

A close-up photograph of a person's eye, showing the iris and eyelashes. The eye is looking slightly to the right. The background is blurred.

 aliaxis



Modern Slavery Statement

Aliaxis Operations in
Australia and New Zealand
June 2021

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About Aliaxis

Section 1: Introduction

Aliaxis is pleased to submit this Modern Slavery Statement for the reporting period of 1 January 2020 – 31 December 2020.

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). Vinidex Pty Ltd includes their trading brand Rodney Industries, as well as their owned registered businesses Yatala Plastics Pty Ltd and Zezt Pty Ltd. 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 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. Our roots are as a community-focused family business. 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. With a global workforce of over 15,500 employees, we are operating in over 40 countries, combining local solutions with global innovation and operational excellence.



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

Because all life depends on water and energy, our mission at Aliaxis is to provide solutions that help make clean water, sanitation and energy accessible to communities across the globe.



€3.1 Billion in Revenue



15,500+ Employees



100+ Distribution Centres



70+ Manufacturing Sites



40+ Countries

Aliaxis Operations Map:



Aliaxis Key Market Segments:

Building	Aliaxis designs high-quality sanitary, plumbing and building systems for a wide variety of applications. From residential, commercial, hospitality and logistics buildings, through to educational institutions and healthcare facilities. 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, actuated valves and water treatment solutions to help companies in downsizing their water footprint. We also offer C-PVC and PVDF solutions for Chemical and Mining industries.
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. Aliaxis also has four key businesses operating within New Zealand, which are Marley New Zealand Ltd, Dynex Extrusions Ltd, Dux Industries Ltd and RX Plastics Ltd.

Corporate Responsibility, Our Operations and Supply Chains

Section 3: Aliaxis Corporate Responsibility

Global Framework

Corporate Responsibility Framework	Aliaxis has a Corporate Responsibility Council and Operating Framework. The Council's objective is to embed CR firmly within the fabric of our company, and to drive change that is both targeted and measurable. Case Studies with positive community, social and environmental outcomes are celebrated.
Corporate Responsibility Strategy House	At the centre of our Framework is our Corporate Responsibility Strategy House detailing our priority active workstreams: <ul style="list-style-type: none"> • Our Foundations: SHE, Labour, Environment & Business Ethics • High Impact: People with Purpose (engagement), Green Innovation, Circular Economy, Energy Use and Climate Change • Core Ambition: Sustainable Water Management
Health, Safety and Wellbeing	Health, Safety and Wellbeing are core values of Aliaxis. We are committed to a culture of prevention which we call 'Go for Zero'. This journey is coordinated by our Global Health and Safety Leadership Team. We have a strong internal focus on reporting, continuous improvement, and proactive initiatives including GEMBA Programs.
Sustainability	Our approach to sustainability is founded on ethical business practices, and a strong commitment to people and the planet. In 2020 Aliaxis established a dedicated council who developed and implemented our Sustainability Framework, based on a materiality analysis to identify where we can make the biggest impact.
Human Resource Management	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 employee lifecycle 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.
Human Resource Initiatives	Value Add initiatives include focusses to improve employee engagement measured through a global Engagement Survey administered by an external party, gender and cultural diversity, talent management and supporting local volunteering and donation drives.
COVID-19	Aliaxis executed a Global Response Strategy to the business impacts of COVID-19 called "Stronger Together!". This included strict prioritisation of Health and Safety. To support our communities Aliaxis repurposed our solvent plant in India to manufacture disinfectant, and several facilities within the US, Spain and India to 3D print facemasks. Our "COVID-19 Aliaxis People Solidarity Fund" was established to provide additional financial support to employees.

Australia and New Zealand Environmental Accreditations

Vinidex	Best Environmental Practice Certification (BEP) Environmental Product Declaration (EPD) across four key product lines Founding members of the Green Building Council (GBCA) Australian PVC Industry's Product Stewardship Program Signatories
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

Section 4: 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



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



Dynex Extrusions Ltd

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

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



Dux Industries Ltd

Dux has been designing, manufacturing and distributing PVC, PP and Ceramics in the New Zealand plumbing industry for over 80 years.

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



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

Australia and New Zealand Supplier Spend

Aliaxis has over 2000 external suppliers who are actively supplying our operations within Australia and New Zealand. Of these Tier 1 suppliers reviewed 92% were also based in either Australia or New Zealand. Below is a snapshot of our top ten supplier spend categories.

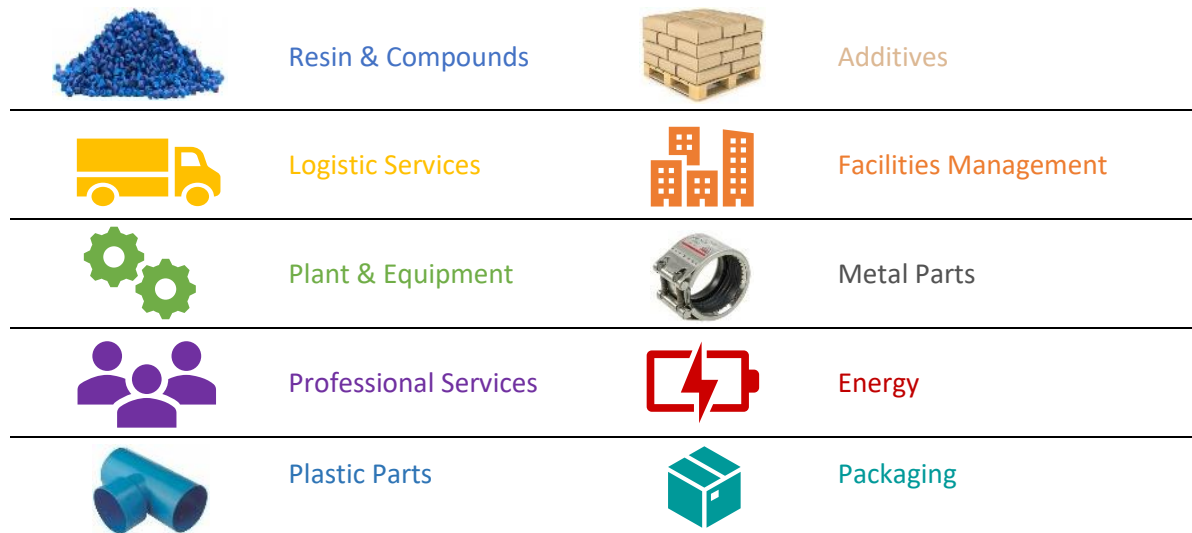


Diagram 2;

Australia and New Zealand Supply Chains

Our active supplier base includes a significant number of fellow domestic manufacturers and suppliers in both Australia and New Zealand. Wherever possible we strive to support local businesses, including within the smaller communities of our rural based sites. We have also partnered with international suppliers to secure key Raw Materials and utilise specialised manufacturing capabilities outside the remit of our operations.

Intercompany supply with fellow Aliaxis businesses represents a portion of our total supplier spend across Australia and New Zealand. The vast majority of our Aliaxis intercompany spend by Australia and New Zealand was between fellow ANZ based businesses; with comparably minor spend noted with our Aliaxis Europe and Aliaxis North America businesses.

Identifying, Assessing and Addressing Modern Slavery Risks

Section 5: Identifying Modern Slavery Risks

Identifying Modern Slavery Risks Process

In 2020 we began a comprehensive Modern Slavery Risk Assessment process across the supply chains of our Aliaxis Operations within Australia and New Zealand.

Launching Spend Analytics Tool	In mid-2019 Aliaxis Australia and New Zealand began work to launch our Global Spend Analytics Tool. This represented a significant technological advance, with the software automatically sourcing spend data from the majority of our business operations. This was a key enabler to interrogate our Supply Chain data.
Engaging Modern Slavery Expertise	Aliaxis partnered with ArcBlue Consulting to undertake this Initiative. ArcBlue specialise in Sustainable Procurement including Modern Slavery Risk Assessment and Risk Management in alignment with The Modern Slavery Act 2018.
Framework Review and Gap Analysis	ArcBlue executed an independent audit of our Global Corporate Responsibility Framework, our Global Supplier Code of Conduct, and our local business unit documentation and risk management processes. This included local policies, processes, templates, our use of Contractor Management Software and supplier auditing programs.
Spend Analysis	Aliaxis led a Supplier Spend Analysis across our operations, including working with business stakeholders to validate our master data across Taxonomy Classifications and supplier Origin Countries.
Utilizing External Data	ArcBlue shared and interpreted externally sourced Modern Slavery Risk Assessment data, including Sanction Lists and the Global Slavery Index 2018 which includes risk data by Geographic Location, by Industry/Sector and by types of products and services.
Desktop Risk Assessment	ArcBlue and Aliaxis codeveloped Risk Assessment scoring matrices across Modern Slavery Risk (based on supply Category Risk and Geographic Risk), Environmental Risk, and opportunities to increase positive Social and Economic outcomes. Risk Assessment was undertaken across all the suppliers identified in our Spend Analysis.
Stakeholder Engagement Sessions	Aliaxis then held four Stakeholder Engagement Sessions focussed on our Procurement Spend Categories. Over 30 unique non-project-team stakeholders participated. The sessions focussed on Modern Slavery and Sustainable Procurement education, gaining insights, validating our Risk Assessment results, and SAQ preparations.

Identified Potential Modern Slavery Risks

Of the over 2000 active suppliers into our Aliaxis Operations within Australia and New Zealand, we identified the following potential risks of Modern Slavery Practices within our supply chains.

Domestic Geographic Based Risks	The vast majority of our tier one suppliers are also based in either Australia or New Zealand. Although Modern Slavery exists within Australia and New Zealand, from a global perspective these risks are consistently classified as being low. The 2018 Global Slavery Index data shows very low Prevalence Risk Index ratings, low Vulnerability to Modern Slavery Index ratings, and low Population Living in Modern Slavery ratings. Australia and New Zealand also have strong Government Response ratings.
International Geographic Based Risks	Our Desktop Risk Assessment and later, our SAQ results, provided a list of known countries within our supply chains. A significant portion of our total supplier spend is with international suppliers. Utilising the 2018 Global Slavery Index data we identified the Modern Slavery risks levels associated with each country.

Industry and Sector Specific Risks	<p>Our expenditure was categorised into 26 different Industries. Of these 5 were identified as presenting high potential risk of Modern Slavery, based on findings from the Global Slavery Index (2018). These industries were considered in the modern slavery risk assessment process.</p> <ul style="list-style-type: none"> • Buildings • Factory Consumables • IT & Telecom • Plant & Equipment • Professional Services
Product and Service Specific Risks	<p>Of the types of products and services sourced by Aliaxis, 8 were identified as having potentially higher risk of Modern Slavery based on the Global Slavery Index (2018) and Guidance from the Department of Home Affairs. Provision of these goods and services were prioritised in the modern slavery risk assessment process.</p> <ul style="list-style-type: none"> • Cleaning & Gardening • Temporary Labour • Workwear & Protective Clothing • IT Software • Hand Tools • Maintenance • Packaging Equipment • Other Consumables
Entity Specific Risks	<p>We also identified the risks which can be variable and actively managed by individual suppliers. Corporate governance, compliance to local laws and regulations, and respect of international labour laws are critical elements controlled at a business level. This risk was later evaluated as a primary focus of our SAQ.</p>

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

Actions Taken to Assess Modern Slavery Risks

Prioritising Risks for Further Investigation	<p>Following our Modern Slavery Risk Identification process, we narrowed down the supplier risk ratings warranting further investigation. We considered any associations with high risk sourcing countries, industries, products or services according to the Global Slavery Index 2018.</p>
Supplier Self-Assessment Questionnaire	<p>A tailored a Self-Assessment Questionnaire (SAQ) was designed to understand how Modern Slavery and related risks are being managed by key suppliers. It consisted of 63 questions delivered via an online portal, with a supporting supplier communication and follow up plan executed by Aliaxis.</p>
Assessing our SAQ Results	<p>Our inaugural Modern Slavery SAQ received strong supplier engagement. While the SAQ Supplier Results did largely support our initial Desktop Risk Assessment Ratings, they provided new insights into the maturity of Risk Management throughout the portion of our supply chain sampled. The SAQ Results also enabled supplier level Risk Management Action Items.</p>
msX Modern Slavery Online Portal	<p>A customised an online portal for Aliaxis was developed, incorporating Arc Blue's "msX" Modern Slavery Risk Assessment tool and our SAQ Results. This portal also includes additional resources to support ongoing Risk Assessment.</p>
Results and Recommendations Report	<p>The findings of the Risk Assessment Review included recommended actions which were presented to the Aliaxis APAC Leadership Team. They have been used as basis for Aliaxis to build modern slavery risk management into our processes and systems to ensure we can prevent or minimise risks, demonstrate continuous improvement and meet regulatory requirements.</p>

Actions Completed to Address Modern Slavery Risks

Risk Management Action Plan	Aliaxis developed a Risk Management Action Plan to execute the Modern Slavery Recommended Action Items proposed within in our Risk Assessment Results and Recommendations Report. Significant internal resource has been allocated to leading and supporting this process.
Supplier Risk Management	All non-responses suppliers who received SAQ's and had been prescribed a High or Medium Modern Slavery Risk Rating during our Desktop Analysis, were personally and meaningfully followed up by a partnership of Aliaxis stakeholders. SAQ's are now completed.
Supplier Contracts	Aliaxis worked with external legal consultants to develop a comprehensive Supplier Contract Clause explicitly stating our Human Rights protection and enforcement requirements. This was immediately launched within our Contract Suite Templates. We also sent Contract Amendment letters, engaging with 21 suppliers to make this clause live across 36 pre-existing supplier contracts.
Purchase Order Terms and Conditions	Aliaxis has also updated our Purchase Order Terms and Conditions incorporating Human Rights and Modern Slavery for launch across Australia and New Zealand.
Supplier Code of Conduct	Aliaxis has proactively marketed our Supplier Code of Conduct. It is now uploaded onto our local business websites, included within all Supplier Contract Templates, and is being emailed to suppliers as a reminder.
Supplier Engagement	Throughout the SAQ launch, SAQ follow up, Human Rights Contract Amendment proposal and PO T&C launch preparation processes; Aliaxis has executed multiple Supplier Communication Plans including formal letters and supporting discussions centered on promoting Modern Slavery Risk Management.
Peer Networking	Aliaxis has networked with manufacturing operations both internally and externally, to discuss Modern Slavery Risk Assessment approaches, Risk Management initiative and shared experiences for mutual betterment.

Actions Planned and Underway to Address Modern Slavery Risks

Supplier Risk Management	Continue development and execution of our Supplier Risk Management Plan. Further engage and manage suppliers with potentially high and medium risks across Modern Slavery practice considerations.
Policy and Process	Strengthen our existing policy and process framework; including review of the development of a Modern Slavery Policy Statement, establishment clear organization reporting procedures and incorporation within our supplier selection and onboarding processes.
Data and Technology	Ensure Modern Slavery and broader supplier risk management requirements are integrated into long-term technology planning. Continue capturing supply chain master data, and utilizing existing tools including msX for Modern Slavery Risk Assessment.
Modern Slavery Training and Education	Introduce a tailored training program across the region to increase Modern Slavery awareness and support our risk management program.

Section 7: Assessing the Effectiveness of The Actions

Aliaxis will undertake a range of on-going governance activities to ensure continuous improvement in the management of Modern Slavery Risks.

Annual Risk Assessment and SAQ	Aliaxis will be continuing Supplier Self-Assessment Questionnaires as part of an annual program to reassess the Modern Slavery Risks within our supply chains. This program offers an opportunity to focus on higher risk suppliers, deep dive into areas with previously intriguing results, and to broaden the pool of suppliers involved.
Risk Management Program Review	Aliaxis will undertake regular reviews of our Risk Management Program, including assessing our progress and tracking against key deadlines, but also assessing the impact made and continuous improvement achieved as a result of the work undertaken.
Ongoing Internal Feedback	Our Modern Slavery Risk Management Action Plan and associated progress updates are monitored and shared across the region, up to and including with the APAC Executive Team.
Ongoing Supplier Feedback	Aliaxis will engage with suppliers to provide periodic communication and information, as well as seeking their feedback on our progress and approach. Any supplier specific action plans will also be reviewed.

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 for 2020 can be viewed on their website, via the "Modern Slavery" link in the website footer.
<https://www.aliaxis.co.uk/>

There is no additional relevant information to be disclosed.

Section 9: Statement Approval

Aliaxis consulted with appropriate representatives from all relevant entities in the creation of this statement. This Statement was approved by the Chief Executive Officer.



Signed by Mark Nykiel
CEO Aliaxis Asia Pacific
18 June 2021

Contact Details

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