



Modern Slavery Statement

Aliaxis Operations in
Australia and New Zealand
June 2026

Table of Contents

Section 1: Introduction 4

Section 2: About Aliaxis..... 5

Section 3: Our Operations and Supply Chains 6

Section 4: Business Ethics and Compliance 8

Section 5: Identifying Modern Slavery Risks 10

Section 6: Actions Taken to Assess and Address Modern Slavery Risks 11

Section 7: Assessing the Effectiveness of the Actions 13

Section 8: Our Consultation Process 15

Section 9: Other Relevant Information 16

Section 10: Statement Approval..... 16

Contact Details 17

Acknowledgement of Country

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

Reporting Approach

The issuing entity of this Statement is Aliaxis Holdings Australia Pty Ltd. This Statement is focussed on our wholly owned operations within Australia and New Zealand. They are Vinidex Pty Ltd, Philmac Pty Ltd, Marley New Zealand Ltd, Dynex Extrusions Ltd and RX Plastics Ltd. This Statement is in accordance with the Australian Modern Slavery Act (Commonwealth) 2018. This Statement describes potential risks, risk management actions, and how we have assessed the effectiveness of those actions. This Statement meets the requirements of Vinidex Pty Ltd as a mandatory reporting entity. This Statement is voluntary for Philmac Pty Limited, Marley New Zealand Limited, Dynex Extrusions Limited and RX Plastics Limited.

For Help and Support

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. For anyone experiencing or at risk of modern slavery practices, you can seek the following help and support:

- Within Australia; call the Police at 000 for immediate safety emergencies
- Within Australia; contact the Federal Police on 131 237 or www.afp.gov.au
- Within New Zealand; call the Police at 111 for immediate safety emergencies
- Within New Zealand; contact the Police at 105 or www.police.govt.nz/use-105
- Submit Ethics Alerts to Aliaxis at <https://aliaxis.whisppli.com/alertchannel>

A Message from our CEO

We are pleased to submit this Modern Slavery Statement for the reporting period of 1st January 2025 to 31st December 2025.

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. Throughout CY 2025, the Aliaxis Asia Pacific have team continued executing our modern slavery risk assessment and management framework. There were no instances of modern slavery identified during this reporting period.

Whilst proud of the work completed, we recognise that managing modern slavery risk is complex and the risk landscape is ever evolving. We appreciate the continued support from our employees and business partners in this essential work.

Signed: 18th June 2026


Mark Nykiel
CEO Aliaxis Asia Pacific

Section 2: About Aliaxis

Aliaxis

Aliaxis is a global leader in designing innovative, reliable and sustainable solutions for fluid and energy management. Our pipe and fitting systems work seamlessly behind the scenes to provide peace of mind for our customers and end users in the building, infrastructure, industrial, electrical and agriculture sectors. Aliaxis S.A. (BE) is a privately owned family business, head quartered in Brussels.

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

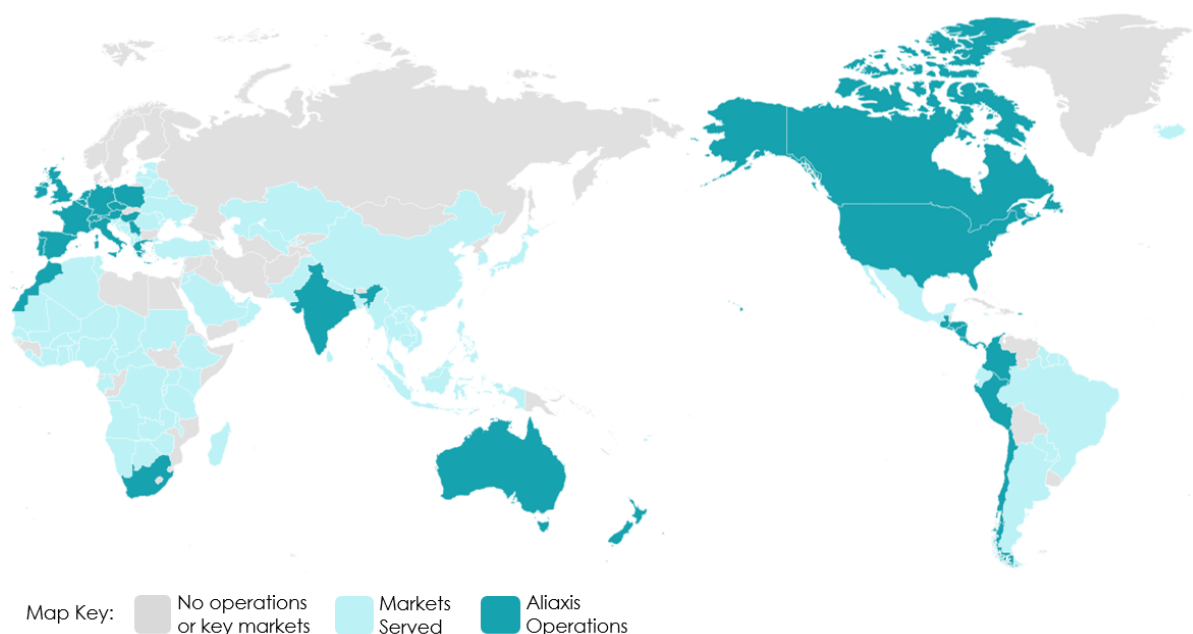
For detail of Aliaxis businesses and brands: <http://aliaxis.com/our-brands>

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



Aliaxis Global Operations and Brands

Aliaxis has a strong brand portfolio, delivering high-quality products and integrated solutions. 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.



Aliaxis Global Market Segments

We deliver practical, reliable solutions wherever needed. From large infrastructure projects to everyday building systems, our diverse portfolio and global expertise help customers optimise resources and drive success.

Building, Plumbing & Mechanical	From residential single-dwelling homes to high-rise buildings, our sanitary, plumbing and building systems enable faster, safer projects while supporting long-term performance and resource optimisation.
Infrastructure	Supporting water supply, gas, sewage and stormwater systems, our durable solutions minimise leaks and waste for critical infrastructure projects worldwide.
Industry	We provide piping and pressure systems designed for efficient fluid management in demanding environments.
Agriculture	Our irrigation systems, bores and livestock feeding solutions help farmers and groundskeepers optimise water use to improve productivity and stewardship.
Electrical	Offering conduit and cable protection solutions, we ensure the safety and integrity of electricity and telecom networks.

Section 3: Our Operations and Supply Chains

Regional Operations and Workforce

In Australia, Aliaxis wholly owns Vinidex Pty Ltd (including trading brand Rodney Industries) and Philmac Pty Ltd. In New Zealand, Aliaxis wholly owns Marley New Zealand Ltd, Dynex Extrusions Ltd and RX Plastics Ltd. Our team members are employed permanently, or temporarily via contracts managed by trusted temporary labour supplier specialists.

Aliaxis Operations in Australia



Vinidex Pty Ltd

Vinidex is a leader in Australian manufacturing and supply of advanced pipe systems and solutions. We have a strong history of over 60 years with proven long-term performance and reliability.
<https://www.vinidex.com.au> & ABN 42 000 664 942



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 is the top standard for plumbing in New Zealand, providing rainwater products like spouting and downpipes for Kiwis since 1959. We specialise in pipe and fittings systems in PVC and PE.

<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



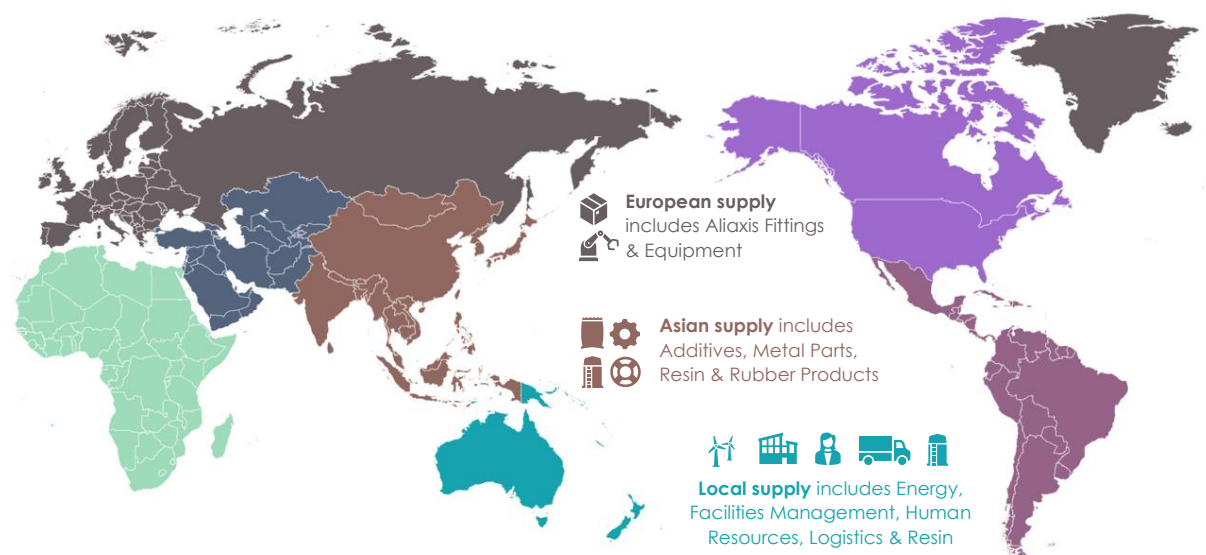
RX Plastics Ltd

For over 45 years, RX Plastics has manufactured and distributed a wide range of PVC-U and PE products for smart rural water management solutions for New Zealand and global rural markets.

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

Our Supply Chains

There is a complex network of over 4500 active suppliers supporting our Aliaxis operations in Australia and New Zealand. We have identified over 35 Tier 2 countries of origin for our goods and services procured. Our active suppliers are predominately based within our local APAC region; >90% by supplier count, >80% of spend by Tier 1 countries, and >60% of spend by known Tier 2 countries. We also have notable Tier 2 spend within Asia at >20%.



Africa

No active supply

Europe

<4.5% of Tier 1 Supplier Spend & Tier 2 Supplier Spend

Middle East

Minimal active supply

Asia

>10% of Tier 1 Supplier Spend & >20% of Tier 2 Supplier Spend

APAC

>80% of Tier 1 Supplier Spend & >60% of Tier 2 Supplier Spend

North America

Minimal active supply

Latin America

Minimal active supply

Section 4: Business Ethics and Compliance

Global Corporate Governance

Governance	Policy in Action	Status
Supplier Code of Conduct	Outlines supplier expectations to uphold fundamental principles with strong focusses on Human Rights, Health and Safety, Environmental Protection and Business Ethics.	Reviewed CY 2025
Global Labour Standards	Establishes fundamental principles and labour practice rules applicable to all employees. Ensures fair labour standards are implemented and maintained globally.	Reviewed CY 2022
Code of Ethics*	Details responsibilities and commitments across human rights, sustainability, legal compliances, and asset protection. Supported by a Global Alert Channel.	Reviewed CY 2023
Conflicts of Interest*	Outlines mandatory rules and principles for to prevent, identify, disclose, and manage potential conflicts of interest worldwide.	Reviewed CY 2023
Global Inclusivity Policy	Commitment to a workplace free from discrimination, harassment, and retaliation. Details responsibilities and secure reporting channels. Dedicated regional council.	Updated CY 2025
Whistleblowing Policy	Requires reporting of suspected violations of laws or internal policies. Details reporting process and protections. Enabled by a third party operated Whistleblowing Hotline for internal or external use.	Reviewed CY 2024
Trade Compliance Policy*	Describes requirements and methodology ensuring business partners are screened for risks and compliances prior to commencing business; and ongoing thereafter.	Updated CY 2025
Business Partner Screening Process	Establishes mandatory due diligence for evaluating the risks associated with potential and active customers and suppliers. Supported by a third-party Business Partner Screening tool and regional team.	Reviewed CY 2022

* These Policies are reinforced by mandatory annual or biannual employee Training.

Regional Cultural Framework

Department	Framework in Action
Human Resource Management	Management ensures compliance against local labour laws and regulations, including freedom of association, work life balance, the right to collective bargain, and fair equitable remuneration. Globally, Aliaxis has a consistent HRIS Platform, annual Best Practice Awards, and a biannual Culture Survey. APAC also has Local Heroes Awards.
Health & Safety	Aliaxis seeks to provide a 'Zero Harm' Culture, aiming for zero work-related injuries and illnesses. All local businesses continue to evolve their HSE Risk Management Programs, driven by HSE KPIs & robust HSE reporting. These serve to inform Strategy, remedial actions & continued HSE System improvements.
Wellbeing	Aliaxis provides Employee Assistance Programs for counselling services, work relevant health testing, and optional annual flu vaccines. Aliaxis delivers initiatives including RUOK Day events and promotes national events such as Blue September.
Sustainability	Aliaxis are strong drivers of Sustainability. We are annually audited by Ecovadis, use 100% renewable energy, are signatories to the UN



Identifying, Assessing, and Addressing Modern Slavery Risks

Section 5: Identifying Modern Slavery Risks

Aliaxis operates a complex business with operations across Australia and New Zealand, supported by global supply chains. Aliaxis is a signatory to the UN Global Compact, with a subsidiary membership with the UN Global Compact Network of Australia. We reference the UN Guiding Principles on Business and Human Rights (UNGPs) when assessing risks of modern slavery practices.

Modern Slavery Risks in our Operations

There have been no occurrences, reports, or concerns of any modern slavery practices within our Aliaxis Operations in Australia and New Zealand prior to and within CY 2025. We consider this risk to be very low.

Our operations and workforce are based in Australia and New Zealand, with some of the lowest inherent geographic risks of modern slavery in the world according to the Walk Free Foundation. Our workforce is predominately directly hired on a permanent basis, in compliance with all legislative requirements. Our Human Resource team utilises a global HRIS Platform underpinned by a strong corporate governance framework ensuring best practice across recruitment, onboarding, training, management, and offboarding processes.

Modern Slavery Risks in our Supply Chains

During our CY 2025 Risk Assessment process we did not find any confirmed instances of modern slavery practices within our supply chains. However, there is inherent exposure to modern slavery risks through all global supply chains. Below is an overview of risk factors considered and risks identified:



Higher risk
sectors or
categories



Higher risk
geographies



Vulnerable
populations or
workers



Higher
dependence
on labour



Supplier use of
Subcontracting



Complex
supply chains

Domestic Geographic Risks

Over 90% of our active Tier 1 suppliers and most of our supplier spend is within Australia and New Zealand. Although there is always a potential risk of modern slavery practices, the Modern Slavery Index consistently describes our domestic geographic risks as being low.

- Australia: Low prevalence & strong government response
- New Zealand: Low prevalence & strong government response

International Geographic Risks

Less than 10% of our active Tier 1 suppliers are based internationally, however together they make up a significant portion of our spend. There are over 35 Tier 2 countries within our supply chains, the majority of which have low geographic risks. The countries with higher comparative geographic risks including China and India are subject to increased risk assessment and governance.

- China: Higher prevalence & less government response
- India: Higher prevalence & less government response
- Unknowns: With over 4500 suppliers, Tier 1 is well understood, however our Tier 2 knowledge varies with potential gaps & additional origin countries

Industry and Sector Risks	Some industries and sectors have inherently higher risks for upstream modern slavery practices, especially where high labour inputs and complex international sourcing is commonplace. We have identified the below higher risk industries as being relevant to our supply chains. • IT & Telecom • Factory Consumables • Facilities Management • Human Resources
Goods and Service Risks	There are goods and services which have been commonly associated with and specifically linked to case studies evidencing the use of modern slavery practices. There are increased risk assessments, governance and awareness around this supply. • IT Hardware, Software, Telecom & international support services • Cleaning, gardening, security & building maintenance services • Domestic temporary labour & international professional services
Supplier Risks	There are organisation specific risks which our suppliers have the responsibility to manage through their own corporate governance, legal compliance, and effective risk management. During sourcing and ongoing supplier management, we provide clear expectations which are then validated during annual Risk Assessments. • Compliance with legislation, PO T&Cs & Supplier Code of Conduct • Responsibly disclosing, reducing & managing supply chain risks

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

Modern Slavery Framework

Our annual risk assessment and management processes are underpinned by a framework of supporting modern slavery resources:

				
Modern Slavery Policy	Modern Slavery Resource Hub	Modern Slavery Training	Regional Governance	Global Governance
Describes our responsibilities, commitments & reporting process.	Dedicated intranet with Risk Guide, Response Process & Statements.	Defines causes, red flags, vulnerable parties & shares regional Case Studies.	Procurement Playbook, Contract Templates & Purchase Order T&Cs.	Supplier Code of Conduct & Ethics Alert Channel.
Updated 2025	Updated 2025	Updated 2022	Updated 2025	Updated 2025

Modern Slavery Risk Assessment

Strong Governance During Sourcing	All Aliaxis Australia and New Zealand sourcing activities are governed by our Procurement Playbook. Our systemised New Supplier Request Process delivers automated modern slavery risk assessment for all submissions. This robust process has stopped the consideration of higher risk suppliers. • Procurement Playbook was updated in 2025 • New Supplier Request Process launched for Vinidex 2024, for Philmac 2025, with other businesses pending.
Desktop Risk Analysis	We conducted an annual Desktop Risk Analysis across all active suppliers into our region. A combination of internal and external data was utilised to assess potential modern slavery risks considering our spend exposure, geographies, industries, sectors, goods, services, past survey results, past supply chain reviews, and what contractual instruments are currently implemented. Resources included: • The Modern Slavery Index by the Walk Free Foundation • UN Global Compact Academy
Supplier Statement Reviews	Over 60 suppliers were linked with Modern Slavery Statements published in either the Australian or UK government registers. Another >30 suppliers shared statements; some from parent companies and some which were not formally published. Supplier statements were reviewed, graded by quality, and taken into consideration.
Modern Slavery Supplier Survey with Supplier Engagement	Our annual Modern Slavery Risk Assessment Survey was sent out to targeted suppliers based on risk. In CY 2025 we had our highest response rate to date of >70%. The Survey is focussed on potential modern slavery practices, employment conditions, human trafficking, supplier governance, and supplier risk management. Suppliers were engaged with to drive awareness, discuss responses, clarify potential red flags, and ensure value alignment.
Results & Recommendations Report	The Risk Assessment process concluded with an internal report summarising our methodology, data sourcing, results, limitations, conclusions, and risk management recommendations. • Modern Slavery Risk: Results & Recommendations Report

Modern Slavery Risk Management

Updated Modern Slavery Governance	The Aliaxis APAC Modern Slavery Policy was updated, with refreshed responsibility, commitment, reporting and breach of policy sections. Our internal Risk Guide, Response Management Guide and intranet page were also updated. In 2025 we recognised our first Anti-Slavery Day, with regional comms to increase awareness. • Aliaxis APAC Modern Slavery Policy
Modern Slavery Training	In 2025 we had a 100% completion rate of our Modern Slavery Training across required employees. This was our highest number of training completions per year to date, with over 100 team members. • Aliaxis APAC Modern Slavery Act Awareness Training

UNGC Modern Slavery Expertise	In 2025 we leveraged Aliaxis being a signatory to the UN Global Compact with a subsidiary membership with the UN Global Compact Network of Australia. This enabled participation in the UNGC Australian Modern Slavery Community of Practice for collaboration with industry experts and fellow organisations on best practice risk management. Our team also completed the UNGC course on Deepening Human Rights Due Diligence. • UNGC Australian Modern Slavery Community of Practice
Enhanced Process Governance	After success with Vinidex, we launched our New Supplier Request process at Philmac. This enables systemised and automatic modern slavery risk assessment on all new potential suppliers. Our Purchase Order Terms and Conditions (PO T&Cs) as well as our Supplier Code of Conduct were both updated. We ended the year above our 80% target of having supplier spend against suppliers with formal acknowledgement of our Supplier Code of Conduct. Our suppliers were also enabled for automatic Adverse Media alerts, as part of our ongoing Trade Compliance work. • Aliaxis Global Supplier Code of Conduct

Section 7: Assessing the Effectiveness of the Actions

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

Component	Assessment	Conclusion for CY 2025
Governance of Modern Slavery Framework	Our Modern Slavery Framework is led by our Procurement Excellence and Compliance Leader, supported by our Procurement Category Managers. It is sponsored by our APAC Procurement Director and APAC GM of Human Resources. During CY 2025 all consultative processes were upheld, deadlines met, and positive framework feedback was received.	Satisfactory
Grievance Mechanisms & Remediation	Aliaxis operated and promoted an Ethics Alert Channel, where concerns can be reported anonymously either internally from employees or from external sources. No concerns of modern slavery practices were received in CY 2025. Risks identified during sourcing were either investigated and downgraded, or where validated resulted in sourcing consideration ceasing. • Aliaxis Global Ethics Alert Channel hosted by Whispli	Satisfactory
Feedback Loops	During this period >10 customer modern slavery surveys were completed, each receiving positive feedback on the strength of our governance in place.	Satisfactory
Training & Communication	The record high training completion rate demonstrates a strong engagement from our supply chain facing teams to support this important work. Celebrating our inaugural Anti-Slavery Day successfully drove awareness across a broader audience.	Satisfactory



Consultations and Approval

Section 8: Our Consultation Process

Consultation with Reporting Entities

During the development of this Modern Slavery Statement for CY 2025, we actively engaged and consulted with all our Aliaxis owned operations within Australia and New Zealand, as detailed within Section 3.

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.

Entity	Date
Vinidex Pty Limited	28/05/2026
Philmac Pty Limited	28/05/2026
Marley New Zealand Limited	10/06/2026
Dynex Extrusions Limited	10/06/2026
RX Plastics Limited	10/06/2026

Consultation with the Entity giving this Statement

The issuing entity of this Statement is Aliaxis Holdings Australia Pty Ltd. This Statement is focussed on our wholly owned operations within Australia and New Zealand.

We 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.

Entity	Date
Aliaxis Asia Pacific Executive Management Team	22/05/2026

Section 9: Other Relevant Information

Our Aliaxis UK Ltd business releases annual Modern Slavery and Human Trafficking Statements, in alignment with the UK Modern Slavery Act 2015. The latest Statement is published on their website:

<https://www.aliaxis.co.uk/aliaxis-uk-modern-slavery-statement>

Our Aliaxis operations in North America release annual reporting in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act of Canada. The reporting scope includes Aliaxis North America Inc., IPEX Inc., and IPEX Electrical Inc. The latest Report can be viewed on their website:

<https://ipexna.com/wp-content/uploads/2025/06/report-forced-labour-and-child-labour-caen-ipex.pdf>

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 below entity. For all entities approvals were gained via Circular Resolution of the Board documents. Approvals dates are below.

Entity	CY 2025 Modern Slavery Statement Approval Date
Vinidex Pty Limited	05/06/2026
Philmac Pty Limited	16/06/2026
Marley New Zealand Limited	16/06/2026
Dynex Extrusions Limited	16/06/2026
RX Plastics Limited	16/06/2026

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

Signed: 18th June 2026



Mark Nykiel
CEO Aliaxis Asia Pacific

Contact Details

If you have any queries, please contact us:

Aliaxis Procurement Team

Street Address:	Level 4, 26 College St, Darlinghurst NSW 2010, Australia
Postal Address:	PO Box 747, Darlinghurst NSW 1300, Australia
Telephone:	+61 2 8278 0500
Email:	Procurement@alixaxis.com.au

