



110 YEARS
MANUFACTURING
IN AUSTRALIA



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

MODERN SLAVERY STATEMENT

1 JANUARY – 31 DECEMBER 2024



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 policy 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 is the third modern slavery statement for the Noritz Australia group and it covers the period of 1 January to 31 December 2024.

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 110 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

Dux has been manufacturing an extensive range of water heaters in Australia for 110 years. Where possible, we continue to support Australian suppliers and build quality relationships with those who share our commitment towards responsible and ethical business practices, many of these relationships spanning decades.

Dux procures a broad range of products, materials, services and equipment from suppliers that are located in both Australia and overseas. Dux recognises that even those located in Australia may have downstream relationships with overseas companies.

Inventory items and raw materials, logistics and other professional services are just a few of the many services our suppliers provide. Our business relationships are an integral part of our daily operations and are a critical in enabling us to produce our quality hot water systems.

Each year new relationships are built to not only foster the ongoing needs of the business but also the supply and installation of equipment and machinery that is used in our manufacturing facility in the Southern Highlands of NSW. The Noritz group proudly continues to invest in their Australian operations to support their ongoing commitment to protect Australian manufacturing and Australian Jobs. This commitment fosters the diversification our supply chain even further.

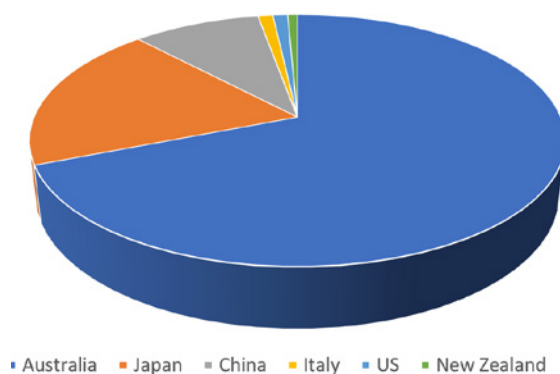
All business relationships that Dux holds, regardless of origin, form an integral part of our daily operations which is why it is important that we partner with the right companies. During the reporting period Dux maintained a significant portion of relationships with key suppliers. We continue to select our business partners who share similar values, this is important as it builds the foundation for long relationships.

Dux transacts with a large number of businesses daily. While a significant portion of these companies are located in Australia we recognise the modern slavery risk in their downstream operations. It is difficult to assertation the level of risk beyond tier one and so rely on their cooperation and honesty when completing their supplier declaration as part of their onboarding and ongoing commitment to Dux. In addition to this and where possible, site visits are arranged.

In evaluating the risk of modern slavery practices Dux is particularly focused on overseas suppliers within regions that have an increased risk or history of modern slavery. The risks can include child and forced labour where workers are more vulnerable, leading to exploitation. As our supply chain continues to diversify it is crucial to uphold high standards and improve processes to elevate the risk of modern slavery in our supply chain.

Consistent with prior years, our suppliers are grouped by origin to allow us to categorise the risk profiles. Dux believes our risk profile remains low particularly because of the volume we source within Australia. > 65% of our suppliers are through the domestic supply chain followed by circa 18% which is sourced from related entities. Based on recent data the remaining 13% is considered moderate to low risk.

Suppliers by Origin





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 value relationships with our customers and suppliers. We keep safety as our number one priority to ensure all aspects of our employee's rights are maintained to the highest level.

We recognise that how we deliver the product is just as important as the product itself. We will not compromise on our employees' rights or safety and work with our suppliers to ensure that the products we supply and manufacture are produced through a supply chain that values all of human rights. We remain committed to creating positive impacts throughout our supply chain and with the support of the Dux team, we ensure new and ongoing business relationships are with partners who similarly comply with modern slavery standards that support human rights.

Our ongoing commitment is that 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

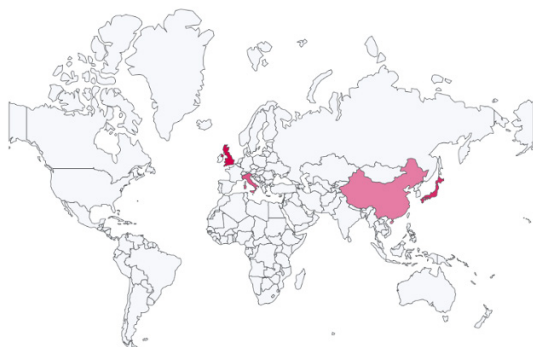
Dux Modern Slavery Procurement Policy. This forms the foundation for a successful long-term relationship. The supplier declaration is designed to confirm the self-assessment in relation to modern slavery and ethical sourcing. It is a written confirmation that each supplier will comply with relevant laws. Dux established the self assessment form in 2022 and has proved to be a sound baseline for building the relationships with our suppliers. As part of this process Dux also accepts the suppliers own Modern Slavery Statement of policy. We are pleased to see the number of suppliers submitting their own Modern Slavery Statement in lieu of returning our statement. This shows the collective commitment to combatting modern slavery.

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 practical the company will coordinate site visits. The procurement, operations, engineering R&D and quality teams were able to conduct a number of local visits during the 2024 year. We are pleased to report there were no sighted breaches during these visits.



In addition to this and wherever possible as part of the due diligence process the team will visit overseas, particularly with new vendors who will become an integral part of our business. During the 2024 year the teams were able to make a number of overseas trips to potential raw material and equipment suppliers including Austria, China, Italy, Japan and the United Kingdom.



The Dux core values highlight the importance of our internal commitment to human rights. We uphold a high standard of employee rights with safety as our number one value. Along with the catalogue of policies and procedures our employees are supported by ongoing training. We work with our employees to identify areas of improvement to reduce risk and injury.

Dux employees are encouraged to report risks and hazards continuously improve the health and safety of all. Reducing risks and raising awareness is important to Dux

to ensure all employees come to work, and arrive home safely. We are committed to ongoing training and are proactive in identifying areas for improvement.

During the last two years one on one talks have been had with all staff to foster this ongoing relationship.

To ensure our ongoing commitment to our employees, the company will complete an independent risk assessment in 2025 to identify areas of improvement in relation to our workers safety at the manufacturing facility in the Southern Highlands. In addition to first aid, the company has introduced Mental Health First Aid training.

In relation to the external supply chain, where any non-compliance is identified, 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 challenge our insights to identify potential risks and areas for future focus. The Dux Modern Slavery Procurement Policy has proven to be a sound foundation with site visits forming the next stepping stone.

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.

The Noritz Australia group modern slavery statement was prepared in consultation with different business segments. Each department is responsible for assuring compliance and will report any occurrences of breaches. The board of directors has reviewed and approved the 2024 modern slavery statement.

This statement covering the reporting period January - December 2024 has been review and approved by the board of Noritz Australia. Signed as below:

A handwritten signature in black ink, appearing to be 'Simon Terry', written over a light blue background.

Simon Terry
CEO



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