



110 YEARS
MANUFACTURING
IN AUSTRALIA



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

MODERN SLAVERY STATEMENT

1 JANUARY – 31 DECEMBER 2025



INTRODUCTION



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Noritz Australia Pty Ltd remains unwavering in its commitment to upholding the highest standards of ethical conduct and corporate responsibility.

As a leading manufacturer and importer of water heaters for both domestic and commercial applications, we recognise our duty to ensure that our operations and supply chains are free from all forms of modern slavery. This statement, prepared in accordance with the Modern Slavery Act 2018, outlines the steps we have taken during the 2025 reporting period to identify, assess and address risks of modern slavery within our business and supply network.

We are committed to making a meaningful and positive impact through our operations, recognising that fostering collaborative partnerships with our suppliers is fundamental to building enduring and successful business relationships. We conduct ourselves with honesty, integrity and the highest ethical standards in all aspects of our business.

OUR COMMITMENT

Noritz Australia Pty Ltd supports the Australian Government's objective to eradicate modern slavery globally. We are committed to preventing modern slavery in all its forms, including slavery, forced labour, child labour and human trafficking within our operations and supply chains.

We recognise that the way our business is conducted is as important as the products we deliver. Our approach is guided by principles of honesty, integrity, ethical conduct and respect for human rights. These principles inform our interactions with employees, suppliers and other business partners and underpin our expectations of responsible business behaviour.

As a manufacturer and importer of water heaters for domestic and commercial

applications, we acknowledge our responsibility to identify and address modern slavery risks that may arise in our operations and supply chains. We recognise that modern slavery risks can occur across industries and geographies and that such risks cannot be entirely eliminated. Our focus is therefore on maintaining appropriate policies, processes and engagement practices to support the identification and management of potential risks.

Supplier and stakeholder engagement forms part of Dux's approach to managing modern slavery risks. Where appropriate, Dux engages with suppliers to communicate expectations regarding ethical sourcing and responsible business conduct in accordance with applicable laws and regulations.

GUIDING PRINCIPLES

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

- ▶ Dux does not tolerate child labour in any form or in any context and is committed to the abolition of child labour.
- ▶ Dux does not participate in, nor knowingly obtain any benefit from, forced or compulsory labour or any other form of modern slavery, as defined in the Modern Slavery Act 2018 (Cth).
- ▶ Dux recognises and respects the right of all workers to work in an environment free from harassment, victimisation and bullying.
- ▶ Dux acknowledges and supports the rights of all workers to freedom of association, including the right to join a trade union and to engage in collective bargaining in accordance with applicable laws.





REPORTING ENTITY

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

This statement covers the period from 1 January to 31 December 2025 and represents the fourth annual Modern Slavery Statement for the group.

ABOUT DUX

Dux Manufacturing Ltd (Dux) is an iconic Australian brand with over 110 years of experience in the design, manufacture and importation of water heaters. Locally manufactured water heaters are produced at a state of the art facility located in the Southern Highlands of New South Wales, supporting regional employment and Australian manufacturing capability.

Dux has established a strong reputation for quality, reliability and customer satisfaction, supplying products trusted by over one million customers across Australia. Our operations are supported by a Quality Endorsed Company production system which provides a structured framework for manufacturing controls, product quality and continuous improvement, and supports consistent standards across our operations.

Dux is proudly owned by Noritz Corporation, a leading Japanese manufacturer of residential and commercial water heating solutions with a long standing international presence. Noritz is a well established and highly regarded organisation with technical

expertise and manufacturing capabilities that align closely with Dux's product, quality and operational requirements. Noritz operates under a Quality Endorsed Company production system, which supports consistent manufacturing, quality assurance and governance standards across its operations.

The ownership structure provides Dux with access to global technical expertise, established manufacturing systems and mature governance frameworks, supporting responsible business practices across the supply chain. With more than 110 years of operating history, Noritz has demonstrated a sustained commitment to research and development, contributing to ongoing improvements in product efficiency, reliability and longevity.

Together, Dux and Noritz share a commitment to manufacturing excellence, product integrity and responsible operations which underpins Dux's approach to risk management, supplier engagement and ethical business conduct.



STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Dux Manufacturing Ltd (Dux) has been manufacturing a range of water heaters in Australia for over 110 years. It is our strong preference to support other Australian manufacturers, even paying a small premium to do so. Wherever practicable, Dux continues to source from Australian suppliers and maintains long standing relationships with a number of domestic partners. Many of these relationships have been in place for several decades and support the ongoing operation of Dux's Australian manufacturing activities.

Dux's supply chain includes a broad range of products, materials, components, services and equipment sourced from suppliers located in Australia and overseas. These include inventory items and raw materials, logistics and freight services, professional and technical services, and the supply, installation and maintenance of manufacturing equipment used at Dux's facility in the Southern Highlands of New South Wales. Dux recognises that suppliers located in Australia may have downstream supply chain relationships with overseas entities.

These supplier relationships are integral to Dux's daily operations and enable the manufacture of hot water systems for residential and commercial applications. From time to time, Dux establishes new supplier relationships to support operational requirements and capital investment in manufacturing capability. The Noritz Group continues to invest in its Australian operations, which supports diversification of the supply chain and ongoing manufacturing activity in Australia.

Dux acknowledges that the integrity of its operations is closely linked to the conduct of its suppliers. New suppliers are selected having regard to their ability to meet

Dux's commercial, operational and ethical expectations. Dux maintains a significant proportion of long standing relationships with key suppliers and, where possible, seeks to build stable, ongoing business relationships.

Dux transacts with a large number of suppliers as part of its daily operations. While a significant proportion of these suppliers are located in Australia, Dux recognises that modern slavery risks may exist within downstream supply chains, including those associated with suppliers operating domestically who may rely on overseas sourcing. Dux acknowledges that visibility beyond tier one suppliers is limited and that assessing risks at deeper levels of the supply chain can be challenging.

In evaluating potential modern slavery risks, Dux places particular focus on overseas suppliers operating in regions that may present higher risk due to known or systemic vulnerabilities. These risks may include forced labour, child labour and other forms of labour exploitation, particularly where workers may be more vulnerable to coercion or exploitation. As Dux's supply chain continues to evolve, the company recognises the importance of maintaining appropriate oversight processes and supplier engagement to support the identification and management of potential risks.

Consistent with prior reporting periods, Dux considers its overall modern slavery risk profile to remain relatively low, noting the significant proportion of sourcing from the domestic supply chain and related entities. However, Dux recognises that modern slavery risks cannot be entirely eliminated and remains vigilant to potential risks that may arise within its operations and supply chains.



ACTIONS TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISK

Dux is committed to conducting its operations in a manner that respects human rights and prioritises the safety and wellbeing of its employees and business partners. We recognise that the way our products are manufactured and supplied is as important as the products themselves. Safety remains our highest priority, and we do not compromise on employee rights or workplace safety.

As part of our approach to managing modern slavery risks, Dux seeks to work with suppliers who demonstrate alignment with our expectations for ethical conduct and compliance with applicable laws. As a condition of doing business with Dux, suppliers are required to confirm

acceptance of the Dux Modern Slavery Procurement Policy and complete a supplier self assessment declaration relating to modern slavery and ethical sourcing. This declaration is intended to support supplier awareness and provide a baseline level of information regarding supplier practices and legal compliance.

Dux established its supplier self assessment process in 2022 and continues to use this as part of supplier onboarding and ongoing supplier engagement. Where available, Dux also accepts suppliers' own modern slavery statements or policies in place of completing Dux's declaration. An increasing number of suppliers have elected to provide their own statements, reflecting a broader awareness of modern slavery obligations across the supply base.



During the reporting period, Dux continued to communicate expectations regarding ethical sourcing and responsible business practices to new suppliers. Dux did not identify or receive any reports of actual or suspected instances of modern slavery within its operations or supply chain during the reporting period.

As part of routine supplier engagement activities, representatives of Dux undertook site visits to a number of suppliers during the reporting period. These included regular visits to local Australian suppliers, consistent with Dux's long standing practice, as well as visits to selected overseas suppliers, including existing and potential suppliers located in Italy, Japan and China. These visits provide Dux with an opportunity to better understand

supplier operations, manufacturing processes and working environments, and to support ongoing dialogue regarding business expectations. Dux acknowledges that site visits are not audits and do not provide complete assurance, and that visibility beyond tier one suppliers remains limited.

Dux's internal commitment to human rights is supported by its core values, policies and procedures. Employees are supported through workplace health and safety systems and ongoing training. Dux works with its employees to identify opportunities for improvement to reduce risk, promote safe working environments and support respect for human rights within its operations.

ASSESSING EFFECTIVENESS

Dux recognises that assessing the effectiveness of actions taken to address modern slavery risks requires ongoing attention and continuous improvement. Within our operations, employees are encouraged to report risks, hazards and concerns, supporting a culture of safety and open communication. Ongoing training and proactive identification of risks remain central to Dux's approach to maintaining safe and respectful workplaces.

During the reporting period, Dux continued its focus on employee engagement and awareness, building on established practices that support regular communication between employees and management. These interactions assist in identifying potential risks, reinforcing expectations, and promoting a culture where concerns can be raised without fear of reprisal. To support its ongoing commitment to employee safety, Dux completed an independent Work Health and Safety review at its manufacturing facility in the Southern Highlands of New South Wales. This assessment was voluntary and intended to help identify areas for

improvement and inform future health and safety initiatives. Dux also continues to support employee wellbeing through training and safety programs, recognising the importance of both physical and psychological health in the workplace. During the reporting period managers completed Mental Health First Aid certification.

In relation to the external supply chain, Dux monitors effectiveness through supplier engagement, onboarding processes and ongoing communication. Where instances of non compliance are identified, Dux seeks to work with suppliers to address issues in accordance with applicable standards and contractual obligations. Dux retains the right to suspend or terminate supplier relationships where serious breaches, including modern slavery concerns, are identified.

Dux acknowledges that modern slavery can take many forms and that supply chains may be indirectly exposed to risks, particularly beyond tier one suppliers. While Dux considers its overall modern slavery risk profile to remain relatively low, it recognises the importance of remaining

vigilant and maintaining appropriate oversight mechanisms as its supply chain evolves.

To support ongoing assessment, Dux continues to review information obtained through supplier declarations, site visits and internal processes to identify gaps, emerging risks and areas for future focus. The Dux Modern Slavery Procurement Policy remains a key foundation of this approach, with supplier engagement activities, including site visits, supporting broader awareness and understanding of supplier operations. Dux acknowledges that these measures do not provide complete assurance and that limitations in visibility remain.

Dux recognises that addressing modern slavery risks is an ongoing process that must adapt to changing risk environments and evolving legislative expectations. Awareness initiatives for relevant employees continue to support understanding of modern slavery risks and reporting obligations. Dux remains committed to reviewing and evolving its approach over time in support of responsible business practices and compliance with the Modern Slavery Act 2018 (Cth).





CONSULTATION PROCESS

The Noritz Australia group modern slavery statement was prepared in consultation with different business segments and senior leaders with input informing the identification of risks and actions. Each department is responsible for assuring compliance and will report any occurrences of breaches.

This statement covering the reporting period January - December 2025 has been reviewed and approved by the board of Noritz Australia. Signed as below:

APPROVAL AND SIGN OFF:

Simon Terry
CEO



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