



Modern Slavery Statement

Aliaxis Operations in
Australia and New Zealand
June 2022

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Aliaxis and our Corporate Responsibility

Section 1: Introduction

Aliaxis is pleased to submit this Modern Slavery Statement for the reporting period of 1 January 2021 - 31 December 2021.

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 Ltd as a reporting entity for the purposes of the Australian Modern Slavery Act 2018 (Commonwealth). This Statement describes the actions taken and planned during the reporting period to assess and address any modern slavery risks in operations and supply chain.

Aliaxis opposes slavery in all its forms. Aliaxis is committed to identifying and preventing any potential modern slavery risks within our operations and supply chains.

Section 2: About Aliaxis

Aliaxis Introduction

Aliaxis is a global leader in advanced plastic piping systems for building, infrastructure, industrial and agricultural applications. Aliaxis provides communities around the world with sustainable innovative solutions for water and energy, leading the industry in a way that anticipates the rapidly evolving needs of its customers and of society.

Aliaxis Group S.A. (BE) is privately owned, with its global headquarters in Brussels, Belgium. We grew by joining with like-minded local businesses to create a global company that delivers the best products and solutions wherever they are needed. Aliaxis has a global workforce combining local solutions with global innovation and operational excellence.

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

For our Aliaxis 2021 Annual Report refer to: <https://annualreport.aliaxis.com/>



we make life flow
shaping a better tomorrow
by connecting people
with water and energy



€3.7 Billion in Revenue



14,000+ Employees



100+ Distribution Centres



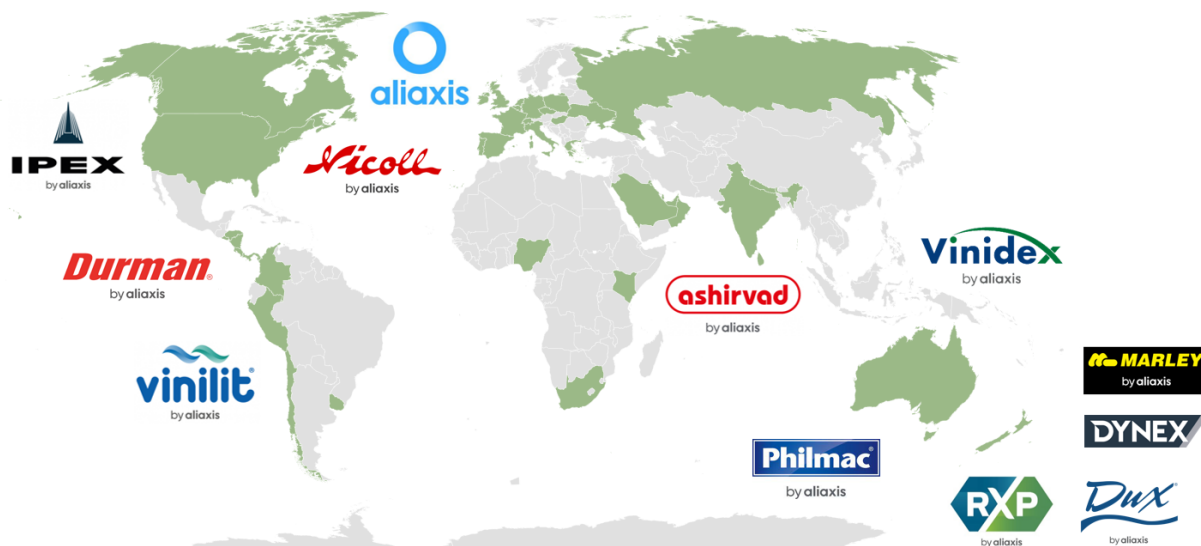
70+ Manufacturing Sites



40+ Countries

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, such as Vinidex in Australia.



Aliaxis Global Market Segments:

Building	Aliaxis designs high-quality sanitary, plumbing and building systems for a residential and commercial applications. Our building products include drainage, sanitary solutions, rainwater management, electrical and telecom ducts and conduits.
Industry	Aliaxis heavily invests in our leading range of piping and pressure systems for fluid handling and compressed air distribution. Our offering includes thermoplastic piping systems, and solutions to help companies downsize their water footprint.
Infrastructure	Aliaxis provides industries and communities with a broad range of solutions for water and gas distribution, sewerage, irrigation and stormwater management. Our products are used globally in leading infrastructure projects including the Panama Canal, high complex gas networks in the Swiss mountains, or metro lines in Kuala Lumpur.
Agriculture	With a globally growing population and increasing clean water scarcity, efficient agriculture is key to our future survival. Aliaxis product offerings focus on sustainable solutions and water management in the context of agricultural farming, including bore wells, irrigation systems and watering systems for livestock.

Aliaxis Operations in Australia and New Zealand

Aliaxis has two key businesses operating within Australia. The first is Vinidex Pty Ltd, which includes trading brand Rodney Industries as well as owned registered businesses Yatala Plastics Pty Ltd and Zezt Pty Ltd. The second key business within Australia is Philmac Pty Ltd. Within New Zealand Aliaxis has four key businesses operating: Marley New Zealand Ltd, Dynex Extrusions Ltd, Dux Industries Ltd and RX Plastics Ltd. Our key operating business in Australia and New Zealand are owned by Aliaxis, which is a group headquartered in Belgium.

Section 3: Business Ethics and Compliance

Aliaxis Global Framework

Corporate Responsibility Framework	<p>Aliaxis has a corporate responsibility framework, which includes an intranet focussed on Ethics and Compliance. Resources include:</p> <ul style="list-style-type: none">• Whistleblowing Process• Aliaxis Employee Code of Conduct• Aliaxis Supplier Code of Conduct, where we define our expectations of our suppliers regarding compliance to applicable laws and legislation, and compliance to international labour laws.• E-Learning including Code of Conduct and Anti-Bribery• Global Labour Standards• Competition Law Policy• Trade Compliance Policy, including rules related to export controls and economic and financial sanctions
Health, Safety and Wellbeing	<p>Health, Safety and Wellbeing are core values of Aliaxis. Our framework consists of eight "Go for Zero Principals". We have global health and safety high risk standards, reporting, management, and prevention programs in place. Australia won the 2021 Gold Prize during our Aliaxis Global Best Practice Awards for Health and Safety. This recognised Project Platypus at Philmac reducing injury risks, and the PErforM Program at Vinidex Toowoomba reducing workplace musculo-skeletal risks.</p>
Environmental Sustainability	<p>In 2021 Aliaxis launched our Sustainability framework "Growth with Purpose". Plans have been developed to achieve ambitious objectives, including to reduce our CO2 emissions by 75% per tonne of production by 2025, by transitioning all sites globally to 100% renewable electricity. New Zealand was our first country to achieve this in November 2021. We are focused on quadrupling our use of recycled material by 2025. Australia tied in winning our 2021 Aliaxis Best Practice Awards Gold Prize in Sustainability for their customer recycling program.</p>
Human Resource Management	<p>We believe every employee should be treated with dignity and respect. We are committed to comply with applicable laws, rules and regulations of the country of employment, including legal requirements of working conditions and labour laws. Aliaxis has a Global Human Resource Leadership Team supported by local HR teams and a HRIS platform deployed enabling Aliaxis to manage HR processes from recruitment to retirement and talent management programs. Local HR Management ensure compliance to all applicable legislations and compliance to government regulations, freedom of association and right to collective bargain, fair and equitable remuneration and work life balance.</p>

Australia and New Zealand Environmental Accreditations

Vinidex	Best Environmental Practice Certification (BEP) Environmental Product Declaration (EPD) across 4 key product lines Australian PVC Industry's Product Stewardship Program Signatories Australian Packaging Covenant Organisation members (APCO)
Philmac	Environmental Management ISO 14001:2015 Certification Australian Packaging Covenant Organisation members (APCO)
Marley New Zealand	Best Environmental Practice Certification (BEP) Environmental Management ISO 14001:2015 Certification
Dynex Extrusions	Environmental Management ISO 14001:2015 Certification
RX Plastics	Best Environmental Practice Certification (BEP) Environmental Management ISO 14001:2015 Certification

Our Operations and Supply Chains

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, connecting Australian people with water and energy from 1960. Vinidex manufactures and supplies quality PVC, polyethylene (PE), polypropylene (PP), ductile (DICTL) and industrial pipe systems.

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



Rodney Industries

(a trading brand of Vinidex Pty Ltd)
Rodney supplies metal and plastic products.
<https://www.rodneyind.com.au/>



Yatala Plastics Pty Ltd

(Owned by Vinidex Pty Ltd)
Yatala manufactures PE pipe systems.
ABN 84 010 720 886



Zezt Pty Ltd

(Owned by Vinidex Pty Ltd)
Zezt manufactures PE pipe systems.
<https://www.zezt.com.au/>
ABN 30 609 589 808



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



by aliaxis

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://www.marley.co.nz/>
NZBN 9429038863431



Dynex Extrusions Ltd

Dynex produces a range of Santoprene, Polypropylene, ASA, ASB and PVC accessories and profiles custom designed by application.

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



Dux Industries Ltd

Dux is a well-known distributor of plumbing products within the hot and cold, wastewater traps, grease management, surface water drainage, and sanitary categories.

<https://www.dux.co.nz/>
NZBN 9429034239360



by aliaxis

RX Plastics Ltd

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

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











Aliaxis ANZ Supply Chains

Aliaxis has over 2000 external suppliers who are actively supplying our Operations in Australia and New Zealand. Of these tier one suppliers, over 94% were also based in either Australia or New Zealand. Wherever possible we strive to support local businesses based near our sites. We have also identified over 30 origin countries throughout our supply chains. We have partnered with international suppliers to secure key raw materials, manufacturing equipment, and specialised finished goods.

Aliaxis also has internal intercompany supply chains. The vast majority of our intercompany spend was amongst fellow Aliaxis ANZ businesses, with comparably minor spend noted with Aliaxis Europe and Aliaxis North America.

Aliaxis ANZ Supplier Spend

Below is a snapshot of our CY 2021 top ten supplier spend categories:

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

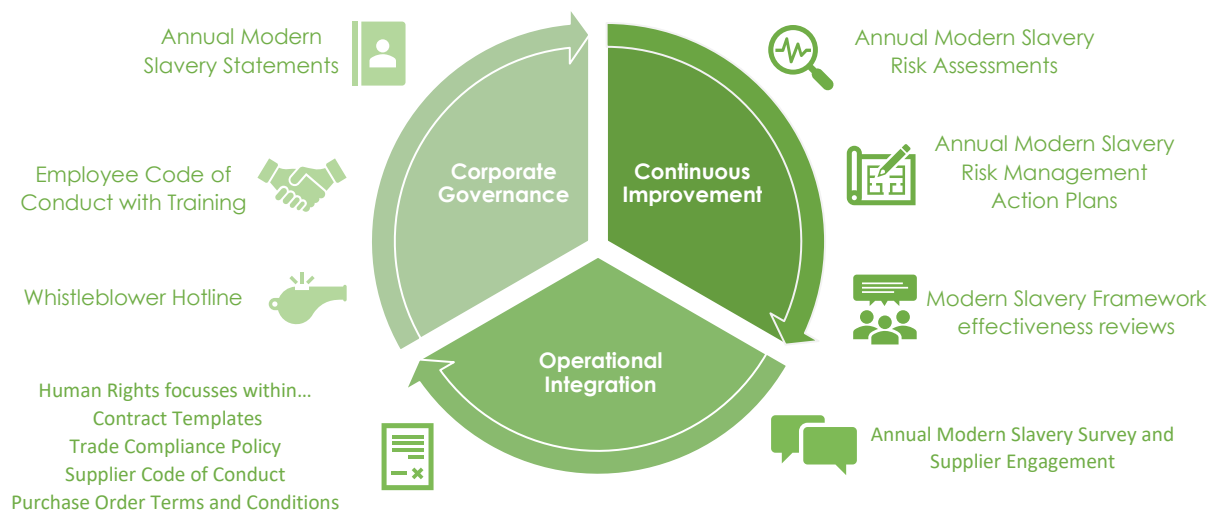


Identifying, Assessing, and Addressing Modern Slavery Risks

Section 5: Identifying Modern Slavery Risks

Our Modern Slavery Framework

Our Aliaxis Operations within Australia and New Zealand have developed a holistic Modern Slavery framework with focusses on Corporate Governance, Continuous Improvement, and Operational Integration.



Identified Potential Modern Slavery Risks

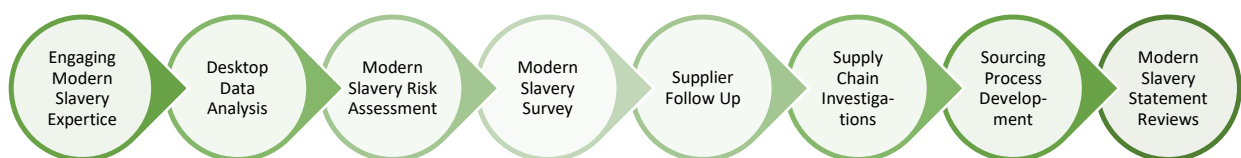
Upon reviewing our over 2000 active suppliers, we identified the following potential risks of Modern Slavery Practices within our supply chains.

Domestic Geographic Risks	The vast majority of our suppliers also based within Australia or New Zealand. Domestic geographic based Modern Slavery risks exist, but globally they are consistently classified as being low risks. The Modern Slavery Index confirms low prevalence, low vulnerability, and low percentages of both Australian and New Zealand's populations as potentially living in Modern Slavery.
International Geographic Risks	The minority of our suppliers are based internationally, although they make up a significant portion of our total spend. We have identified over 30 origin countries within our supply chains. We have assessed their varying geographic risks for Modern Slavery.
Industry and Sector Specific Risks	Our taxonomy classifies our spend into 26 industries. We identified 4 of these industries as having high potential Modern Slavery Risks, based on findings from the Global Slavery Index. <ul style="list-style-type: none"> • IT & Telecom • Factory Consumables • Professional Services • Facilities Management

Product and Service Specific Risks	<p>Of the types of products and services sourced by Aliaxis, 9 were identified as having potentially high risk of Modern Slavery based on the Global Slavery Index and Guidance from the Department of Home Affairs.</p> <ul style="list-style-type: none"> • Cleaning & Gardening • Temporary Labour • Workwear & Protective Clothing • IT Software & Services • Hand Tools • Maintenance • Packaging Equipment • Solar Panels • Ceramics
Supplier Specific Risks	<p>There are also business specific risks which our suppliers have the responsibility to manage through Corporate Governance, Legal Compliances, and respect of International Labour Laws. These risks can be managed via supply chain due diligence and Risk Management. We later used our Modern Slavery Survey to validate potential supplier specific risk levels.</p>

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

Modern Slavery Risk Assessment Actions



Our 2021 Modern Slavery Risk Assessment process included the following actions.

Engaging Modern Slavery Expertise	<p>Aliaxis partnered with Modern Slavery specialists ArcBlue, for...</p> <ul style="list-style-type: none"> • Gaining Modern Slavery Program Executive Support • Recommending external Modern Slavery risk data • Establishing our supplier assessment methodology and criteria • Development and distribution of our Modern Slavery Survey • Utilisation of their MSx Results and Risk Assessment tool • Providing our Results and Recommendation Report • Supporting development of our Risk Management Action Plan • Consultation support during our Action Plan execution • Reviews of our CY 2020 Modern Slavery Statement
Desktop Data Analysis	<p>Aliaxis began with a Modern Slavery desktop data analysis, which included over 2000 active suppliers into our Australian and New Zealand Operations. The data utilised included our supplier taxonomy classifications, regional spend analytics, supplier locations, and were known further supply chain insights.</p>
Modern Slavery Risk Assessment	<p>We utilised external data to quantify Modern Slavery risks:</p> <ul style="list-style-type: none"> • Geographic risks, using The Modern Slavery Index • Industry & Sector risks, also using Home Affairs govt data • Product & Service Risks, also using Home Affairs govt data • Supplier Specific risks, using stakeholder expertise <p>Our resulting supplier risk ratings were thoroughly reviewed by our Procurement Category Managers and internal stakeholders. Together we agreed on higher risk suppliers warranting review.</p>

Modern Slavery Survey	<p>Over 350 suppliers with higher potential Modern Slavery risks were sent our annual Sustainability Survey, focussed on self-assessing Modern Slavery Risks across:</p> <ul style="list-style-type: none"> • Employment Conditions • Child Labour • Forced/Bonded Labour • Human Trafficking • Supplier Policies & Controls <p>Supplier Supply Chain Risk Management</p>
Supplier Follow Up	<p>Receiving our Survey included:</p> <ul style="list-style-type: none"> • A communications campaign to drive Modern Slavery Awareness, including information and legislation links • Personalised contact and follow up • Sharing of our Risk Assessment learnings <p>Aliaxis persisted with supplier follow up to maximise Survey completion. Overall supplier engagement was strong.</p>
Supply Chain Investigations	<p>For 13% survey respondents where we identified higher potential risks, we conducted supply chain investigations. This collaborative approach reviewed our goods or services back to their origin inputs, manufacturing, and countries of origin. We re-evaluated our master data and risk assumptions. In most cases the original risk ratings remained the same or were downgraded.</p> <div data-bbox="528 891 1386 1084" style="background-color: #e0f2e0; padding: 10px; border: 1px solid #c8e6c9;"> <p>Case Study: Additive One</p> <p>A supply chain investigation revealed an anomaly, where one country was producing an additive which we sourced as a by-product of an industry with high potential modern slavery risks. Engagement with the origin manufacturer was unsatisfactory. Aliaxis ceased supply.</p> </div> <div data-bbox="528 1093 1386 1285" style="background-color: #e0f2e0; padding: 10px; border: 1px solid #c8e6c9;"> <p>Case Study: Additive Two</p> <p>A supply chain investigation revealed an additive is being manufactured within a country with higher potential modern slavery risks. Further investigation including a third-party audit indicated strong risk management practices were in place. Aliaxis decided to continue supply.</p> </div>
Sourcing Process Development	<p>We introduced Modern Slavery Survey requirement criteria within our regional sourcing procurement processes. In latter 2021, this meant that suppliers identified with potentially higher risks were required to complete the Survey with positive results, before commercial discussions could begin.</p>
Modern Slavery Statement Reviews	<p>Of the over 2000 active suppliers included within our 2021 risk assessment process, over 150 suppliers went on to submit Modern Slavery Statements into the Australian Register. Aliaxis reviewed over 40 supplier Statements based on our risk ratings.</p>

Modern Slavery Risk Management Actions

After identifying our potential Modern Slavery risks, we developed a Modern Slavery Risk Management Action Plan. Below is an overview of our actions within 2021.

Supplier Risk Management Collaboration	<p>We partnered with our suppliers to mitigate and manage potential risks identified, by agreeing on action items, seeking commitments, and reviewing progress. Our supplier communication campaign continued to raise Modern Slavery awareness. We promoted external Modern Slavery resources and shared our learnings. We also engaged with suppliers who presented a risk by not initially participating within our risk assessment processes.</p>
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Supplier Contracts	<p>Alongside external legal council, we developed comprehensive Human Rights contract clauses which include Modern Slavery definitions, legal compliance requirements, and our expectations of suppliers.</p> <ul style="list-style-type: none"> • 36 Contract Amendments were executed to add our Human Rights clauses into live contracts • 16 Supplier Contract templates updated • 15 new Aliaxis Supplier Contracts executed • All 9 of our Aliaxis ANZ businesses (refer to page 9) launched updated Purchase Order Terms and Conditions with our developed Human Rights clauses
Supplier Code of Conduct	<p>Aliaxis proactively distributed our Supplier Code of Conduct to over 350 suppliers within our Survey communications program. It is also accessible on our local company websites, included within our Supplier Contract templates, and referenced within our Purchase Order Terms and Conditions. In 2021 a review of our Aliaxis Global Supplier Code of Conduct document began.</p>
Whistleblowing Process	<p>Aliaxis established an internal Whistleblowing Process to report legal, regulatory, or policy violations anonymously and without retaliation. A supporting Global Alert Channel was also launched to delegate follow up and remediation responsibility to local agreed executive managers.</p>
Continuous Improvement of Procurement Practices	<p>To support the increasing maturity of our Modern Slavery Framework, we have undertaken review of supporting technologies We have also commenced developed of policy documents and response Management processes as well as our internal Training and Supplier Auditing Programs.</p>

Section 7: Assessing the Effectiveness of the Actions

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

Program Reviews	<p>Aliaxis undertakes regular reviews of our Risk Management Program. This includes assessing our progress against action items and the impact those actions have made. We now also have year-on-year data to assess the progress of ourselves and our suppliers.</p>
Executive Management Governance	<p>Our Aliaxis APAC Executive Team, Global Procurement Director, and Global Sustainability Director are regularly updated on our Modern Slavery initiatives. This process is led by our APAC Procurement Director and Procurement team.</p>
Ongoing internal and external feedback	<p>We have continued stakeholder engagement with our local international Aliaxis colleagues. Our Modern Slavery Framework was nominated for a 2021 Aliaxis Best Practice Award. We also continue ongoing engagement with our suppliers, who often provide feedback on this work and our initiatives.</p>

Section 8: 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" link in the website footer at <https://www.aliaxis.co.uk/>.

There is no additional relevant information to be disclosed.

Section 9: Statement Approval

In accordance with Section 14 of 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 Australian entity. Board approval of each entity was received as follows:

Entity	CY 2021 Modern Slavery Statement Approval Date
Vinidex Pty Limited	23 June 2022
Yatala Plastics Pty Limited	23 June 2022
Zezt Pty Limited	23 June 2022
Philmac Pty Limited	20 June 2022

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: 28 June 2022



Mark Nykiel
CEO Aliaxis Asia Pacific

Contact Details

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