



Modern Slavery Statement

Aliaxis Operations in
Australia and New Zealand
June 2025



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Acknowledgement

We recognise and acknowledge the Traditional Custodians of Country through Australia and New Zealand. We acknowledge and respect their continuing connection to lands, waters, and communities. We pay respects to the Aboriginal, Torres Strait Islander, and Māori cultures, and to Elders past and present.

Our Operations and Supply Chains

Section 1: Introduction

About this Statement

Today, there are 50 million people around the world estimated to be trapped within the many forms of Modern Slavery. This includes human trafficking, forced labour, debt bondage, descent-based slavery, the worst forms of child labour, forced marriages and domestic servitude.

At Aliaxis, we oppose slavery in all its forms.

Aliaxis is committed to identifying and preventing any potential modern slavery risks within our operations and supply chains. We are pleased to submit this Modern Slavery Statement for the reporting period of 1 January 2024 - 31 December 2024.

The content of this Statement is focussed on the Aliaxis Operations within Australia and New Zealand. This Statement also meets the requirements of Vinidex Pty Limited as a reporting entity for the purposes of the Australian Modern Slavery Act 2018 (Commonwealth). This Statement is voluntary for Philmac Pty Limited, Marley New Zealand Limited, Dynex Extrusions Limited and RX Plastics Limited. This Statement describes the actions taken and planned during the reporting period to assess and address any modern slavery risks in our operations and supply chain.

A message from our CEO

At Aliaxis, we aim to act responsibly and treat each other with respect, anchored in our behaviours: we dare, we care, we deliver.

Throughout 2024, our Aliaxis Asia Pacific team continued to execute our modern slavery risk assessment and management framework, focused on our external supply chains. There were no instances of modern slavery identified during this reporting period. However, we acknowledge that managing modern slavery risk is complex, and the risk landscape is ever evolving. We remain committed to investing into this work and increasing our framework maturity.

We appreciate the continued support from our employees, suppliers, and customers in this essential work. We welcome your feedback on our fifth annual Modern Slavery Statement.

Signed: 24th June 2025



Mark Nykiel
CEO Aliaxis Asia Pacific

Section 2: About Aliaxis



Aliaxis delivers innovative solutions to enhance the world's use of water and clean energy. Aliaxis is a global leader in advanced piping systems for building, infrastructure, industrial and agricultural applications.

With a global workforce of about 15,000 employees, we offer specific solutions that meet our customers' most demanding needs across the globe. We are active through leading local brands and operate in over 40 countries, combining local solutions with global innovation and operational excellence.

For more information on Aliaxis refer to: <https://aliaxis.com>

For our latest Aliaxis Annual Report refer to: <https://annualreport.aliaxis.com>



€3.9
billion in
Revenue



15,000+
Employees



120+
Distribution
Centres



80+
Manufacturing
Sites



40+
Countries

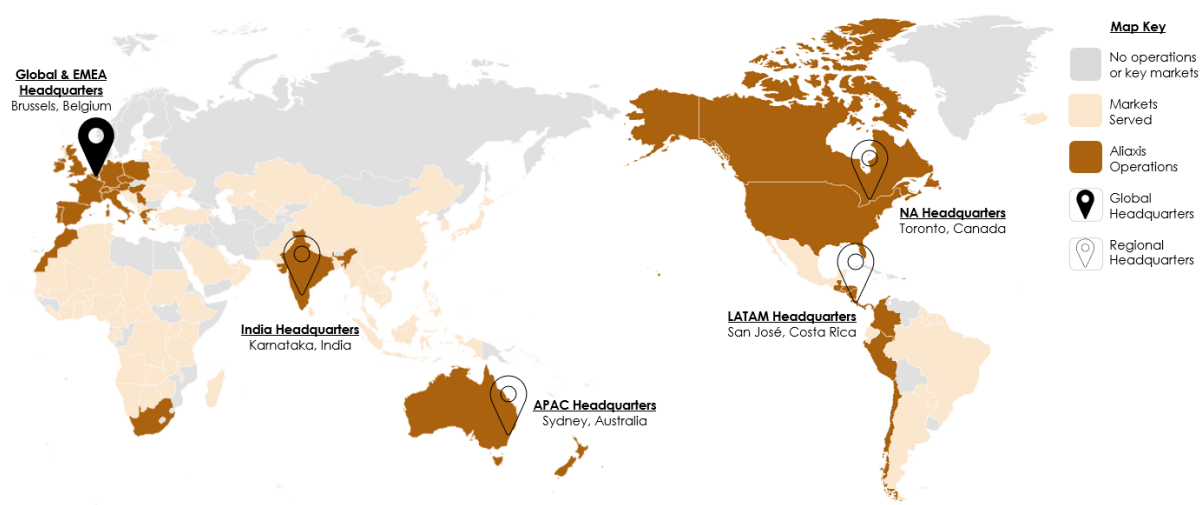


36%
Renewable
Energy

Aliaxis Global Operations and Brands

Aliaxis has a strong brand portfolio, delivering high-quality products and integrated solutions. We have operations in over 40 countries. This includes Aliaxis branded operations and product lines, as well as valued and reputable local brands.

Below is an indicative map of our global footprint:



Below is a small selection of Aliaxis owned brands. For more information refer to:
<https://aliaxis.com/our-brands>



Aliaxis Global Market Segments

Across Building, Infrastructure, Industry and Agriculture, we create pipes and fittings solutions for water and energy management. For every sector, we anticipate what's next and support our customers' success in an ever-changing landscape.

Building	Housing shortages and growing populations mean there's a pressing need to build more, more sustainably. Our sanitary, plumbing and building systems not only support swift, safe construction, but they also reduce water consumption once buildings are in use.
Infrastructure	Keeping infrastructure fit for purpose can be a huge challenge, but the right solutions can significantly reduce the risk of leaks and waste. Our global presence gives us the knowledge and experience to support large-scale projects, including international waterways, gas networks, and power and telecoms cabling.
Industry	It's never been more important for industry to manage resources responsibly. Sustainable practices are high on every agenda. Our piping and fittings solutions are cost-effective, low-maintenance and proven to last, even in the most challenging environments.
Agriculture	The majority of water resources are used to grow food, so climate change and increasing populations are bringing huge challenges for agriculture. By providing smart solutions to manage water supplies efficiently and effectively, we help farmers use water wisely for both their crops and their livestock.

Aliaxis Operations in Australia and New Zealand

Aliaxis S.A. (BE) is privately owned, with our global headquarters in Brussels. In Australia, Aliaxis owns Vinidex Pty Ltd. This includes trading brand Rodney Industries, as well as two subsidiary businesses which transferred their assets and businesses to Vinidex in 2024, which were formally Yatala Plastics Pty Ltd and Zezt Pty Ltd. In Australia, Aliaxis also owns Philmac Pty Ltd. Within New Zealand, Aliaxis owns Marley New Zealand Ltd, Dynex Extrusions Ltd and RX Plastics Ltd.

Section 3: Business Ethics and Compliance

Global Ethics and Compliance Governance

Aliaxis has a consistent Global Framework across critical areas including Human Resources, Health, Safety, and Environmental Sustainability.

Ethics Governance	At Aliaxis, we are firmly committed to conducting our business with integrity and trust. We have an Aliaxis Code of Ethics, applicable to all employees, which describes our commitments to our people, to sustainability, and to the law. Our Global Alert Channel allows internal and external stakeholders to report misconduct and policy violations. As part of our onboarding process, office-based employees are required to complete annual Ethics Training.
Legal & Regulatory Compliances	Aliaxis has a global framework to ensure all legal and regulatory compliances are maintained. This includes Policies and Training Programs on Market Abuse, Anti-bribery and Corruption, Competition Law, and Privacy. We also have a Trade Compliance Policy, supporting management structure, and Business Partner Screening process using our third-party Compliance Screening Tool.
Human Resource Management	Aliaxis is dedicated to adhering to all relevant country regulations and labour laws. Our local HR managers ensure these compliances, freedom of association, work life balance, the right to collective bargain, and fair equitable remuneration. Aliaxis has a global HRIS Platform for process management from recruitment to retirement. Aliaxis APAC continue to run a Diversity, Equity and Inclusion (DEI) Council, a biannual employee culture survey, and an annual Local Heroes Program to recognise and celebrate our employees.
Health, Safety & Wellbeing	Health and Safety is a core value within our organisational culture. Aliaxis has a belief that "All injuries can be prevented" together with eight "Go For Zero" guiding principles to govern our leadership vision and decision making. We have developed a global H&S improvement strategy built on foundational pillars of "culture & behaviour", "management of key risks" and 'ways of working'. We have established objectives and targets subject to monthly HSE performance reporting and review through all levels of the organisation. Aliaxis APAC promotes employee consultation and involvement through programs like Hazard Made Safe and Positive observations included in daily tiered communication forums. We provide an Employee Assistance Program (EAP) and actively promote health & wellbeing through a range of initiatives such as Global Safety Week and RUOK day events.
Sustainability	Aliaxis has a strong Sustainability framework. We are audited by Ecovadis, with focusses on Environmental, Social and Governance (ESG). Aliaxis signatories to the UN Global Compact. Aliaxis is also a member of the Sustainable Procurement Pledge (SPP).
Best Practice Awards	Our 2024 Aliaxis Global Best Practice Awards received over 280 submissions. Vinidex won the Gold Operations Award for their Maintenance Excellence Initiatives. Marley, Dynex and RX Plastics won the Gold Sustainability award for their Operation Clean Sweep Program to protect local waterways. Vinidex also won the Bronze Sustainability Award for their work to reduce water consumption.

Section 4: Our Operations and Supply Chains

Aliaxis Operations in Australia

Vinidex Pty Ltd



Vinidex is a leader in Australian manufacturing and supply of advanced pipe systems and solutions. We are a proud Australian manufacturer. We have a strong history of over 60 years in Australia with proven long-term performance and reliability. Vinidex is backed by the strength of Aliaxis, a global leader in plastic piping solutions, with around 16,000 people worldwide. This allows us to connect our customers with innovative technologies from around the world.

<https://www.vinidex.com.au> & ABN 42 000 664 942

This includes two businesses fully integrated within Vinidex in 2024:

- Yatala Plastics Pty Ltd (formally ABN 84 010 720 886)
- Zezt Pty Ltd (formally ABN 30 609 589 808)

Rodney Industries



(a trading name of Vinidex Pty Ltd)

Rodney supplies metal and plastic products.

<https://www.rodneyind.com.au>

The logo for Philmac by aliaxis, featuring the word 'Philmac' in a bold, white sans-serif font inside a dark blue rectangle, with 'by aliaxis' in a smaller, blue sans-serif font below it.

by aliaxis

Philmac Pty Ltd

Established in 1929, Philmac is a world leader in the design and manufacture of high-performance mechanical compression fittings and valves to connect polyethylene pipelines.

<https://www.philmac.com.au> & ABN 17 007 873 047

Aliaxis Operations in New Zealand



Marley New Zealand Ltd

Marley has been a household brand in the New Zealand marketplace for over 50 years, specialising in PVC and PE pipe and fittings systems.

<https://marley.co.nz> & NZBN 9429038863431



Dynex Extrusions Ltd

Founded in 1977, Dynex manufactures a diverse range of plastic extrusions, building products and plastic compounds, primarily for the building and construction industry.

<https://dynex.co.nz> & NZBN 9429040475813



RX Plastics Ltd

Established in 1972, RX Plastics specialises in on-farm water management including PE and PVC pipes, fittings, and tanks.

<https://rxplastics.co.nz> & NZBN 9429031867276

Our Supply Chains

Aliaxis Operations in Australia and New Zealand rely on a network of over 4000 total suppliers. Of these suppliers 77% are based in low-risk countries, primarily in Australia and New Zealand. Where possible, we strive to support domestic businesses. Our supply chains span more than 30 origin countries, including strategically partnering with international suppliers for critical raw materials, manufacturing equipment, and specialised finished goods. Additionally, Aliaxis maintains intercompany supply chains. Most of our intercompany spending occurs within the Aliaxis ANZ business, while minor transactions extend to Aliaxis Europe and Aliaxis North America.

Our Supplier Spend

Below is a snapshot of our CY 2024 top ten supplier spend categories:

	Resin & Compounds		Plastic Parts
	Logistic Services		Professional Services
	Plant & Equipment		Energy
	Facilities Management		Metal Parts
	Additives		Information Technology

Identifying, Assessing, and Addressing Modern Slavery Risks

Section 5: Identifying Modern Slavery Risks

Our Modern Slavery Framework

Our Aliaxis Operations within Australia and New Zealand are proud to have been operating an established Modern Slavery Framework for the last five years. Below is an overview of the key components of our Framework.

Global Corporate Governance	<i>For Aliaxis employees, supported by mandatory annual Training:</i> • Aliaxis Code of Ethics (Updated 2023) • Aliaxis Conflicts of Interest (Updated 2023) • Aliaxis Diversity, Equity and Inclusion (Updated 2023) • Aliaxis Anti-Bribery & Corruption Policy (Updated 2023) • Aliaxis Anti-Harassment & Non-Discrimination (Updated 2024) <i>For Aliaxis employees, supported by mandatory biannual Training:</i> • Aliaxis Market Abuse Policy (Updated 2022) • Aliaxis Trade Compliance Policy (Updated 2025) <i>For Aliaxis employees:</i> • Aliaxis Global Labour Standards Policy (Updated 2022) • Aliaxis Health, Safety and Environmental Sustainability (Updated 2021) <i>Relating to our Aliaxis supply partners:</i> • Aliaxis Supplier Code of Conduct (Updated 2023) • Aliaxis Trade Compliance Framework (Updated 2025) • Aliaxis Business Partner Screening Process (Updated 2022) <i>Groups and associations:</i> • Signed as member to the Sustainable Procurement Pledge (SPP) • Signatory to UN Global Compact
Regional Corporate Governance	<i>For Aliaxis employees in Australia and New Zealand, underpinned with a biannual Training Program on Awareness of our Modern Slavery Act:</i> • Aliaxis APAC Modern Slavery Policy (Updated 2022) • Modern Slavery Risk Guide & Intranet (Updated 2025) • Modern Slavery Response Management Process (Updated 2021) • Vinindex New Supplier Request Process (Launched 2024) <i>For all Aliaxis employees in Australia and New Zealand:</i> • Procurement Playbook (Updated 2024) • Supplier Contract Templates (Updated 2024) • Purchase Order Terms & Conditions (Updated 2024) • Trade Compliance Procedures, Team & Intranet (Updated 2023)
Modern Slavery Risk Assessment (all updated and executed in 2024)	<i>Ongoing Modern Slavery Risk Assessments deepen our insights:</i> • Strong Governance during Sourcing • Desktop Risk Analysis • Modern Slavery Risk Assessment Surveys • Internal Results and Recommendations Report
Modern Slavery Risk Management (all updated and executed in 2024)	<i>Annual Risk Management initiatives are executed:</i> • Supplier Risk Management Collaboration • Supplier Contracts & Code of Conduct • Modern Slavery Training Program • Industry Collaboration • Trade Compliance Framework

Below are public links to some of our Framework components:



Aliaxis Global Supplier Code of Conduct

<https://www.vinidex.com.au/>
(link in bottom footer)



Aliaxis Global Alert Channel

<https://aliaxis.whisppli.com/alertchannel#refresh>

Identified Potential Modern Slavery Risks

After completing our Modern Slavery Risk Assessment process across our over 4000 suppliers, we did not find any confirmed instances of Modern Slavery. We did identify the following potential risks within our supply chains:

Domestic Geographic Risks	By count, over 90% of our active tier one suppliers are also based in Australia and New Zealand. Although always a potential risk, the Modern Slavery Index confirms low prevalence, low vulnerability, and low percentages of both Australian and New Zealand's populations as potentially subject to Modern Slavery practices.
International Geographic Risks	Although the minority of our suppliers are based internationally, together they make up a significant portion of our total spend. We have identified over 30 origin countries within our supply chains. We have assessed the varying geographic risks for each known origin country utilising data from "The Modern Slavery Index" published by the Walk Free Foundation.
Industry and Sector Specific Risks	Our taxonomy classifies our spend into 23 tier one industries. We identified 5 of these industries as having higher potential Modern Slavery Risks, based on findings from the "Global Slavery Index" now published by the Walk Free Foundation. These are Facilities Management, Factory Consumables, Human Resources, IT/Telecom and Professional Services.
Supplier Specific Risks	We also acknowledge there are entity specific risks which our suppliers have the responsibility to manage through their own corporate governance, legal compliance, and effective risk management. Aliaxis APAC has developed criteria to prioritise which Suppliers we request complete our Modern Slavery Self-Assessment Survey every year. These are used to foster Supplier engagement and validate assumed risks, to then inform our Risk Management work.

Section 6: Actions Taken to Assess and Address Modern Slavery Risks

Modern Slavery Risk Assessment

Our 2024 Modern Slavery Risk Assessment process included the following actions:

Strong Governance during Sourcing

Our Aliaxis Operations in Australia and New Zealand have developed strong regional Corporate Governance in the process to Source new suppliers. Our **Procurement Playbook** continues to be our internal guide for undertaking all regional Procurement activities. It details process requirements for conducting supplier Modern Slavery Risk Assessments, and on numerous occasions has resulted in ceasing consideration of suppliers. In 2024 Vinindex launched a **New Supplier Request Process**, which also includes automated Modern Slavery Risk Assessment to ensure every new Supplier has been risk assessed and approved before business commences.

Case Study: Risks identified during sourcing

We discovered that an active raw material was originally manufactured in Qatar. The Modern Slavery Risk Assessment process embedded in our Procurement Playbook indicated a geographic based risk. Attempts to further discuss and assess elevated risk levels with both the distributor and the manufacturer were not supported. Further red flags were identified. We resourced the material to an alternative supplier.

Desktop Risk Analysis

Our annual Modern Slavery Desktop Risk Analysis was conducted across all suppliers to our Aliaxis Operations in Australia and New Zealand. We have developed a Risk Analysis tool, which utilises a combination of internal and external data points. Our objective is to continually increase our understanding of our supply chains, and to identify higher risk areas for further investigation:

- Aliaxis Supplier & Supply master data
- Aliaxis Supplier Specific risk data
- Aliaxis previous year risk assessment results
- External Geographic risk data
- External Industry & Sector risk data

Modern Slavery Risk Assessment Survey

Our annual Modern Slavery Risk Assessment Survey was sent out to targeted suppliers. We received over 130 completions within 2024. Survey results were assessed and rated. Our Survey has strong focusses on:

- Employment Conditions
- Child Labour & Forced/Bonded Labour
- Human Trafficking
- Supplier Policies & Controls
- Supplier Supply Chain Risk Management

Modern Slavery Risk Management

After assessing our potential Modern Slavery risks, we executed the following Risk Management initiatives for our Aliaxis Operations in Australia and New Zealand.

Supplier Risk Management Collaboration	Collaborating with our suppliers on Modern Slavery continues to increase awareness across our supply chain. Our Procurement team worked alongside our suppliers to better understand their practices, Modern Slavery Statements, and Survey responses. Where a potentially higher risk level was indicated, we sought to validate the risk, consider any remedial actions required, promote our Modern Slavery Framework, and reiterate our expectations.
Supplier Contracts & Code of Conduct	We have been working to significantly increase the proportion of our spend under Contract. Utilising formal Agreements strengthens our supplier governance, and ensures our strategic partners are explicitly clear of our Modern Slavery Risk Management requirements. Our Supplier Contracts all now include our Supplier Code of Conduct. We also proactively reached out to active top tier suppliers asking them to acknowledge it, to ensure our expectations are understood. Case Study: Refusal of Supplier Code of Conduct A raw material manufactured in Saudi Arabia was being considered for a trial. A geographic based risk was identified. A deep dive was conducted with the supplier. An impasse was reached when they refused to agree to or acknowledge understanding of our Supplier Code of Conduct. No commitment was made to address the concerns raised. Sourcing consideration was ceased.
Modern Slavery Training Program	Aliaxis has a Modern Slavery Awareness Training Program, which was developed by a third-party specialist organisation. The content focusses on defining Modern Slavery, explaining how it can occur, sharing regionally relevant Case Studies, how to spot red flags, and where to escalate any identified risks. Within 2024 we expanded role coverage, resulting in completion by more than 30 additional staff members. We introduced a requirement to repeat this Training at least every two years. We also further integrated this Training within our overarching compliance framework, by moving it from a third-party website into our Aliaxis global Training platform.
Trade Compliance Framework	As part of our Trade Compliance Framework, all our Aliaxis suppliers are screened through a third-party Risk Management tool powered by Dow Jones. This includes human rights violations prosecuted or as of 2024 also accusations within adverse media reports. We receive alerts on any new high risks identified, to ensure swift responses and action, as required.

Framework Continuous Improvement

We are committed to continually improving our Modern Slavery Framework. Below is an overview of key improvement initiatives undertaken in 2024.

Risk Assessment Logic Updates	Updates were made to our Desktop Risk Analysis logic, and increased automation was introduced for quick and consistent review of completed Modern Slavery Supplier Surveys. We classified Survey questions as being of either gold, silver or bronze standard for quick benchmarking and tracking.
Operational Embedding	In 2024 Vinidex launched a New Supplier Request process, which includes an automated and fully embedded Modern Slavery Risk Assessment. This system-based control has proved very successful. It will be further launched across Philmac and New Zealand in 2025.
Governance Updates	Within 2024 we updated several governance components, including our Anti-Harassment and Non-Discrimination Policy, Supplier Contract templates, our Procurement Playbook, and our regional Purchase Order Terms and Conditions.
Vinidex Connect Program	Connect is a global program by Aliaxis to launch standardised processes underpinned by a consistent ERP platform across our businesses. Following Vinidex's launch in January 2025, all Direct and Indirect Spend purchasing practices have been consolidated and systemised for improved traceability. Our new ERP includes new Taxonomy and Country of Origin fields required in our annual Modern Slavery Desktop Risk Analysis.

Section 7: Assessing the Effectiveness of the Actions

The following is in place to assess the effectiveness of our Modern Slavery framework.

Annual Program Review	Our Aliaxis Procurement team have undertaken a postmortem review of our Modern Slavery Framework effectiveness in CY 2024. A Risk Assessment Results and Recommendations Report was developed and reviewed. The impact of our Risk Management and Continuous Improvement actions were also assessed. While we celebrate the progress made, this review also produced recommendations and learnings for future work.
Executive Management Governance	Our Aliaxis Asia Pacific Executive Team, Global Procurement Director, and Global Sustainability Director are regularly updated on our Modern Slavery initiatives. This process is led by our Asia Pacific Procurement Director and Procurement team.
Feedback Loops	We are fortunate to have several sources of external feedback. We support Customer requests to review our Modern Slavery Framework, including completion of their surveys and follow up interviews. We also review a large volume of Modern Slavery Statements published by other businesses, including by Aliaxis UK, Suppliers and Customers.
Grievance Mechanisms	At Aliaxis we ensure that grievance mechanisms are available to our employees and parties within our supply chains. Aliaxis operates a global Whistleblowing Policy and Ethics Alert Channel , both of which were updated in 2024. There is a mandatory annual refresher training on required by all employees. The link is included in Section 5.



Consultations and Approval

Section 8: Our Consultation Process

Consultation with Reporting Entities

During the development of this Modern Slavery Statement for CY 2024, we actively engaged and consulted with all our Aliaxis owned operations within Australia and New Zealand, as detailed within Section 4. These included review meetings with the Executive teams of each business. Dates of these meeting are below:

Entity	Date
Vinidex Pty Limited	14/05/2025
Philmac Pty Limited	13/05/2025
Marley New Zealand Limited	15/05/2025
Dynex Extrusions Limited	15/05/2025
RX Plastics Limited	15/05/2025

During the consultation sessions with our entities, we discussed details of the Modern Slavery Act 2018, including our reporting requirements. We discussed our Risk Assessment process and results. We provided information on our Risk Management Action Plan to address the risks identified. We provided our entity stakeholders with relevant supporting materials and Framework updates.

Consultation with the Entity giving this Statement

This Modern Slavery Statement is on behalf of our Aliaxis owned Operations in Australia and New Zealand. The issuing entity of this Statement is therefore Aliaxis Holding Australia.

As detailed within Section 2; Aliaxis S.A. (BE) is a privately owned business, with global headquarters in Brussels. We have an overarching Aliaxis Asia Pacific Executive Management team.

Entity	Date
Aliaxis Asia Pacific Executive Management Team	06/06/2025

Post our consultation with each of our trading entities, we also held a consultation session with our Aliaxis Asia Pacific Executive Management team. We provided a refresher overview of the Modern Slavery Act 2018, including detail of our reporting requirements. We discussed our Risk Assessment process and results. We provided information on our Risk Management Action Plan to address the risks identified. We provided our entity stakeholders with relevant supporting materials and Framework updates.

Section 9: Other Relevant Information

Our Aliaxis Operations within the UK have released annual Modern Slavery and Human Trafficking Statements since 2016, in alignment with the UK's Modern Slavery Act 2015. Their latest Statement can be viewed on their website, via the "Modern Slavery Statement" link on the website at <https://www.aliaxis.co.uk/legal-notice>.

There is no additional relevant information to be disclosed.

Section 10: Statement Approval

In accordance with Section 14 of the Modern Slavery Act 2018, it is confirmed that statements given by reporting entities included in this "Modern Slavery Statement for Aliaxis Operations in Australia and New Zealand" have been reviewed and approved by the principal governing body of each entity. For our Australian based businesses this was Board Approvals. For our New Zealand based businesses this was Executive Approvals. Our approval dates are below:

Entity	CY 2024 Modern Slavery Statement Approval Date
Vinidex Pty Limited	23/06/2025
Philmac Pty Limited	23/06/2025
Marley New Zealand Limited	16/06/2025
Dynex Extrusions Limited	16/06/2025
RX Plastics Limited	16/06/2025

The signatory for this "Modern Slavery Statement for Aliaxis Operations in Australia and New Zealand" is Mark Nykiel, our CEO of Aliaxis Asia Pacific.

Signed: 24th June 2025



Mark Nykiel
CEO Aliaxis Asia Pacific

Contact Details

If you have any queries, please contact us:

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