Reliance Worldwide Corporation Limited

2025 Modern Slavery Statement

Plumbing Matters. We Make It Better.™

RELIANCE WORLDWIDE CORPORATION LIMITED
ABN 46 610 855 877

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About this statement

This Statement has been prepared in accordance with s16(1) of the Australian Modern Slavery Act 2018 ("the Act") and sets out the actions taken by Reliance Worldwide Corporation Limited ("the Company") and its subsidiaries (together "RWC" or "the Group") to identify, assess and address modern slavery risks in our operations and supply chains during the financial year ended 30 June 2025 ("FY2025").

The Group entities required to report under the Act are:[1]

- Reliance Worldwide Corporation Limited (ABN 46 610 855 877); and
- Reliance Worldwide Corporation (Aust.) Pty Ltd (ABN 71 004 784 301).

This Statement applies to all RWC entities for the period they were members of the Group during FY2025. All entities in the Group are wholly owned. RWC conducts operations in three regions (Americas, EMEA and APAC[2]). Each region receives copies of the Group's policies which set out governance and conduct expectations. Region leaders are members of RWC's senior leadership team and are consulted on expectations and policy matters. A broad group comprising representatives from senior leadership, legal, company secretariat, investor relations, human resources, procurement, operations and supply chain, internal audit and risk, have been consulted and/or involved in preparing this Statement.

Modern Slavery legislation applicable in the UK and USA applies to some Group entities. Refer page 26.

RWC's annual reports, Sustainability reports, Corporate Governance Statement and various governance policies can be viewed on our website at www.rwc.com. The 2025 Sustainability Report and Corporate Governance Statement are contained in the 2025 Annual Report.

1 Eden Unit Trust (trading as Holman Industries) (ABN 29 385 212 665) was previously a reporting entity. Its operations were consolidated into Reliance Worldwide Corporation (Aust.) Pty Ltd on 31 March 2025. Eden Unit Trust has ceased to be a reporting entity.

2 Americas comprises USA and Canada; EMEA is Europe, Middle East and Africa; APAC is Asia Pacific.

Introduction

This Statement sets out our progress during the year ended 30 June 2025 (FY2025) in identifying, assessing and mitigating modern slavery risks within our operations and supply chains. We acknowledge that modern slavery can occur in various forms.

At RWC, we believe the long-term success of our business is built on a foundation of responsible operations and a thriving workforce. During FY2025, we continued to make meaningful progress on high-impact priorities guided by our principles, materiality and sound governance. We took actions to strengthen our position as a product leader while caring for our people and communities.

At RWC, we are united by our SPIRIT values (refer page 8). Culture and a sense of belonging are important to RWC's ability to attract, retain, motivate, and develop the best talent, create an engaged workforce, deliver the highest quality services to our customers, and continue to grow the business. A broad range of talent and experiences of our employees helps create a higher level of innovation in our business. This is a core value for the Group.

From a modern slavery perspective, we remain focused on having work practices which respect the human rights of people in our business and in our supply chains. Respect for human rights is a basic tenant of RWC's values and our goal to be an economically, socially, and environmentally sustainable company. Our approach to human rights is to understand how our products, services and activities around the world, including the activities of our suppliers and business partners, may impact, either positively or negatively, those cultures and communities. We continue to seek to make improvements through further refinement of our due diligence processes, risk management systems and policies.

Information on our key achievements during FY2025 and our goals and ambitions for the 2026 financial year is provided on pages 24 and 25.

This Statement has been authorised by the Board of Reliance Worldwide Corporation Limited.

Heath Sharp, Managing Director and Chief Executive Officer
16 December 2025

Our Vision | The complete plumbing global leader

Everything for back-of-wall plumbing…

The most extensive portfolio of plumbing products and systems...

aimed at both Residential and Commercial end markets...

across new construction, repair and remodel...

...distributed through wholesale, retail and OEM channels.

About RWC: Plumbing Matters. We Make It Better.

RWC is a global market leader and manufacturer of plumbing and heating solutions. We operate primarily in the water-in behind the wall plumbing sector. We manufacture and distribute innovative products that disrupt and transform traditional plumbing methods by aiming to make the installer's job quicker and easier. Our plumbing systems target the repair and re-model, renovation and new construction markets and are essential to building and manufacturing a sustainable built environment. Products are distributed through an extensive network of retail, OEM and wholesale channels. The Holman acquisition in 2024 has expanded RWC into water-out drain waste and vent products. Water-in and water-out are closely coupled elements of the same plumbing markets in which RWC operates.

Our strategy has three key drivers of growth. The first of these is creating value through product leadership. We achieve this with smart product solutions that improve the productivity of the plumber and make their lives easier. At its core, our products are easier to use, work seamlessly together, and allow the plumber to get more work done. The second element of our strategy is creating value for our distribution partners. We do this through high levels of service, differentiated brands, continued product innovation, and clever merchandising execution. The third element is industry leading execution. We make and deliver the highest quality products, running our operations efficiently, safely and sustainably. Additional information on how we create value is provided on page 7.

RWC conducts its operations in three regions: Americas, APAC and EMEA. We are predominantly a US business with approximately 65% of external revenue generated in our Americas region in FY2025. Our global manufacturing operations are vertically integrated and we have a strong culture of innovation, research, development and engineering capability. Summary information of our operations is provided on pages 9 to 15.

RWC's range of high-quality products includes brass and plastic Push-to-Connect ("PTC") fittings, PEX pipes, valves, manifolds, underfloor heating components and various accessories. RWC markets its products under industry-trusted brands such as SharkBite, Cash Acme, Reliance Valves, RMC, HoldRite, JG Speedfit, ProLock, EZ-Flo, Eastman and Holman. Please visit our website, www.rwc.com, for additional information on our brands and products.

Our history traces back to 1949. Details can be found at rwc.com/living-heritage.

Creating value through product leadership

Solutions for the job site

Smart product solutions that improve contractor productivity, enable the DIYer, and make lives easier.

Working in the field to understand job site requirements and challenges

Product engineering that is creating the future of plumbing

Market engagement to stay on top of trends and uncover acquisition opportunities

Value for the distributor

Increasing value for the distributor while providing broadest access to our products for the end-user.

Superior customer service provides the foundation partners can count on

Differentiated brands that matter to the user and put more value on the shelf for the channel

Broad distribution puts products in reach of the end-user when they need them

Industry leading execution

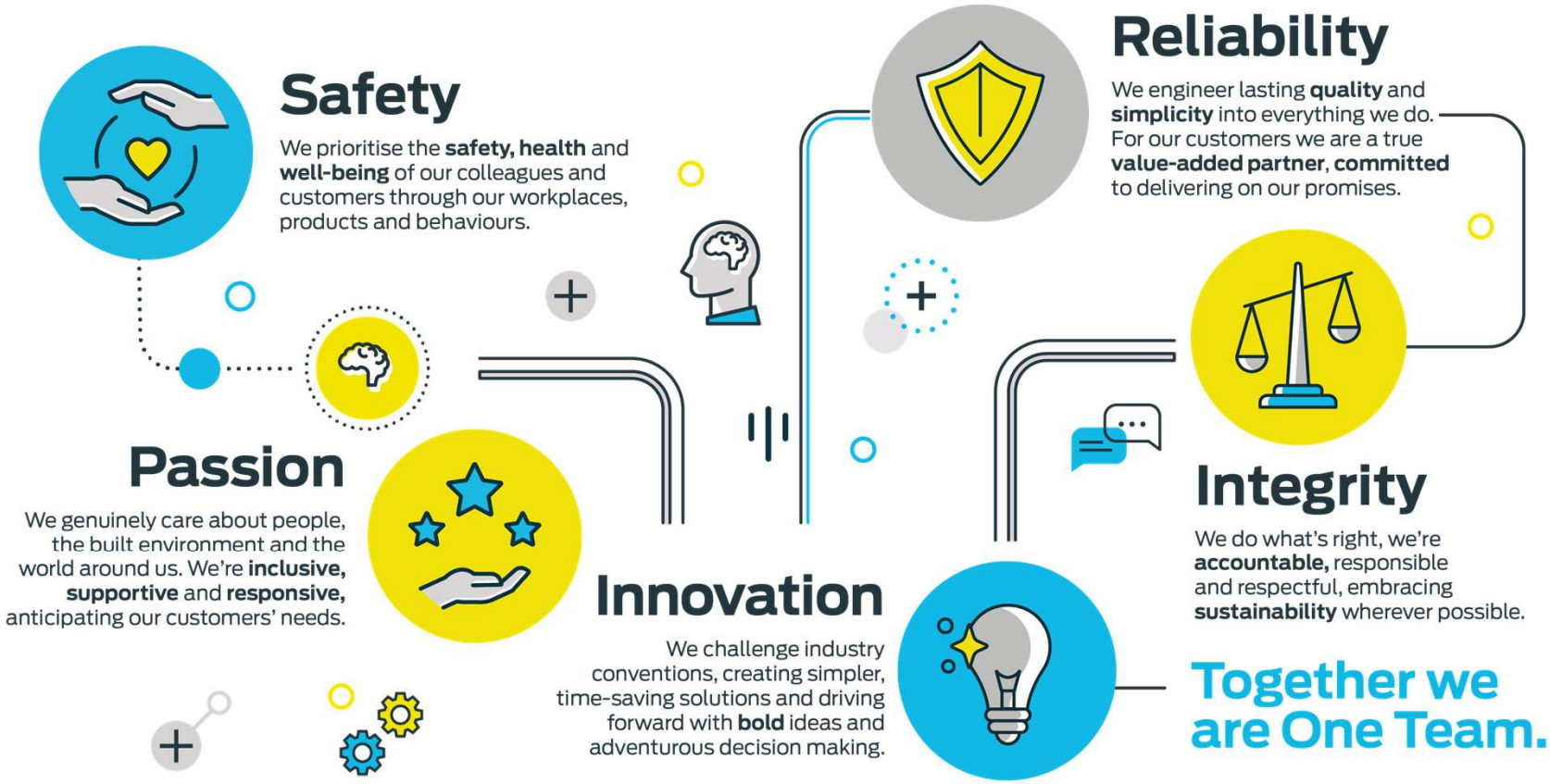
Premium quality products and unrivalled operational efficiency delivering margin growth.

Safety culture to ensure a work environment that protects our people

Lean manufacturing and strategic sourcing to drive quality, margins and resilience

Sustainability focus delivers a more efficient operation while reducing environmental impact

Values: Safety, Passion, Innovation, Reliability, Integrity, Team (SPIRIT)



Locations

The key country locations where RWC operates its manufacturing and distribution activities are listed below. Additional information on manufacturing activities is provided on page 10.

- **Manufacturing sites**
  - Australia
  - USA
  - United Kingdom
  - China
  - Spain (until February 2025)
  - Poland (from November 2025)

- **Distribution centres**
  - Australia
  - USA
  - Canada
  - United Kingdom
  - New Zealand
  - Germany
  - France
  - Italy
  - Poland
  - Czech Republic
  - Spain
  - South Korea
  - China

RWC's global manufacturing footprint

In the United States we manufacture:

- Push-to-connect fittings & other fittings
- Pipes
- Valves
- Integrated installation solutions

SharkBite Max
CashAcme
HoldRite

In the UK we manufacture:

- Push-to-connect fittings
- Pipes
- Water filtration & drinks dispense fittings

John Guest
Speedfit
Reliance Valves

In Perth Australia we manufacture:

- PVC fittings
- Watering & gardening products

Holman

In China we manufacture:

- Appliance installation & repair products

EZ-Flo
Eastman

In Brisbane Australia we manufacture:

- Valves
- PVC fittings

RMC Reliance Valves
Holman

In Melbourne Australia we manufacture:

- Push-to-connect fittings & other fittings
- Pipes

SharkBite
EvoPEX
Auspex

Employees

Employees

Total employees by region at 30 June 2025 were:

	Full Time	Part Time	Contractors	Total
Americas				
USA/Canada	772	89	4	865
APAC				
Australia/NZ	591	58	98	747
China/Korea	293	-	-	293
EMEA				
United Kingdom	759	21	2	882
Continental Europe	91	6	3	100
Total	**2,506**	**174**	**107**	**2,787**

Key brands and products

	Repair / Remodel	Commercial	New Residential
Key Brands	SharkBite™, Speedfit®, Reliance VALVES, Eastman™	HoldRite™, CashAcme™, Reliance VALVES, John Guest®	SharkBite™, Speedfit®, HoldRite™, Holman®
Key Products			

Trusted brands focused on products that make jobs easier for the Pros and DIY

AMERICAS Snapshot

Key Metrics

US$859m
Net Sales

US$182m
Adjusted EBITDA[1]

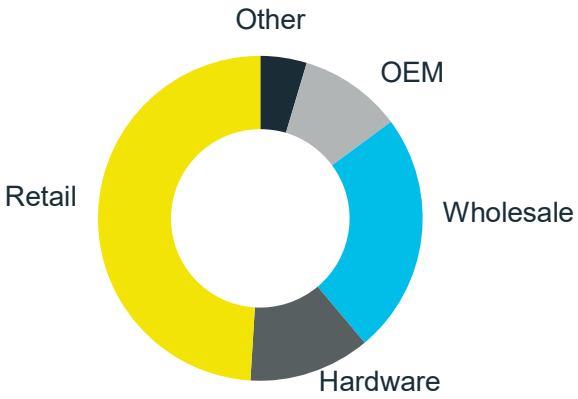
1,190+
Employees[2]

23,000+
Locations

Product/Channel Mix

Product Mix

Channel Mix



Key Brands

SharkBite™
HoldRite™
Eastman™
EZ-Flo™
CashAcme™
John Guest®

[1] Refer FY25 results announcement on 19 August 2025 for details of EBITDA adjustments
2 Includes Ningbo based employees

APAC Snapshot

Key Metrics

A$420m
Net Sales[1]

A$40m
Adjusted EBITDA[2]

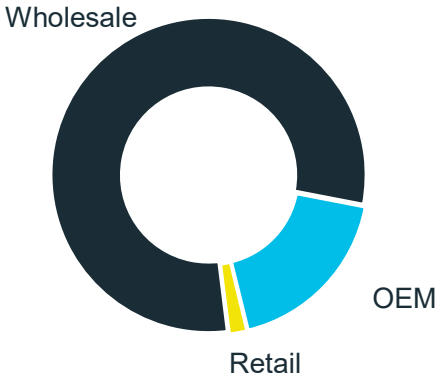
740+
Employees (excluding Ningbo, China)

5,000+
Shipping locations
1,500
inbound containers

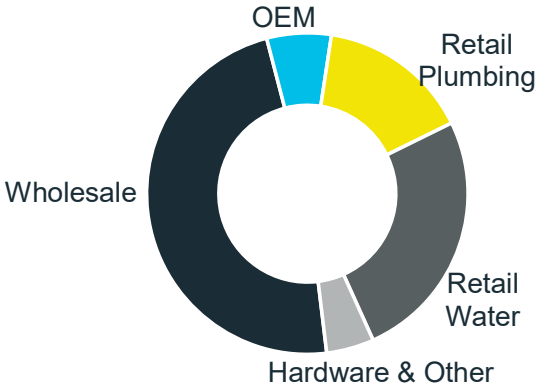
[1] Segment net sales includes A$57 million of intercompany sales to other segments; FY25 results
[2] FY25 results. Refer to FY25 results announcement on 19 August 2025 for details of EBITDA adjustments

Product/Channel Mix

Channel Mix Excl. Holman



Channel Mix Incl. Holman



Key Brands

SharkBite™
Holman®
RMC Reliance VALVES
John Guest®
TubeFit

EMEA Snapshot

Key Metrics

£201m
Net Sales[1]

£58m
Adjusted
EBITDA[1]

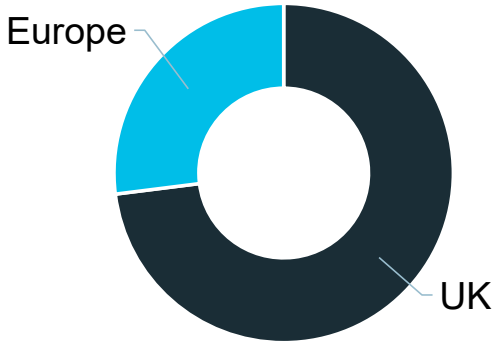
880+
Employees

7,200+
Locations (UK)

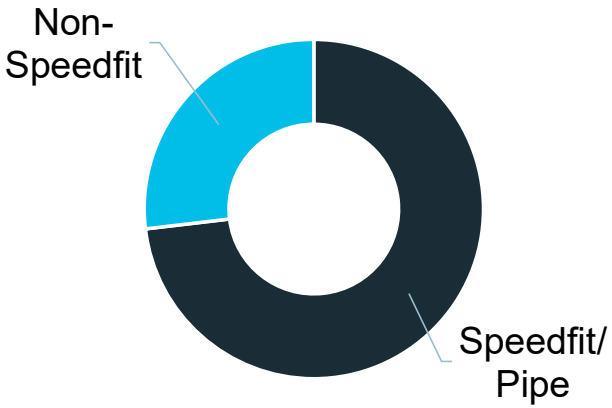
[1] Segment net sales includes £29 million of intercompany sales to other segments; FY25 results
[2] FY25 results. Refer to FY25 results announcement on 19 August 2025 for details of EBITDA adjustments.

Product/Channel Mix

EMEA Sales Revenue



UK Sales Revenue



Key Brands

Speedfit®

RMC Reliance VALVES

John Guest®

SharkBite™

Modern slavery governance structure

The Board is responsible for setting, reviewing and monitoring compliance with the Company's governance framework, including monitoring management's implementation of the Company's strategy.

The Sustainability Committee assists the Board in discharging its responsibilities and duties related to material sustainability matters. This includes, but is not limited to human rights, culture and belonging objectives. The Health and Safety Committee's responsibilities include oversight of the health and safety programme. The Audit and Risk Committee's key responsibilities include overseeing processes for identifying, assessing and managing financial and non-financial risks, internal controls and systems. The Chairs of each Committee liaise with each other to confirm appropriate oversight of related areas.

These Steering Committees are comprised of senior executives, including the CEO. Responsibilities include overseeing implementation of the Company's initiatives, objectives, strategies and plans for culture, belonging, health and safety related matters, including modern slavery objectives.

Regional executives and managers are responsible for day-to-day implementation of approved strategies and business plans in each region, including the areas of ethical supply chain and human resources.

Approach to managing modern slavery in our business

We believe that we have foundations in place for an effective modern slavery risk management programme. We have developed action plans to improve identification and mitigation of modern slavery risks in our supply chains and operations.

We are committed to having:

- Documented and well communicated policies and procedures to control the risk of exploitation in our operations and supply chains. Details of key policies and documents are provided in Appendix 2;
- A risk based due diligence programme that incorporates active monitoring of supplier performance;
- Appropriate engagement and competence across our regions supported by ongoing education and training;
- Communication channels available to enable confidential reporting of incidents. For example, RWC provides an anonymous whistleblowing hotline service;
- A governance structure which provides appropriate oversight and guidance; and
- Proactive engagement with external stakeholders.

To achieve these objectives, we regularly undertake analysis of key areas of governance, systems, controls and capabilities to understand the strengths of our current approach and identify opportunities for improvement.

Responsible Supply Chain: Philosophy towards managing modern slavery in our business

Conducting business with integrity is non-negotiable at RWC and we expect the same from our suppliers. This means that we respect the human rights of people and engage in fair labour practices, maintain safe and healthy working conditions and work against corruption, including corruption and bribery within our own operations and supply chain. RWC is committed to complying with applicable international laws, regulations and global standards as well as following local laws where we do business.

Modern slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking. It is with this responsibility and in the spirit of human dignity that we cannot be complacent. To deliver on this commitment and to reduce the potential risks of human rights violations or exploitation we have implemented, and continue to implement, a broad set of policies and procedures to identify modern slavery risks and improve our control environment across our operating regions. Modern slavery commitments are incorporated within our policies and procedures and clearly state our intention to respect and uphold human rights, and to identify and address modern slavery. Our commitment to mitigate modern slavery risks, which is informed by internal and external expertise, clearly sets out our expectations of personnel, business partners and other parties directly linked to our operations, supply chains, products or services. We regularly review and update governance structures, policies and processes.

We are proud of our open culture that encourages company-wide conversations and we value everyone's opinions. Through honest dialogue, our people have been able to help direct our social impact efforts to causes and challenges that matter to our employees, communities, customers, suppliers and shareholders.

In developing our policies and procedures, we are committed to complying with applicable laws and regulations. We also monitor guidance issued by bodies such as the United Nations and the Organisation for Economic Co-operation and Development (OECD).

We continue to seek to make improvements through further refinement of our due diligence processes, risk management systems and policies.

Supply and procurement overview

Overview

RWC manufactures and sources products which are distributed mainly through Retail, Wholesale, and Hardware channels. Products are also sold directly to original equipment manufacturers (OEMs). Raw materials and finished goods components are purchased from local and international sources to supply RWC's manufacturing operations located primarily in the USA, UK, Australia and China. The Group has over 2,000 suppliers (~1,000 Tier one suppliers) of which less than 50 are classified as key suppliers. Tier one suppliers are those suppliers from whom the Group makes direct purchases of goods and services.

Total external procurement spend on materials and components in FY2025 was around $US695m. Businesses in Australia, New Zealand, USA, Canada, UK and Continental Europe supplied approximately 52% of the materials and components by spend in FY2025 and represent approximately 90% of total vendors. The remainder was sourced mainly from countries throughout Asia, predominantly China (approximately 25% of total external spend and approximately 6% of vendors). Other Asian countries (mainly Vietnam, Taiwan and Hong Kong) comprised approximately 21% of total external spend and 1% of vendors.

Main areas of procurement spend

- Raw materials for manufacturing processes – mainly brass and resins
- Components for assembly processes
- Finished goods for sale
- Capital expenditures for plant and equipment
- Energy and utility costs
- Information technology systems and security
- Office management and operating costs

RWC's supplier agreements, handbooks and policy documents set out the requirements and expectations of our suppliers, including quality standards, risk management, materials sourcing and labour requirements. Purchase order documentation includes details of our expectations of suppliers on modern slavery issues. Order documentation is embedded in our software systems.

Daily procurement activities are managed by operations teams in each region with oversight provided by each region's CEO.

Requirements of Suppliers

Modern Slavery requirements are included within our Supplier Expectation Handbook and questionnaires are used in conjunction with our extensive vendor appraisal.

We continue to require our strategic suppliers to complete annual supply chain questionnaires to improve our assessment of their ability to meet key performance and compliance criteria. We use a scoring system to assess outcomes.

The questionnaire process enables us to confirm that suppliers (1) have a policy against Modern Slavery, (2) have a programme that aims to identify and manage any risk of Modern Slavery in their operations and supply chain, (3) are not aware of any incidences of or issues related to Modern Slavery in their supply chain, (4) holds their suppliers accountable for noncompliance with applicable Modern Slavery laws and policies, and (5) has trained its management employees to understand what Modern Slavery risks are and how to identify and mitigate these risks in their operations.

This process of reviewing the quality of our key suppliers enables us to build clear, meaningful strategies to mitigate high-risk supplier impacts on a global scale as well as respond to distributor and customer inquiries regarding our activities. In conjunction with the questionnaires, we also conduct site visits to our select suppliers to review their quality control processes and confirm compliance with the requirements in our Supplier Expectation Handbook, including those applicable to Modern Slavery.

Human Rights Policy

RWC has a documented Human Rights Policy. Our approach to human rights is to understand how our products, services and activities around the world, including the activities of our suppliers and business partners, may impact, either positively or negatively, those cultures and communities we impact. Consistent with our Code of Conduct we:

(a) Prohibit forced labour, child labour, and human trafficking;

(b) Prohibit discrimination in labour, employment, compensation, promotion by reason of race, ethnicity, nationality, skin color, age, sex, sexual orientation, religion, marital or family status;

(c) Provide fair and safe work including consideration for work hours by operating in compliance with applicable wage and benefit laws and maintaining safe and healthy global working standards and conditions;

(d) Seek to work against corruption in all of its forms including extortion and bribery;

(e) View culture and a sense of belonging in the workplace as a core pillar to achieving our business strategy;

(f) Respect the principles of freedom of association and collective bargaining;

(g) Provide adequate compensation by respecting wage-related laws stipulating minimum wage, overtime compensation and legal benefits in respective countries; and

(h) Provide a safe and healthy working environment for physical and mental safety.

RWC is committed to complying with applicable labour and employment laws wherever we operate. Employees are made aware of the Human Rights policy when they join through their induction process, and employees are trained on our Code of Conduct and supporting policies on a periodic basis.

Monitoring progress and assessing effectiveness

Processes in place to monitor the progress of our actions and assess their effectiveness include:

- **Reporting on progress is provided to our Steering Committees and then periodically to either the full Board or a Board Committee**
  - We continue to develop our reporting to include quantitative data on results and outcomes. We utilise the Kodiak platform to provide enhanced data and analysis of suppliers' activities and actions.
  - Plans, goals and initiatives are reviewed to identify areas for improvement.
- **Continuing education**
  - Training is provided to employees to build their knowledge and understanding of modern slavery and human trafficking risks. The training covers a range of modern slavery education topics, including how it affects businesses, actions to prevent modern slavery, legal requirements and RWC's risk profile. Completion of mandatory online training programmes is recorded.
- **Monitoring our whistleblowing hotline for reported incidents**
  - Reported incidents are appropriately investigated. Reports on incidents and investigation outcomes are provided to the Audit and Risk Committee. No modern slavery related incidents were reported during the year ended 30 June 2025.

Modern slavery risks in our Operations and Supply Chains

The Group previously engaged an external provider to carry out an assessment of the inherent modern slavery risks in our operations and supply chains. This assessment evaluated four areas of potential risk of modern slavery: forced labour (including debt bondage), child labour, human trafficking and forced marriage. To do this, we considered the likelihood and impact of each of these risks in both the geography and industry. Appendix 1 provides a summary of the approach to this assessment and outcomes. Our manufacturing and operating activities have experienced changes since that assessment was undertaken in 2020. We added a manufacturing facility in China following the EZ-Flo acquisition in 2021 and have made several changes to our manufacturing footprint and activities in the USA and Australia. Additional manufacturing operations were added in Australia following the Holman acquisition in 2024. We have ceased manufacturing activities in New Zealand and Spain.

Operations

The majority of our manufacturing and distribution employees continue to be located in relatively low risk countries (USA, Australia, Canada and the UK). With the EZ-Flo acquisition in November 2021, RWC gained a manufacturing facility based in Ningbo, China which currently employs approximately 300 people. We also have employees located in Continental European countries which have been assessed at inherent medium risk for modern slavery. For example, Czech Republic and Italy. Notwithstanding that we consider the controls in place for our business to be robust, we continue to analyse and understand the specific employment conditions in our business and whether there are any vulnerable workers and/or workers who may have been subject to deceptive recruitment practices via recruitment agencies to determine the residual risk levels.

Supply Chain

We have not identified any inherent high risks of modern slavery in our supply chain but have identified suppliers who operate in areas that are medium/high risk for modern slavery. These supplier locations include China, Taiwan, Vietnam, Malaysia, South Korea, Thailand and Mexico. These suppliers provide us with metal componentry, including brassware and steel cables, packaging materials, electronics and appliances. We engage with our suppliers on expected labour standards and rights of workers.

To date, we have not identified any cases where we have directly or indirectly caused adverse impacts to human rights from our operations and we are not aware of any instances of contributing to modern slavery in our supply chains.

FY2025 actions

RWC manages its supply chain with the aim of ethical sourcing, efficient production and on-time delivery. We continue charting a path that includes improving the visibility and management of our highest-risk suppliers, laying the foundation for multi-sourcing and developing contingency plans in response to complex geopolitical tensions. Actions undertaken during FY2025 include:

- Over 100 site visits to current and potential suppliers in modern slavery high risk countries were conducted by RWC people. Some suppliers were visited more than once. The majority of these visits were attended by senior business leaders. Activities undertaken included reviewing physical working conditions, pay arrangements, working hours, other benefits offered and having our compliance questionnaire completed and signed[1]. No modern slavery issues were identified.
- Issued an updated Supplier Expectations Handbook.
- Utilised supplier relationship management software (Kodiak) with a focus on risk monitoring. This module enables monitoring of macro and geopolitical risks associated with the factory sites of suppliers.
- Continued to refine our risk-based assessment processes and reporting methodologies.
- Continued mandatory training and education programmes.
- Responded to any questions from external stakeholders on modern slavery issues.

1 Not all activities undertaken at every site visit.

Planned FY2026 actions

The Group has set several goals for FY2026 to further identify, assess and address modern slavery risks in our business. These include:

- Continue refining our risk-based assessment framework, reporting methodology and metrics used in identifying, assessing and managing higher risk suppliers.
- Maintain a focus on conducting on-site audit visits with a particular focus on suppliers in countries assessed as higher risk for modern slavery. Dedicated people in our Asia operations assess compliance by suppliers with modern slavery requirements.
- Enhance our pre-qualification processes for new suppliers. These processes will include site visits and audits prior to purchasing commencing. RWC has announced that it is diversifying product sourcing. New suppliers may be located in several countries, which may include Vietnam, Taiwan, South Korea, Thailand and Mexico. We will conduct our usual pre-qualification processes for these suppliers.
- Continue our education and training programmes.
- Ongoing review of policies, handbooks and other documentation to confirm modern slavery requirements are appropriately reflected. Reviews of the Supplier Code of Conduct and the Ethical Sourcing Policy have already commenced.
- Continue engagement with external stakeholders.

Other reporting on modern slavery

- RWC's subsidiaries incorporated in the United Kingdom report, as required, on compliance with the requirements of the UK Modern Slavery Act 2015.
- Reliance Worldwide Corporation, incorporated in the USA, has published a statement in accordance with the California Transparency in Supply Chains Act (California Civil Code Section 1714.43). The statement can viewed at: www.rwc.com/california-transparency-supply-chains-act-disclosure-statement

Appendix 1 – Analysis of modern slavery risks in our Operations and Supply Chains

In 2020, RWC engaged an external provider to undertake an assessment of the inherent modern slavery risks in our operations and supply chains. The inherent risk identification process was undertaken for all RWC facilities at that time. Below is a summary of the approach to this assessment and outcomes.

Country risk analysis: Using human rights databases, indexes and reports from internationally recognised bodies, including the Global Rights Index, the International Labour Organization, and the World Bank, a modern slavery risk rating was determined for each country within the operations and supply chains scope.

Industry risk analysis: An industry specific assessment of the likelihood and impact of known modern slavery risk factors for RWC's operations and supply chain was conducted. The risk factors considered include labour intensity, skill level, the presence of opaque intermediaries, the level of industry regulation and the presence of migrant labour. A comparison was also carried out in relation to known modern slavery violations or risks in the industry within the past 10 years (to 2020).

An inherent risk score for each supplier and operational activity was established resulting in a risk assessment grouping of High, Medium/High, Medium, Medium/Low and Low.

The number of employees and the supplier spend were taken into consideration to determine the scale and impact of these risks but do not affect the inherent risk scores at this level.

The inherent risk scores are used to inform our management of risk and ongoing due diligence over our operational activities and supply chains.

We acknowledge that there are risks of modern slavery as RWC conducts business with suppliers in our supply chain. Based on our analysis, we are confident that the risks of modern slavery are minimal for our key suppliers.

Appendix 2: Key Policies and Documents

RWC has policies and documents which connect with our approach to addressing modern slavery. The list below is not exhaustive.

- **Code of Conduct:** Outlines the actions and behaviours expected of our employees in the workplace, including legal compliance guidelines and ethical standards.
- **Whistleblowing Policy - Group:** Provides guidance on reporting suspected unethical, illegal, or fraudulent conduct by third parties or those within RWC. This is an overall policy. There is a more detailed Australian focused policy to comply with local legislation requirements.
- **Anti-Bribery and Anti-Corruption Policy:** Sets out RWC's commitment to comply with the laws and regulations addressing corruption, fraud or bribery in the countries where we do business.
- **Human Rights Policy:** Sets out RWC's policy on modern slavery and approach to human rights.
- **Region Supplier Handbooks:** Outlines the mandatory requirements for suppliers including quality standards, risk management and approval for all material sources. Region handbooks to include RWC's requirements on modern slavery compliance.
- **Global Ethical Code of Practice for Supply Sites Outside of Australia:** Provides guidance and instruction on the minimum standards acceptable to RWC in the manufacture of components and raw materials and supply of finished products.
- **Americas Supplier / Procurement Code of Conduct:** Sets out the expectations of RWC's suppliers, including prohibitions on the use of child labour, physical punishment, forced or compulsory labour as well as any other forms of human abuse.
- **EMEA Recruitment / Agency Workers Policy:** States that RWC uses only specified, reputable employment agencies to source labour.
- **Modern Slavery Assessment Forms**: Various forms used for due diligence assessment of modern slavery risks in supply chains and service providers.

Directory

Corporate office

Reliance Worldwide Corporation Limited
Level 32, 140 William Street
Melbourne, Victoria 3000 Australia

Global operating headquarters

Reliance Worldwide Corporation
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Atlanta, Georgia 30318 USA

Contact

E: investorrelations@rwc.com
W: www.rwc.com

Reliance Worldwide Corporation Limited's ordinary shares are quoted on the Australian Securities Exchange (ASX: RWC).

Index - Australian Modern Slavery Act 2018 (Cth)

REQUIREMENT		LOCATION IN STATEMENT
1	Identify reporting entity	Page 3
2	Be approved by board and signed by director	Page 4
3	Describe the structure, operations and supply chains	Provided throughout the Statement
4	Describe risk of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Provided throughout the Statement
5	Describe the actions taken by the reporting entity and any entity that it owns or controls, to assess and address risks, including due diligence and remediation processes, as well as how the reporting entity assesses the effectiveness of such actions.	Pages 24 to 25 and throughout the Statement
6	Describe the process of consultations with any entities that the reporting entity owns or controls, and if there is more than one reporting entity the consultation between them	Page 3
7	Any other information that the reporting entity considers relevant	Provided throughout the Statement

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