



100 YEARS
MANUFACTURING
IN AUSTRALIA



Noritz Australia Pty Ltd | ABN: 71 603 048 308

MODERN SLAVERY STATEMENT

1 JANUARY – 31 DECEMBER 2023



OUR COMMITMENT

Noritz Australia Pty Ltd supports the government's objective to eradicate modern slavery around the world. We are committed to preventing all forms of modern slavery occurring in our 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. How our business is conducted is just as important as the products we deliver.

We strive to make a positive impact through our operations and believe a collaborative approach with suppliers is key to successful relationships. This statement outlines Dux's commitment to the highest standards of ethical and moral behaviour. We act honestly, 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.



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
ABN 71 603 048 308

Dux Manufacturing Ltd
ABN 19 077 879 844

Warapave Pty Ltd
ABN 59 077 816 374



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

The products we procure have not changed since the last reporting period:

- ▶ Steel
- ▶ Logistics services
- ▶ Componentry and other raw materials such as enamel
- ▶ Hot water heaters (outside our manufacturing range)
- ▶ Professionals and other services.

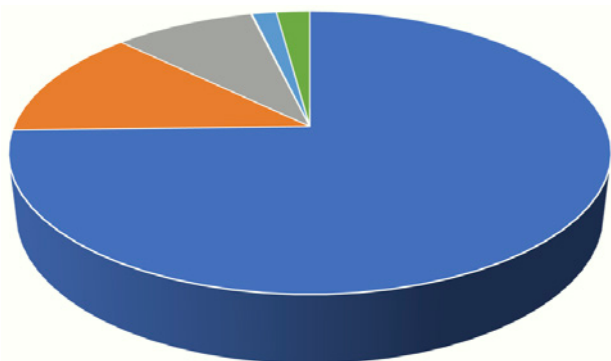
These products and services are sourced both locally within Australia and from overseas.

Dux has been manufacturing an extensive range of water heaters in Australia for over 100 years. We continue to prioritise the support Australian suppliers, wherever possible, even at a small premium. We partner with quality suppliers who share our commitment towards responsible and ethical business practices, many of these relationships spanning decades.

When assessing modern slavery risk Dux is particularly focused on overseas suppliers within regions that have an increased risk or history of modern slavery. As our supply chain continues to diversify its crucial to uphold high standards and improve processes to elevate modern slavery in our supply chain.

Our suppliers are grouped by origin to allow us to categorise the risk profiles. Dux believes our risk profile is low particularly because of the volume we source within Australia. > 70% of our suppliers are through the domestic supply chain followed by circa 17% which is sourced from related entities. Based on recent data the remaining 13% is considered moderate to low risk.

Cost by Origin



■ Australia ■ Japan ■ China ■ US ■ New Zealand



ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISK

At Dux, we pride ourselves on delivering high-quality products. Our purpose is that our customers have such a good experience with our products that they demand another.

We recognise that how we deliver the product is just as important as the product itself. We remain committed to creating positive impacts throughout our supply chain and with the support of our procurement team, we ensure new and ongoing business relationships are with partners who similarly comply with modern slavery standards that support human rights.

This is the second modern slavery statement and we are pleased with the level of support we have received from our suppliers. We will not partner with any organisation that does not comply and as a condition of doing business with us, every supplier must confirm acceptance of our declaration in line with the Dux Modern Slavery Procurement Policy.

Our supplier declaration is designed to confirm the self-assessment in relation to modern slavery and ethical sourcing. It is a written confirmation that each supplier will comply with relevant laws. During the reporting period Dux continued to set clear

expectations with our suppliers and has not identified or received any reports of actual or suspected occurrences of modern slavery within its supply chain.

Where any non-compliance is identified in our supply chain, Dux will take all actions necessary to rectify the non-compliance with the suppliers in accordance with relevant standards. We retain the right to terminate any agreement if they are found to be engaging in modern slavery. Identifying modern slavery risks and promoting transparent communication will remain a priority for Dux; it is paramount that key staff and senior leadership understand the current landscape, and are kept informed if risks arise.

Dux is aware of the existence of many forms of modern slavery around the world and is aware that like others, our supply chain can be indirectly exposed. We will continue to ensure the integrity of the Modern Slavery Act with a commitment to work with vendors who uphold modern slavery standards and practice responsible business operations. Despite the low risk profile we recognise the importance to remain vigilant to eliminate the risk of modern slavery in our supply chain.



Dux acknowledges that to properly assess our position and the overall position of our supply chain, we must continue to monitor and stretch our data insights to identify gaps and immediate risks. Moreover, we must look forward to heighten our insights to potential risks and areas for future focus. The Dux Modern Slavery Procurement Policy has proven to be a sound foundation, however, understanding our business environment and the partners in our supply chain is just the starting point.

While Dux has taken positive steps 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, particularly as legislation continues to advance. Identifying Modern Slavery risk can be complex; support and training for relevant employees is ongoing to increase awareness and compliance. Dux will continue its efforts towards the collective goal of combating all forms of Modern Slavery for a free and equal life or all.

This statement covering the reporting period January - December 2023 has been review and approved by the board of Noritz Australia. Signed as below:

Simon Terry
CEO



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