

Voestalpine High Performance Metals (Australia) Pty Ltd

Modern Slavery Statement

September 2025

1 April 2024 to 31 March 2025

About this Statement

voestalpine High Performance Metals (Australia) Pty Ltd is the sales company in Australia for the High Performance Metals Division of the voestalpine Group, head office located in Austria. voestalpine High Performance Metals (Australia) Pty Ltd is pleased to continue to release its annual Modern Slavery Statement covering our financial year period of 1 April 2024 to 31 March 2025, in accordance with the Modern Slavery Act 2018 (Cth).

This statement report on the criteria below outlining our approach to modern slavery and ensuring our supply chains are administered to mitigate modern slavery risk, identify any actions taken during the reporting period and how we continue to improve any policies and/or processes moving forward.

Modern Slavery Act 2018 (Cth) criteria	Page
Identify the reporting entity	3
Describe its structure, operations, and supply chains	3 - 4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entity it owns or controls	5
Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes	5 - 6
Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	6 - 7
Describe the process of consultation with any entities the reporting entity owns or controls	7

Identify the reporting entity

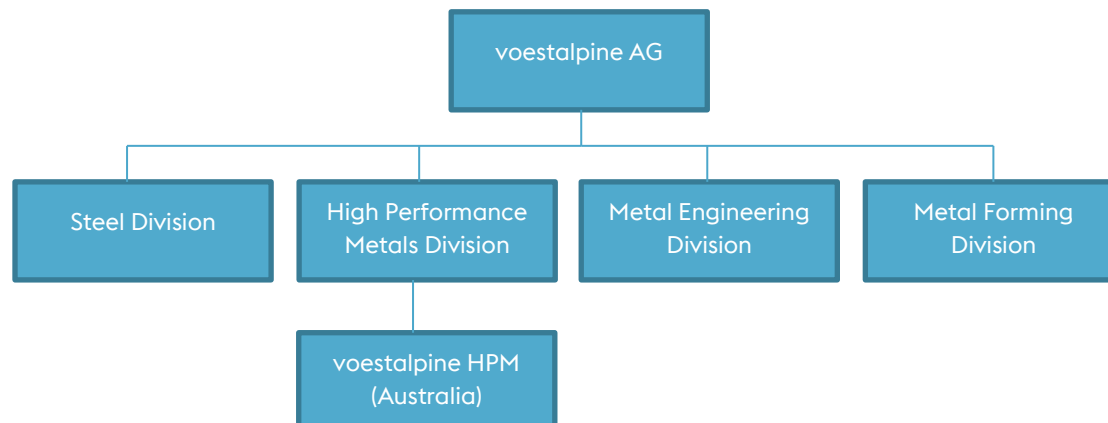
The High Performance Metals division focuses on technologically demanding product segments and is the worldwide leader for tool and other specialty steels. In Australia, we stock and supply a wide range of high performance steels and specialty metals to all major engineering sectors supporting customers in Die and Mold making, Automotive, Food Processing, Mining and Resources.

voestalpine understands the importance of modern slavery education and awareness and are committed to ensuring we continue to identify risks that may exist in our supply chain and continued education and awareness for our employees. We understand modern slavery is a criminal offence and we are committed to providing a work environment free from any violation of human rights.

We do not own or control any entities.

Our Structure

voestalpine High Performance Metals (Australia) Pty Ltd is one part of the voestalpine AG network (voestalpine Group), the global leader for steel production. voestalpine Group is based in Linz, Austria and is listed on the Vienna Stock Exchange. Our position within the voestalpine Group is as follows:



Our Operations

Voestalpine High Performance Metals (Australia) operates 9 warehouses across Australia that are managed by Branch Managers who report directly to the Managing Director and are supported by the finance, sales, IT, Human Resources and Procurement teams. Our warehouses and offices are based in:

State	Location
NSW	Orchard Hills (Head Office) & Cardiff
VIC	Dandenong
QLD	Darra, Brendale & Townsville
WA	Canning Vale & Welshpool
TAS	Launceston

All employees are permanent, with 98% of our employees being full time and 2% being part time.

As at 31 March 2025, we employed 139 permanent employees, both full time and part time

Our Supply Chain

Whilst we strive to source material predominantly within Australia, we also procure steel from the UK, Europe, China, Korea, Taiwan, India and the USA. Any sourcing of goods internationally is predominantly sourced through local trading/clearing houses and occasionally directly from mills.

Materials and services other than steel, such as facility management and transport, are solely (100%) procured within Australia.

We recognise our Australian suppliers have their own supply chains which may source goods internationally.

Our approach to identifying modern slavery risks

Risks in our workforce

All employees working in voestalpine HPM (Australia) are employed to work exclusively within Australia. vHPM strictly adheres to the legislated framework and best practices to ensure our risk of modern slavery practices is low.

54% of our employees undertake warehousing duties where they are managed by the relevant awards or enterprise agreements.

Risks in our supply chain

We acknowledge risks of modern slavery may be heightened in some of our groups supply chains and operations as a result of the geographical location of some suppliers. We also acknowledge we lack visibility in overseas markets which carries additional risk of modern slavery especially in any secondary levels of our chain of suppliers.

As the majority of the metal bars are sourced overseas, voestalpine HPM analyses our supply chain and operations on an annual basis by way of a supplier questionnaire, to identify areas of risk. Products supplied to us from Asia carries particular risks of modern slavery. We also identify areas of low risk, such as group operations handled by staff directly employed by voestalpine Group.

voestalpine expects all its suppliers, both nationally and internationally, have a clear understanding of our requirements in relation to our business operations and corporate responsibility, inclusive of modern slavery eradication.

All suppliers are expected to complete our Modern Slavery Questionnaire and read and comply with both our Code of Conduct for voestalpine Business Partners and Corporate Social Responsibility Policy as a condition of doing business with our Company.

Our approach to addressing modern slavery risks

As a Group, voestalpine continues to review and improve our risk assessment process implemented in FY 22-23 voestalpine Group implemented a risk assessment process. The voestalpine Group Code of Conduct applies to all employees, including executives and the Code of Conduct for Business Partners are the standards set out for our suppliers to adhere to.

All voestalpine HPM employees, whether new or existing, are provided with initial and on-going training of our Code of Conduct and Corporate Social Responsibility Policy. Both these documents mention and prohibit human trafficking and modern slavery. We continue to educate our employees on all aspects of Human Rights and possible impacts on individuals, including their quality of life.

Through our supplier questionnaire, provided to all suppliers of voestalpine HPM Australia, we aim to understand how they perceive modern slavery and identify and respond to any such risks within their operations and supply chain/s.

We continue to provide regular updates to the board in relation to modern slavery or risks and impacts.

Policy and governance

voestalpine Group published a human rights and modern slavery commitment in its 2022 Corporate Responsibility Report. We must apply the Group Code of Conduct, which prohibits forced and child labour, in our own operations. We will continue to monitor our supplier responses and consult with our business partners.

Supplier Engagement

To continue to work with voestalpine HPM, our suppliers are required to comply with our expectations laid out in the Group Code of Conduct for Business Partners and Corporate Social Responsibility Policy, at a minimum must:

- Upholding rights as fundamental values as set out in the international Bill of Human Rights, the UN Guiding Principles on Business and Human Rights and the principles of the UN Global Compact.
- Prohibition of child labour complying with Convention No. 138 of the International Labour Organisation of June 26, 1973, minimum age for admission to employment, and ILO Conventions No. 182, June 17, 1999 on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.
- Comply with ILO Convention No. 29 of June 28, 1930 on Forced or Compulsory Labour, including the Protocol of June 11, 2014 preventing all forms of forced or compulsory labour, human trafficking and modern slavery within their business and that of their suppliers.

Assessing the effectiveness of our actions

Assessing and monitoring the effectiveness of our actions to mitigate risks of modern slavery in our operations and supply chains has put further focus on our risk analysis, supplier engagement, employee awareness and governance as follows:

Risk analysis: ensuring all suppliers complete our questionnaire and the responses received are reviewed, monitored and further follow up actioned if required.

Supplier engagement: ensuring our suppliers understand voestalpine's strong stance on modern slavery and have an open door approach to feedback and discussion.

Employee awareness: providing initial training of our Code of Conduct and Corporate Social Responsibility policies during onboarding. All employees continue to receive ongoing training and discussions raising knowledge and awareness of these human atrocities. Mandatory training and assessment of the training was undertaken during the reporting period for and completed by

Aside from our Code of Conduct and Corporate Social Responsibility Policy, a human rights learning module has been developed at group level and is regularly assessed, updated and rolled out to all businesses across the voestalpine group. 100% of employees in Australia undertake this module as part of the operations yearly training on modern slavery, the risks and impacts, ensuring our continued awareness and expectations.

Should we have the need to utilise labour hire, they will receive the same training at onboarding, and ongoing, be employed under the same industrial agreements or awards and receive the same wages as our permanent employees.

Governance: We continue to monitor our supplier responses and to consult with our business partners.

Grievances and Remediation

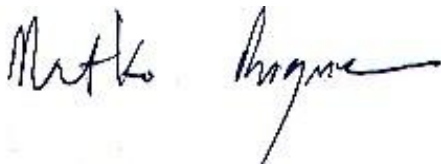
During the reporting period, there have been no grievances related to modern slavery. A whistle blower hotline and procedure is made available to all employees with information shared on noticeboards at each site and at employee onboarding.

As voestalpine HPM does not own or control any other entities/business, the consultation process is not applicable.

Board Approval

This statement was submitted, and approved by the board of voestalpine High Performance Metals (Australia) Pty Ltd in their capacity as principal governing body of voestalpine High Performance Metals (Australia).

This statement is signed by Matko Bozanic in his role as Managing Director and a member of the aforementioned board of voestalpine High Performance Metals (Australia).

A handwritten signature in black ink, appearing to read 'Matko Bozanic', is written over a light blue circular stamp.

Matko Bozanic

Managing Director