

MODERN SLAVERY STATEMENT

Mapei Australia Pty Ltd | 2024



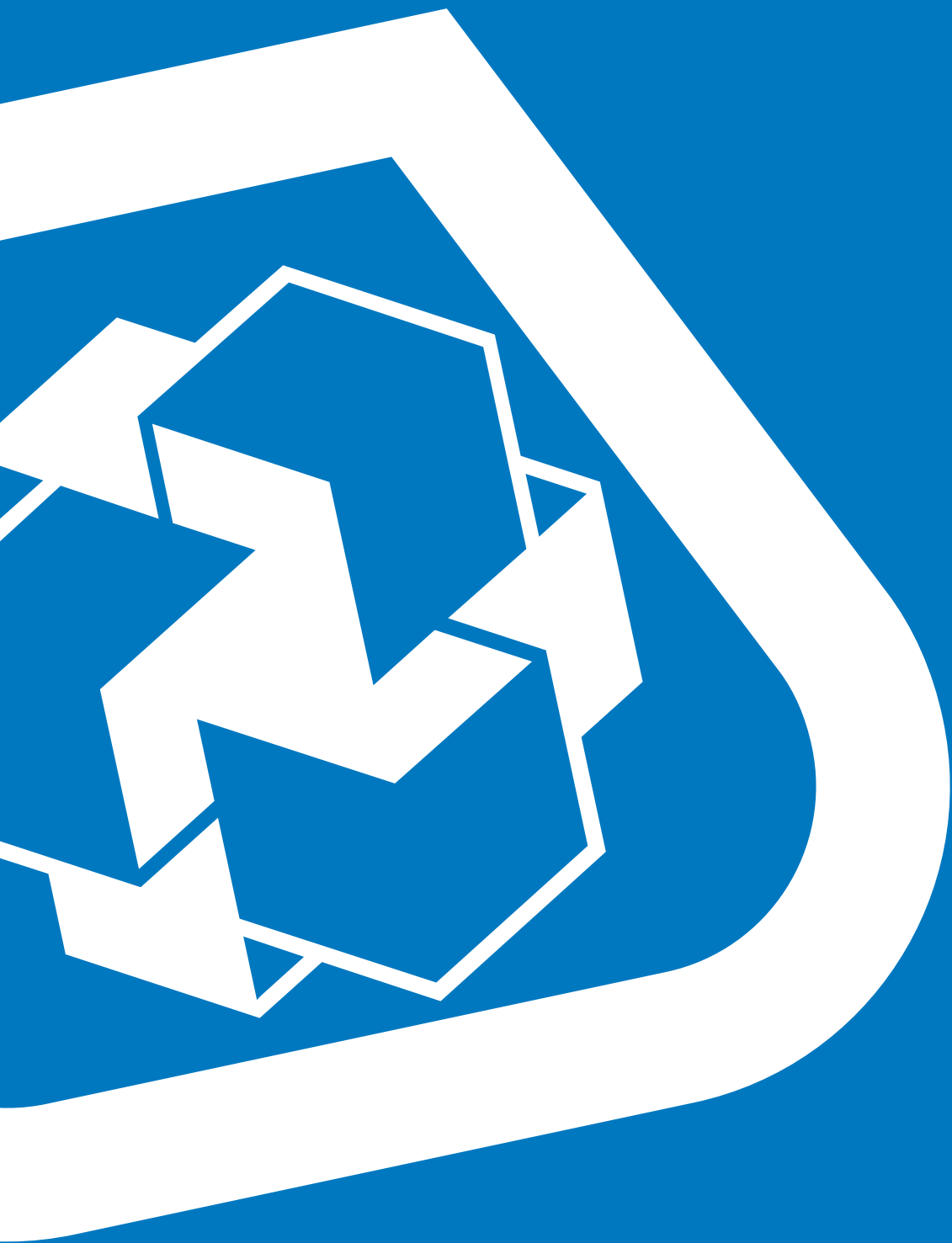


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01

Introduction

- 1.1 This statement is made for the annual reporting period which ended on 31 December 2024 (**Reporting Period**) and covers the Australian business operations of Mapei Australia Pty Ltd ACN 059 838 765 (Mapei).
- 1.2 This statement is made in accordance with the requirements imposed by the Modern Slavery Act 2018 (Cth) (**the Act**).¹ Relevantly, Mapei met the 'annual consolidated revenue' threshold during the Reporting Period.²
- 1.3 This statement details the activities undertaken by Mapei during the Reporting Period to identify, assess and address modern slavery risks across its supply chain, and concludes by outlining activities Mapei will undertake in 2025 to continue mitigating the risk of modern slavery in its supply chains.

¹ Modern Slavery Act 2018 (Cth) s 13.

² Ibid ss 4 (definition of 'consolidated revenue'), 5.

02

Structure & Operations

Structure & reporting entities

- 2.1 Mapei operates a proprietary limited company predominantly from within Australia. Mapei is a wholly-owned subsidiary of the Italian-based company Mapei S.p.A,³ operating predominantly within Australia with its own employees and suppliers.

Vision & purpose

- 2.2 Mapei is recognised as a leading manufacturer of chemical products for the building and construction industry, drawing on this industrial and technical expertise to contribute to important architectural and infrastructural works globally, as well as projects in the housing industry and the renovation of historic buildings.
- 2.3 Mapei offers long-lasting, high-quality products while being mindful of people as well as the planet. As a responsible chemical manufacturer, Mapei is committed to mitigating the risk of modern slavery within its supply chains and welcomes the opportunity to provide this statement.

Operations

- 2.4 Founded during 1937 in Milan, Italy, Mapei is a leading chemical products manufacturer.
- 2.5 Mapei's primary business activity is the manufacture and distribution of chemical products to the building industry. Mapei's services encompasses the production of adhesives and accessory products for flooring and other types of coatings, such

as waterproofing, special mortars, additives for concrete and products for the restoration of existing, new and historic buildings and structures. Mapei Australia's products have been used in a range of infrastructure projects including airports, apartment buildings, railway stations, shopping centres and freeways.

- 2.6 Mapei has developed a strong technical and sales network in all major countries worldwide and offers on-site technical assistance and advisory services, which is particularly appreciated by architects and application professionals. Mapei's clients include retailers of building materials and coatings, medium and large-sized construction companies, pre-assembled and prefabrication construction companies, and industrial companies specialising in major construction works.
- 2.7 Mapei has over 160 staff operating from five office and warehouse locations in Queensland, New South Wales, Victoria, South Australia and Western Australia. Mapei's head office is located in Wacol, Queensland.
- 2.8 Mapei is committed to maintaining the highest standards of ethics and integrity in all of its business operations and dealings. Mapei opposes modern slavery in all of its forms, including forced labour, human trafficking, debt bondage, and exploitation.
- 2.9 Mapei's dedication to protecting human rights is reflected in its policies, procurement practices, and culture, ensuring that all of its business activities are free from any involvement in slavery or exploitation. Mapei continues to work to prevent and address any risk of modern slavery within its supply chains and throughout its operations, holding itself accountable and continuing to engage in improvement activities in the next reporting period.

³ P.IVA 01649960158.

Locations of Offices

Map 1



Legend

-  National Head Office
-  Sales
-  Manufacturing
-  Research and Development
-  Marketing

Offices

- QLD**
180 Viking Drive,
Wacol, QLD 4076
- NSW**
1 Delec lane , Building H1,
Strathfield South, NSW 2136
- VIC**
261 Ingles Street,
Port Melbourne, VIC 3207
- SA**
45 Beulah Road,
Norwood, SA 5067
- WA**
2/7 Ballantyne Road,
Kewdale, WA 6105

03 Supply Chain

Approach to supplier selection

- 3.1 The suppliers with whom Mapei does business must deliver products in a manner that does not compromise Mapei's ethical standards.
- 3.2 Most of Mapei's production supply chain are existing suppliers of Mapei S.p.A, meaning that considerable due diligence has already been completed before and after suppliers are engaged by Mapei.
- 3.3 Given the nature of Mapei's business, chemical manufacturing and production, the products and services procured require the engagement of primarily highly-skilled labour. Further, the overwhelming majority of Mapei's vendors are from low-risk regions.
- 3.4 It follows that the risk Mapei has caused or contributed to modern slavery in its supply chain during the Reporting Period is rated as low. Nonetheless, addressing and further mitigating the risks of modern slavery in Mapei's supply chain is the focus of its activities in the year following the Reporting Period.

Supply chain categories

- 3.5 The most significant procurement category is services, followed by transport and then raw materials. A breakdown of the number of suppliers within these categories is provided in the below table.

Procurement Category and Type of Product

Table 1

Category	Description of Supply	Number of Suppliers
Ancillary	Consumable items required for business operation	22
Finished Goods	Saleable goods	30
Hospitality	Marketing events	1
Packaging	Manufacturing, including boxes, bottles, buckets, plastic	15
Raw Materials	Manufacturing components for finished goods	50
Services	Tasks performed by external providers, including tradesman, legal services, offices and facilities management, information technology, finance services and scientific testing services	325
Transport	Freight and shipping of goods	66
Waste	Rubbish and expired product disposal	7

04

Modern Slavery Risk Management

Procurement & supplier governance

- 4.1 Mapei's values underpin its business activities, with embedded policies relating to whistleblowing, ethics anti-corruption and anti-bribery integrated into its workplace procedures.
- 4.2 Mapei procures goods and services from more than 500 suppliers, and has sought to ensure it engages reputable suppliers and contractors who share its commitment to anti-slavery practices.
- 4.3 Accordingly, Mapei requires its suppliers to provide details and documentation on their manufacturing processes, workplace policies and modern slavery statements, where available. This information is recorded and modern slavery risk profiles for each supplier are developed.
- 4.4 As part of Mapei's procurement and supply governance regime, each of Mapei's suppliers is required to complete a supplier questionnaire form which Mapei inquires whether the suppliers have:
 - (a) quality management systems and qualifications;
 - (b) environmental management systems and qualifications;
 - (c) health and safety management systems and qualifications;
 - (d) energy management systems and qualifications;
 - (e) sustainability reports;
 - (f) policies related to social issues; and
 - (g) initiatives regarding environmental management.

Identification of modern slavery risks

- 4.5 As mentioned above, Mapei takes proactive steps to mitigate and manage the risk of modern slavery in its supply chain, with each supplier providing information which allows Mapei to undertake a thorough risk assessment. Mapei structures this process by utilising precedent documentation that addresses the risk factors, for the suppliers' completion.
- 4.6 Mapei maintains a register of its current suppliers and completes an initial risk assessment based on the procurement category, type of product or service provided and the location of the supplier's headquarters.

- 4.7 In assessing the risk of modern slavery presented by each of its suppliers, Mapei considered the following:
- (a) the type of products or services provided;
 - (b) the inputs and labour required to make the products and services provided;
 - (c) the location of the supplier;
 - (d) the supplier's workplace policies and work health and safety systems; and
 - (e) whether there are any known supplier-specific matters needed to be taken into account before engaging that supplier.
- 4.8 Mapei also confirms if the supplier has released a modern slavery statement. Where a supplier has a modern slavery statement, a review is undertaken to verify the supplier's commitment to managing modern slavery risk.
- 4.9 In 2024, 516 ongoing suppliers were identified and assessed across Mapei's supply chain categories:
- (a) 88% of Mapei's suppliers are based in Australia;
 - (b) 8.7% of Mapei's suppliers are based in Europe, United States of America or New Zealand; and
 - (c) 2.5% of Mapei's suppliers are based in Asia.
- 4.10 The overwhelming majority of Mapei's supply chain is, based on geographic location, assessed by the Walk Free Foundation's Global Slavery Index as having a low prevalence of modern slavery. This equates to 97.3% of Mapei's nominal supply chain being tier-one suppliers, and 98.15% of Mapei's net supply chain being tier-one suppliers.

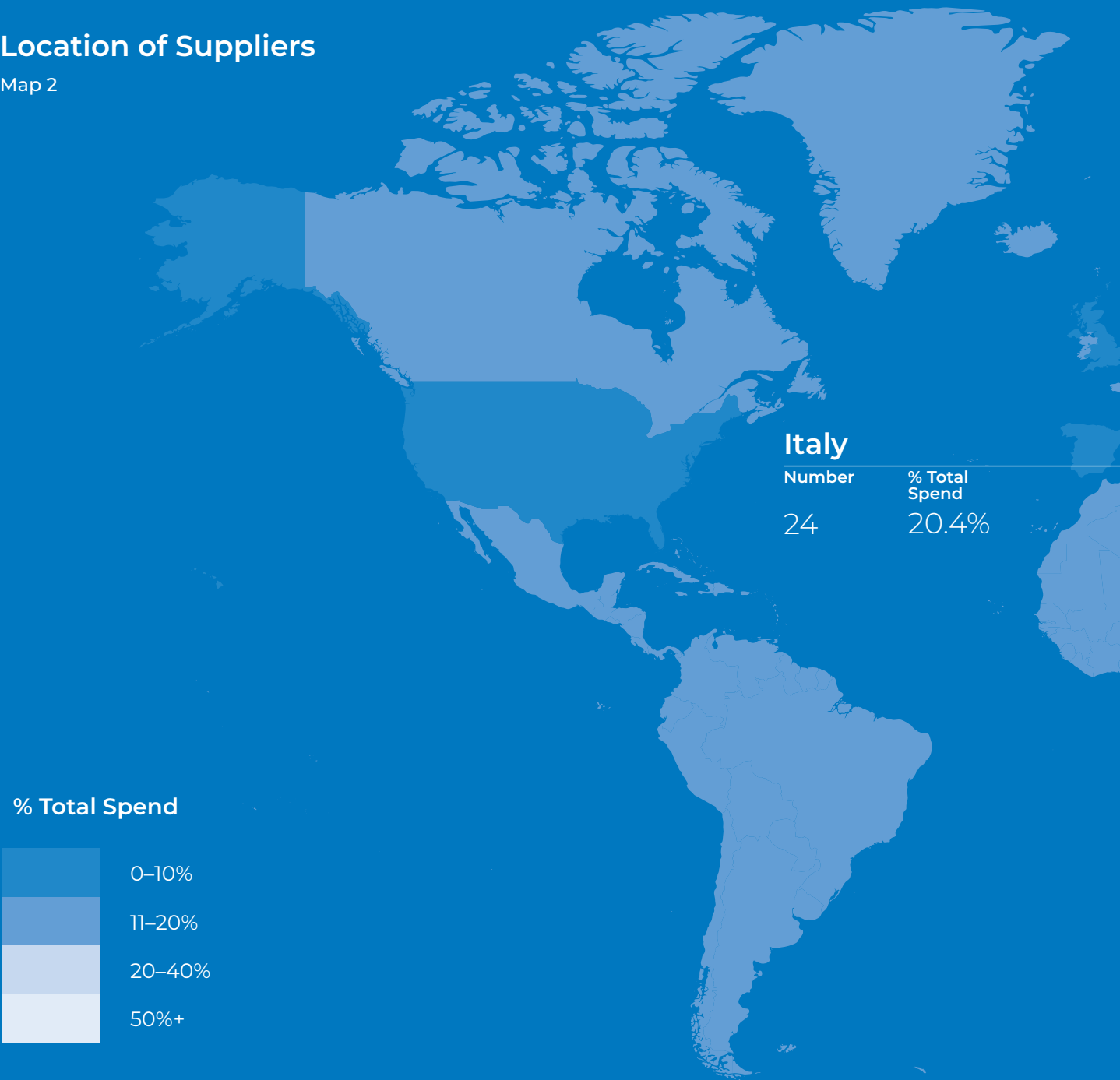
Location of Suppliers

Table 2

Country	No.	% Total Spend	Country	No.	% Total Spend	Country	No.	% Total Spend
Australia	455	51.4%	United Kingdom	1	0.0%	New Zealand	2	0.0%
Austria	1	0.0%	Croatia	1	3.0%	Poland	1	0.1%
Belgium	1	1.6%	Hungary	1	0.0%	Romania	1	0.0%
Switzerland	2	4.3%	Italy	24	20.4%	Singapore	4	2.2%
China	3	1.4%	South Korea	2	2.7%	Sweden	1	0.2%
Germany	4	1.1%	Malaysia	5	10.4%	United States	2	0.2%
Spain	2	0.4%	Netherlands	1	0.0%	Vietnam	2	0.5%

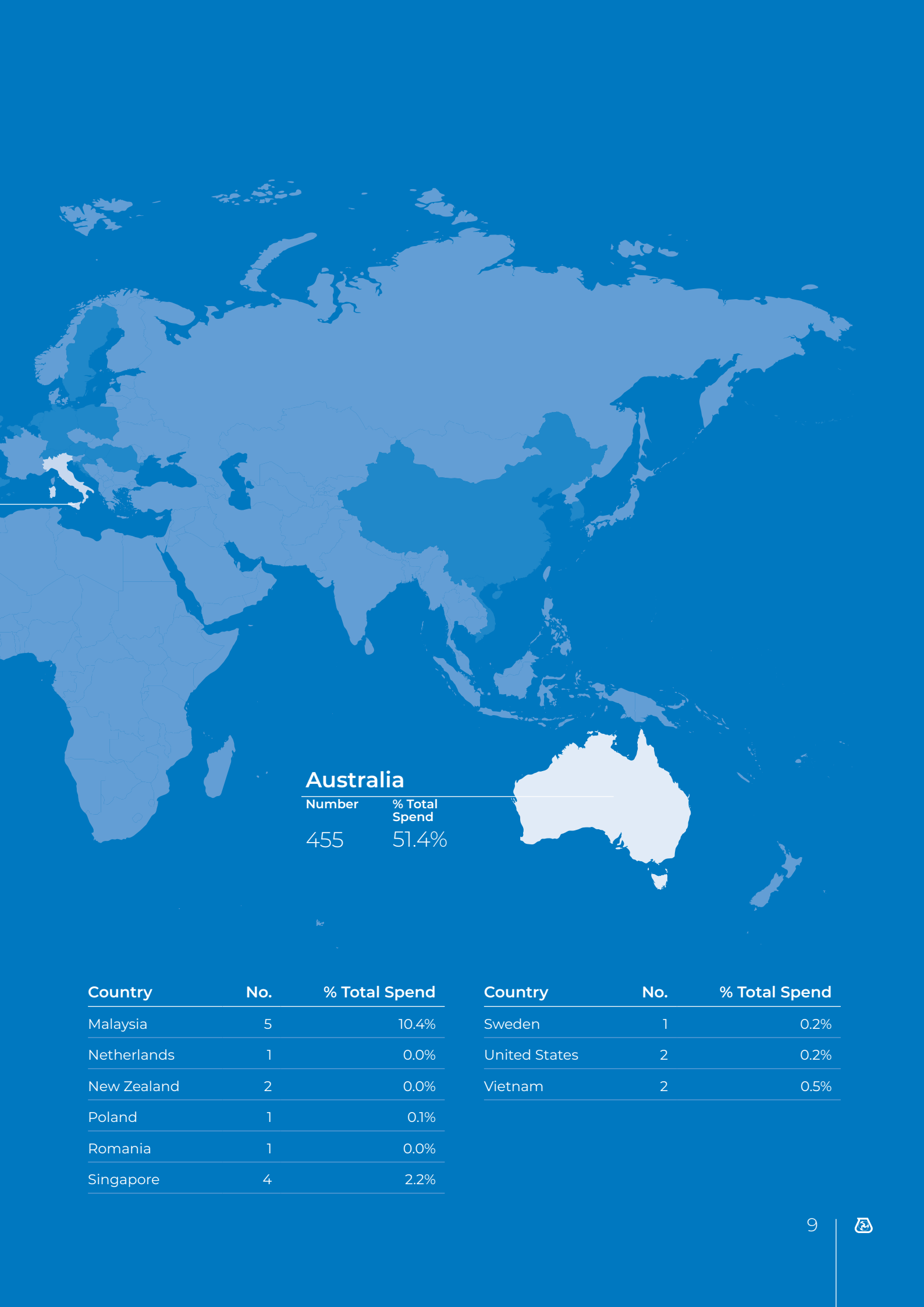
Location of Suppliers

Map 2



Country	No.	% Total Spend
Australia	455	51.4%
Austria	1	0.0%
Belgium	1	1.6%
Switzerland	2	4.3%
China	4	1.4%
Germany	4	1.1%

Country	No.	% Total Spend
Spain	2	0.4%
United Kingdom	1	0.0%
Croatia	1	3.0%
Hungary	1	0.0%
Italy	24	20.4%
South Korea	2	2.7%



Australia

Number	% Total Spend
455	51.4%

Country	No.	% Total Spend
Malaysia	5	10.4%
Netherlands	1	0.0%
New Zealand	2	0.0%
Poland	1	0.1%
Romania	1	0.0%
Singapore	4	2.2%

Country	No.	% Total Spend
Sweden	1	0.2%
United States	2	0.2%
Vietnam	2	0.5%

4.11 The below suppliers were initially identified as medium risk due to their location.

Medium Risk Suppliers

Table 3

Location	Types of Products	Product Name	% of Total Spend
Mudanjiang City, China	Set accelerators	Calcium Formate Bags 25 kilograms	0.25%
Qingdao, China	Set retarding	Sodium Gluconate	0.28%
Wuhan, China	Construction products	Newreach microsilica NR95 D	0.75%
Port Klang, Malaysia	Set accelerators additives	Calcium nitrite liquid 50% solution	0.57%

4.12 In undertaking due diligence on the above-listed suppliers, Mapei requested all relevant workplace policies from each supplier, which each supplier provided. Upon review of these materials, Mapei was satisfied that these firms appear to have suitable employment practices.

4.13 Further, the business operations undertaken by these specific suppliers, chemical manufacturing and production, require the engagement of highly-skilled labour, which are generally university-educated individuals with specialties in engineering or science.

4.14 It follows that, upon a thorough review, there is low risk of modern slavery practices within these firms. Mapei is satisfied that, in practice, there is low risk that these suppliers are engaging in modern slavery practices.

Actions taken to mitigate the risk of modern slavery

4.15 Mapei has taken the following actions during the Reporting Period to mitigate the risk of modern slavery from occurring within its supply chain:

- Procurement & Risk Profiles: Mapei has required its suppliers to provide details and documentation on their manufacturing processes, workplace policies and modern slavery statements, where available. This information is recorded and modern slavery risk profiles for each supplier are developed;
- Initial Assessment: Mapei conducted an initial assessment of current suppliers based on their location and industry. A high-level assessment of Mapei's current procurement practices was also conducted;
- Detailed Assessment: Mapei conducted a detailed assessment of the product and service categories of its suppliers. In particular, a detailed assessment of the employment practices of Mapei's highest-risk suppliers was undertaken and, upon close-examination, it was assessed there is a low risk on modern slavery in Mapei's supply chain;
- Training: Mapei has support ongoing training practices in modern slavery within Mapei's organisation.



- (e) Grievance Mechanisms: Mapei has implemented and maintained grievance mechanisms within Mapei's organisation and for its suppliers.
 - (f) Workplace Policies: The operation of workplace policies within Mapei that promote model employment practices, as well as the elimination and reporting of unethical conduct, such as modern slavery practices.
- 4.16 The following policies ensure a safe working environment for Mapei's staff and also support the management of modern slavery risk within the firm:
- (a) Anti-Discrimination and Equal Opportunity Employment Policy;
 - (b) Code of Ethics Policy;
 - (c) Conflict of Interest Policy;
 - (d) Anti-Bribery and Anti-Corruption Policy;
 - (e) Whistleblower Protection Policy;
 - (f) Quality, Health & Safety, Environmental Policy;
 - (g) Grievance Policy;
 - (h) Sexual Harassment Policy;
 - (i) Workplace Bullying Policy; and
 - (j) Workplace Privacy Policy.
- 4.17 Mapei has regular mandatory e-learning modules that it requires its staff undertake, including in relation to the Workplace Privacy Policy, Conflict of Interest Policy, Quality, Health & Safety, Environmental Policy and the Code of Ethics.
- 4.18 Designated staff, such as Senior Management, Human Resources, Supply Chain and Procurement Management and staff, Environment and Quality Control staff and Marketing staff are required to undertake e-learning training modules on the Act as provided by the Australian Government.
- 4.19 As a global organisation, Mapei has influence and connections worldwide where it is represented. Mapei is committed to human welfare and has projects implemented, such as Safestart, which is a sustainability program committed to solutions for personal health and wellbeing.

- 4.20 In Australia, Mapei is a member of the Green Building Council, which is an authority on sustainable buildings and communities in Australia. Below is a list of associations as provided in Mapei Worldwide 2023 Sustainability report, which Mapei collaborates with.

Sustainability Associations

Table 4

Organisation	Details
Confindustria	Voluntary association system representing companies producing goods and/or services in Italy. Giorgio Squinzi was the president from 2012 to 2016.
Federchimica	Italian National Federation of the Chemical Industry. Giorgio Squinzi was its president from 1997 to 2003 and from 2005 to 2011. Currently Marco Squinzi is a member of the President's Council.
Assolombarda	Association of companies operating in the Metropolitan City of Milan and in the provinces of Lodi, Monza and Brianza, Pavia. Veronica Squinzi is currently Vice-President in charge of Internationalisation and Europe.
EU Federation of Concrete Admixtures Associations	Partnership established in 1984 by the union of 13 associations to represent concrete admixture and concrete product manufacturers at European level.
The Council of North America	Leader in North America in developing criteria for the tile industry for health and safety, sustainability and dozens of quality and consumer protection standards. In 2022, Giorgio Squinzi was awarded Tile Person of the Year, sponsored by TCNA.
Association of the European Adhesive & Sealant Industry	International association representing the adhesives and sealants industry at European level and working with key stakeholders to create an economically and legislatively advantageous environment.
Green Building Council	A non-profit association to which companies, associations and professional communities operating in the sustainable building sector belong. Mapei is present in this organisation in several countries including Italy and the United States.
European Chemical Industry Council	Founded in 1959, it represents large, medium and small chemical companies in Europe by interacting on behalf of its members with institutions, non-governmental organisations and international media.





97.3% of Mapei's nominal supply chain being tier-one suppliers, and 98.15% of Mapei's net supply chain being tier-one suppliers.

05 Monitoring & Measurement

- 5.1 For this statement's Reporting Period, no modern slavery incidents were identified amongst Mapei's supply chain.
- 5.2 This evaluation is based on the following:
 - (a) an initial assessment of Mapei's current suppliers;
 - (b) the product and service categories we procure;
 - (c) the locations from which we procure and Mapei's current procurement practices; and
 - (d) a detailed assessment of Mapei's highest-risk suppliers.
- 5.3 The majority of Mapei's supply chain comprises of longstanding corporate relationships, of which we prioritise the engagement suppliers who are Australian-based.
- 5.4 Nevertheless, Mapei has continued to improve in managing the risk of modern slavery within its supply chain, which is evidenced by the continuous improvement activities detailed in section 6 below.

06

Continuous Improvement Activities for 2025

- 6.1 Mapei is committed to continually improving its practices to ensure that there are no modern slavery practices in its supply chain.
- 6.2 In the year ending 31 December 2025, Mapei is undertaking the following activities to continue to mitigate the risk of modern slavery in its supply chain:
 - (a) reviewing its policy regime for modern slavery;
 - (b) formalising its modern slavery training with a suitable modern slavery training program. Mapei will upload the training modules into its e-learning platform for all of its staff, for which records of module completion will be kept, monitored, and maintained; and
 - (c) seeking opportunities to collaborate with organisations involved in the elimination of modern slavery practices.

07

Consultation & Approval

- 7.1 This statement was prepared by Mapei's Project Manager, Glenys McKennariey, on behalf of Mapei's General Manager, Marco De Santis. This statement was approved by Mapei's Board of Directors on 30 July 2025.
- 7.2 For any questions relating to this statement, please contact Mapei Australia's Project Manager at g.mckennariey@mapei.com.au.
- 7.3 A copy of the statement is published on the Australian Modern Slavery Statement Register and on Mapei's website.
- 7.4 Signed by Marco De Santis, General Manager, being the designated and responsible person for the reporting entity.



Marco De Santis *General Manager*



