



100 YEARS
MANUFACTURING
IN AUSTRALIA



Dux Manufacturing Ltd | ABN: 19 077 879 844
Noritz Australia Pty Ltd | ABN: 71 603 048 308

MODERN SLAVERY STATEMENT

1 JANUARY – 31 DECEMBER 2022



OUR COMMITMENT

Noritz Australia Pty Ltd is committed to preventing all forms of modern slavery occurring in its corporate activities including those activities throughout the supply chain. With a diverse supply chain expanding to overseas, Noritz seeks to engage in ethical sourcing and expect our supply chain to implement controls to detect and prevent modern slavery.

We strive to make a positive impact through our operations and believe a collaborative approach with suppliers is key to successful relationships. We act with integrity and in an ethical manner and are working towards eliminating slavery to ensure all people enjoy a free and equal life.

Our Guiding Principles are based on the following rights to which we are committed to and this Statement affirms:

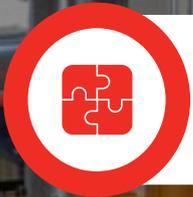
- ▶ Dux does not accept child labour in any way or in any context and is committed to the abolition of child labour across the globe.
- ▶ Dux does not participate in nor obtain any benefit in any way from forced or compulsory labour or any other form of modern slavery as that term is defined in the Modern Slavery Act 2018.
- ▶ Dux recognises and respects the right of all workers to work in an environment free from harassment, victimisation, and bullying.
- ▶ Dux acknowledges and respects the rights of all workers to freedom of association, the right to join a trade union, and the right to engage in collective bargaining.

OUR CORE VALUES



SAFETY

Safety is at the forefront of our people, products and customers.



TEAMWORK

We work as a team and respect all views.



QUALITY

We provide quality products that our customers can depend on.



INTEGRITY

We are trustworthy and act in good faith.



INNOVATION

We challenge the status quo to provide better products to save money and the environment.



AGILE

We are a small team yet responsive to the changing needs of our customers.

REPORTING ENTITY

In accordance with the Modern Slavery Act 2018, entities with a consolidated income of greater than \$100m are required to lodge a Modern Slavery Statement. The reporting entity is Noritz Australia Pty Ltd which is a wholly owned subsidiary of Noritz Corporation.

This statement is provided for the Noritz Australia Group and consists of the following subsidiaries:

Noritz Australia Pty Ltd
ACN 603 048 308

Dux Manufacturing Ltd
ACN 077 879 844

Warapave Pty Ltd
ACN 077 816 374



ABOUT DUX

Dux Manufacturing Ltd (Dux) is a leading manufacturer and importer of water heaters for domestic and commercial applications. We have become a household name and have gained the trust of over a million customers who use our products every day. Our locally produced water heaters are manufactured in a state-of-the-art facility in the Southern Highlands located in regional New South Wales.

Dux has been an iconic Australian brand since 1915 and is proudly owned by Noritz, an international hot water powerhouse and a leading Japanese manufacturer of residential and commercial water heaters.

Noritz is one of the most reputable names in the industry and our focus is aligned with their technical capabilities. Our products are manufactured using a Quality Endorsed Company production system. This assures that customers have purchased the highest quality water heater available, one that will provide continuous hot water for all needs.

With over 100 years' experience our proud heritage has encouraged the continuous research and development which has resulted in breakthroughs in efficiency, reliability and longevity of hot water systems.



SUPPLY CHAINS

We procure the following items:

- ▶ Steel
- ▶ Logistics services
- ▶ Componentry and other raw materials such as enamel, elements, sockets etc
- ▶ Water heaters (outside our manufactured range)
- ▶ Professionals and other services.

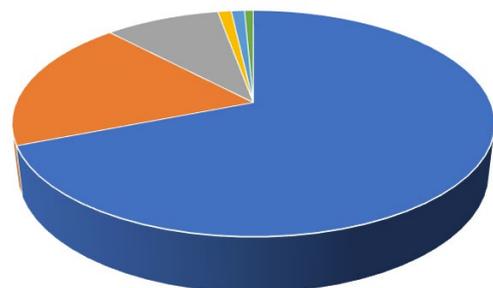
These products and services are sourced both locally within Australia and from overseas.

We have been manufacturing an extensive range of water heaters in Australia for over 100 years. We proudly support manufacturing in Australia and are continually looking to purchase domestically where possible. Over 80% of the components are sourced locally.

The relationships with our suppliers are important to us and as our supply chain diversifies and becomes more complex, we strive to uphold the highest standards. Many of our relationships are long term, spanning decades.

To identify modern slavery risks we categorised our suppliers by origin. Dux believes our risk profile is low as > 65% of our suppliers are through the domestic supply chain followed by circa 19% which is sourced from related entities. Based on recent data, the balance is considered moderate to low risk.

Suppliers by Origin



■ Australia ■ Japan ■ China ■ Italy ■ US ■ New Zealand

ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISK

It is our goal to ensure new and ongoing business relationships are with partners who similarly comply with modern slavery standards that support human rights.

The Dux team have worked diligently with current suppliers to ensure compliance with our Modern Slavery standards. Compliant declarations have been received from our largest suppliers. Many of these companies have acknowledged and signed these documents and the remainder have shared their company's Modern Slavery policies which Dux has reviewed to ensure alignment.

Dux Modern Slavery Procurement Policy is a condition of doing business with us. Each supplier must confirm acceptance of our supplier declaration.

The supplier declaration is designed to confirm self-assessment in relation to modern slavery and ethical sourcing. Through this process we have not identified any risks or occurrences of modern slavery.

We are committed to distributing declarations to new suppliers to build awareness through our supply chain to support the ultimate goal of eliminating modern slavery. We will endeavour to improve our data insights which will identify focus areas for future years including the renewal of existing declarations.

As COVID restrictions ease our focus has turned to physical site visits with our suppliers. This will include a permanent agenda item in relation to modern slavery and physical walk throughs of their site.

While Dux has taken positive steps towards the elimination of Modern Slavery, we recognise the fight is continuous and acknowledge the need to be dynamic in recognising new risks to guide the evolution of our modern slavery framework.

Transparent communication to key staff and the senior leadership team is paramount for the business to understand the risks. We recognise that assessing Modern Slavery risks is an ongoing process; it is important to support relevant employees with continuous modern slavery training to increase capabilities and awareness to ensure compliance and risk management.

This statement covering the reporting period January - December 2022 has been reviewed and approved by the board of Noritz Australia. Signed as below:



Simon Terry
CEO
Dux Manufacturing Limited



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