSTRY RECOGNISES LEIGH SMART & FORMULA CHEMICALS



Leigh Smart has been a finalist and winner of the following Transport Industry Awards:

2015: Finalist ATA 'Most outstanding contribution to Australian Trucking Industry'.

2016: Finalist RFNSW 'Most outstanding contribution to NSW Trucking Industry'.

2017: Finalist ATA 'Most outstanding contribution to Australian Trucking Industry'.

2018: Winner RFNSW 'Most outstanding contribution to NSW Trucking Industry'.

2019: Winner ATA 'Most outstanding contribution to Australian Trucking Industry'.

2025: Finalist ATA 'Most outstanding contribution to Australian Trucking Industry'.

2025: Winner (NatRoad Awards) Ted Pickering Award 'Most outstanding contribution to the Australian Road Transport Industry'.

2025: Winner Road Freight NSW Best Safety Culture Award.

2026: Finalist for the Work Force Award at the Australian Trucking Industry Awards.

Formula Chemicals (NSW) Pty Ltd & The Smart Family: Driving Excellence in the Trucking Industry

Formula Chemicals (NSW) Pty Ltd, under the visionary leadership of Leigh and Kimberlie Smart, continues to set the standard for professionalism and innovation in Australia's trucking sector. In 2025, the company proudly received nominations in three categories at the prestigious National Trucking Industry Awards — a reflection of their unwavering commitment to excellence, safety, and industry leadership.

Since its inception, Formula Chemicals has grown from a family-run operation to a nationally respected player, known not only for its reliable and efficient chemical transport services but also for its dedication to fostering a safe and supportive work environment. The Smart family's hands-on approach and focus on teamwork have cultivated a culture where every employee feels valued and motivated.

These award nominations celebrate more than just operational success—they acknowledge the Smart family's leadership, strategic vision, and the collective effort of their team, which together contribute significantly to advancing the trucking industry in Australia.

As Formula Chemicals (NSW) Pty Ltd moves forward, the Smart family remains committed to innovation, sustainability, and delivering exceptional service, proving that hard work and passion continue to drive their ongoing success.

THE AUSTRALIAN TRUCKING INDUSTRY AWARD 2025

ATA CONFERENCE IN ADELAIDE 2025

A Fantastic Year for Formula Chemicals (NSW) Pty Ltd!

We are proud to celebrate a remarkable achievement in 2025, as Formula Chemicals (NSW) Pty Ltd was honored with *three finalist nominations* at the prestigious **National Trucking Industry Awards**—a first in the history of the event!

-  **Leigh Smart** – Finalist, *Outstanding Contribution to the Trucking Industry*
-  **Kimberlie Smart** – Finalist, *National Trucking Industry Woman of the Year*
-  **David Muir** – Finalist, *National Professional Driver of the Year*

This outstanding recognition is a testament to the dedication, leadership, and excellence our team brings to the industry every day. To have three team members acknowledged at this level is not only a rare honor but a proud moment for our entire organization.

Well done to all – you've made history!



NATROAD CONFERENCE AND AWARDS IN SHEPPARTON, VICTORIA 2025

Double Win for Formula Chemicals at the 2025 NatRoads Awards! 🏆 🇦🇺

We are incredibly proud to celebrate a *double victory* for Formula Chemicals at the prestigious **NatRoads Awards 2025**, held in Shepparton, Victoria.

🇦🇺 **David Muir** has been named **Professional Driver of the Year** — a well-deserved honour that reflects his unwavering dedication, professionalism, and commitment to excellence on the road.

👏 **Leigh Smart**, our director, received the highly esteemed **Ted Pickering Award** in recognition of his *outstanding lifelong contribution* to the trucking industry. Leigh's leadership and vision have been instrumental in not only shaping Formula Chemicals, but also influencing the broader transport sector.

These incredible achievements are a testament to the calibre of people behind Formula Chemicals. We are beyond proud of both David and Leigh for embodying our values and leading by example.

Congratulations to you both — and thank you for inspiring us, all!



ROAD FREIGHT NSW CONFERENCE AND AWARDS 2025 DARLING HARBOUR, SYDNEY

Another Big Win for Formula Chemicals!

We're incredibly proud to share that **Formula Chemicals** has won the **NSW Best Safety Culture Award** at the **Road Freight NSW 2025 Awards**!

This prestigious award was accepted by our director and founder, **Leigh Smart**, whose unwavering commitment to safety, leadership, and innovation continues to drive our company forward.

Leigh has always led by example—instilling a safety-first mindset that has become a cornerstone of everything we do at Formula Chemicals. His dedication to building a culture where safety is second nature has set the standard not just within our company, but across the industry.

This award is a powerful reflection of how seriously we take safety, and how deeply it's embedded in our operations, thanks to Leigh's leadership.

Congratulations to Leigh and the entire Formula Chemicals team on this outstanding achievement!



THE AUSTRALIAN TRUCKING INDUSTRY AWARDS 2026 HAMILTON ISLAND, QUEENSLAND

Formula Chemicals (NSW) Pty Ltd Celebrates Major Industry Win:

Director Leigh Smart is proudly celebrating another outstanding achievement for the team, with Formula Chemicals (NSW) Pty Ltd taking out the Workforce Award at the Australian Trucking Industry Awards 2026.

This recognition reflects the continued hard work, dedication, and professionalism of the entire Formula Chemicals workforce, who consistently deliver strong results across operations, transport, and compliance. The award is a testament to the team's commitment to safety, reliability, and building a workplace culture that performs at a high standard.

A fantastic result and another proud moment for the business.



FORMULA CHEMICALS SPONSORS TURTLE BREEDING PROGRAM IN FIJI



Leigh Smart with two of his granddaughters with one of the two turtles the resort released.

by Anna Reynolds

MANA Island Resort has released another two turtles into the sea.

In an effort to protect the endangered hawksbill turtle, the resort has created a nursery for baby turtles until they are strong and healthy enough to be released.

On Tuesday two turtles, one of which was called "Smart", were released.

Leigh Smart, a Mana Island resident, was given the honour of naming and releasing one of them.

"My family and I decided on the name 'Smart' because he is a smart turtle and will survive in the wild," he said.

Mr Smart said it was a great feeling to release the turtles because if they had not been raised in the nursery there would have been very little chance of them surviving.

"This is a really great achievement for Mana Island because the future of these turtles are being ensured and I am happy to be given this opportunity," he said.

The 62-year-old from Sydney has been visiting Mana Island for more than 30 years with his family and he said he was very interested in sponsoring another turtle nursery program at the island.

On hand to witness the occasion was a member of the resort's marine activities group, Tinoori Nasilactia.

"I am really going to miss them because I have been looking after them since they were just hatchlings," Mr Nasilactia said.

Also part of the turtle releasing party was the owner of the resort, Iwalo, and his wife Yashira.

'Smart turtle will survive in the wild'

MELROSE PARK PRIMARY SCHOOL DONATIONS



Since 2008 Formula Chemicals (NSW) Pty Ltd has been supporting Melrose Park Public School at 110 Wharf Road, Melrose Park NSW 2114 where six of the Smart family grandchildren attend. This is a small School with just on 200 students.

Formula continued to support regular BBQ and Fete events by supplying the consumables, i.e. meat, sausages, bacon, onions and bread rolls.

The first major donation involved the supply and installation of 3 Whiteboards for use in the classrooms and staffroom. In conjunction with the whiteboards Formula donated whiteboard pens, erasers and cleaning liquid.

Formula then became aware of a requirement and supplied and constructed a timber Performance Deck and installed several power points, flood lights as well as installing a pressure pump to a 10,000L water tank so the school children could water their vegetable garden. The estimated cost of this work was \$10,500.00.

Over a period of two years from 2013 to 2014 Formula supplied in total 41 iPads with Retina Display with adjustable Tripod Stands, iPad Covers, Headphones and several sets of iPads Carry Baskets with an estimated cost of \$22,000.00.

In 2014 with the support of the School, Formula had it first ATA Truck Week Event with the display of 10 trucks and a BBQ for 200 children. A donation of \$1000.00 was made to the school for the use of the grounds.

2015 saw a major Event for ANZAC Day Celebrations with the supply of 3 Banners celebrating History as well as the Gallipoli Landing. In conjunction with this event Formula supplied a BBQ for the school children and the wider community.

2016 saw the purchase and installation of a Panasonic Data Projector 5000 by Formula for use in the School Assembly Hall at a cost of \$7,000.00.

During this year, another ATA Truck Week event was held and included 30 trucks and a BBQ for 400 students and the wider community. A donation of \$1000.00 each was made to the school as well as Variety the Children's Fund

2017 saw the donation of over 400 Library books which were excess to the schools' needs being sent to Mana Island SDA School in Fiji. This was a most welcome surprise to the 200 Fijian children attending this School on the outer Island in Fiji. Thanks, must go to Rohlig Australia Pty Ltd for kindly organizing the shipment of these books free of charge to Fiji including organizing all the Import and Custom Declarations.



MARSDEN HIGH SCHOOL SPONSORSHIP

In 2024 a partnership between Formula Chemicals and Marsden High School was created, this sponsorship is aimed at recognizing students' hard work, dedication and effort. The Leigh Smart award was created to have a meaningful impact on the students, rewarding those who go above and beyond in their studies or extracurricular activities.



This will be an annual award for both the junior and senior schools, both winners will receive their award along with \$250 cash.

The 2024 recipients were:

- **Keilyn Yoko Escuadra**
- **Emran Hashemi**

FIJI CANCER SOCIETY DONATIONS



Leigh Smart has had a long association with Fiji and has been travelling to Mana Island, part of the Mamanuca Group of Islands for over 40 years. His daughter Kimberlie was married to a Fijian and has two Fijian boys who regularly visit their father's village in Fiji.

As well as sponsoring a Turtle breeding program on the Island (circulating pond water pump and LED lighting), Leigh continues to support the native Fijians on the Island with annual donations.

In conjunction with the Mana Returnees, Leigh has been raising funds for the Fiji Cancer Society.

In 2014, we were successful in raising \$2602.64; in 2015, we raised another \$2069.50 and in 2016 another \$1878.98.

On return from Fiji in 2016, Leigh was discussing the plight of the Fijians in the Western District of Fiji with Clare Kristensen, the Principal at Melrose Park School where six of his grandchildren attend and it was decided to hold a "Mufti Day". The result of this fund-raising event added another \$529.58 to our total.

When you consider that the budget for the Western Division of the Fiji Cancer Society is only \$2,500.00 per month, our fund-raising activities have been very helpful. Our donations go towards the cost of medication and travel costs for the patients to travel to the mainland for treatment.

At Christmas 2016, the Smart family made a personal donation to the Cancer Society of \$1500.00.

One of Formulas past employee, Jeremiah (Scruff) Mahoney who recently passed away from Brain Cancer has left an Osprey Mobility Scooter and EVO Hospital Bed to be donated to a worthy cause. It has been decided that these articles will be of great benefit to the Fiji Cancer Society so this equipment will find a great use in the Cancer Ward of the Fijian Hospital.

Plans are under way to bring 20 children suffering from Cancer out to Mana for the day in November 2017. Pacific Island Air through their Director, Daniel Currie has kindly offered the use of one of their small aircraft to take the children for sightseeing over the Mamanuca group of Islands. The Smart family are in the process of securing 20 small computers which will be loaded with games to donate to the children.



Most recently, Leigh has been working alongside WOWs Kids Fiji non-profit charity Foundation for Children with Cancer in Fiji.

Leigh went on his Annual Mana Returnee Week in November 2017. Leigh & his wife Colleen generously donated 20 iPads. Two each of these went to both the Clinics at Suva and Lautoka for the kids to use whilst waiting for their treatment. Most of these kids have never been exposed to technology but how clever were they; up and going in no time. SO, they could distinguish their own iPad, one of the Returnees too their photos and put these as their screen saver. One little boy was hesitant in opening the present and he said, “Mr. Smart, do you mind if I don’t open my presents now as I would like to take them home and share them with my sister”. What a wonderful little boy.



From this heartwarming trip Leigh released the need for donations for the Cancer Society. Leigh and his family then organized a Bra Bash in December 2017. Leigh organized many collection points and collected over 1500 which Kimberlie delivered at Christmas 2017.

In June 2018, Leigh and Kimberlie delivered Backpacks to the WOW Kids in the Cancer Ward. Leigh has since been proactively gathering donations, through a “WOWs Kids Wish List” including appliances, towels, blanket, bedding, games and art and crafts for the kids.

Further he has organized the painting of the CWM Children’s Ward in Suva, and a team from Formula will be flying out in the last week of August to complete this.



Congratulations on WOWS Kids Fiji Limited becoming a registered charity in Australia! 🎉

Formula Chemicals celebrated a charity lunch in March 2025 to honor International Women's Day, this wonderful event helped raise \$25,000 AUS for this amazing cause, our Director Leigh Smart matched this amount with another \$25,000AUS.

In total we raised
\$50,000AUS (\$70,000FIJI).



RECOGNITION & CELEBRATIONS

50th Anniversary of Formula Chemicals



This is quite an impressive milestone! Celebrating 50 years in business is a testament to resilience and success. Leigh Smart and Formula Chemicals have made significant contributions to their industry over the decades.

Leigh Smart has had a significant impact within the dangerous goods sector. Leadership in such a high-stakes field requires a deep understanding of safety regulations, risk management, and innovation. Being well-respected throughout the industry speaks to his expertise, dedication, and the trust he has built with colleagues and clients.

FORMULA CHEMICALS (NSW) PTY LTD 50th ANNIVERSARY 14th April 2023



On the 14th April 2023 Formula Chemicals (NSW) Pty Ltd celebrated 50 years in business under the control of the Smart Family.

From humble beginnings in Leigh Smarts brother in laws back yard garage at Putney to the present-day occupation of 4 factories in Hermitage Road West Ryde, the company has grown to be a major manufacturer and distributor of chlor alkali products to the Australian market.

Formula toll manufactures a diverse portfolio of products to some of the largest chemical companies in Australia including such companies as IXOM, BP/Castrol, Ampol, Penrite, Diversey, Applied Chemical and many companies through the food and beverage industry. Representatives from all these companies attended the function.

The event was attended by a large variety of Suppliers and Customers and Certificates and Awards were presented for the long-term relationships which had been built over all the years. All Formula Chemicals staff were there for the celebration, including many past staff of the company.

CONGRATULATIONS PAUL KERR AND ESALA NADROKU ON 10 YEARS SERVICE AT FORMULA CHEMICALS (NSW) Pty Ltd

Formula Chemicals (NSW) Pty Ltd would like to extend our heartfelt congratulations to **Paul Kerr** and **Esala Nadruku** on reaching the incredible milestone of **10 years of dedicated service**.

Over the past decade, Paul and Esala have worked side by side for much of their journey at FC, forming a strong professional partnership and sharing many laughs along the way. Their loyalty, hard work, and positive spirit have been an invaluable part of our team.

Thank you both for your outstanding contributions – we look forward to many more years of success together!

