



MODERN SLAVERY

STATEMENT 2022



INTRODUCTION

This is aluplast Pty Ltd's first Modern Slavery Statement. It outlines our structure, operation, supply chains and what we do to identify and address the risks that modern slavery could affect our business and supply chains. This statement is made in respect of Calendar Year 2021. People are at the core of our success and what we do. We take care of our customers and employees. It also means we look out for the many others who help us in the pursuit of our mission – to create comfortable, safe and sustainable window systems for all.

We are committed to achieving a global business environment that is free from exploitation and abuse of vulnerable people and recognise that, on our part, this means pursuing continuous improvement in our own processes for identifying and eliminating modern slavery risks.





A MESSAGE FROM OUR MANAGING DIRECTOR

aluplast Pty Ltd is proud to be a purpose-led business, with a strong set of values and principles that inform everything we do. We're guided by our values of sincerity, determination, passion, diversity, accountability, and integrity – all of which are important when it comes to choosing the best suppliers and partners to work with throughout our supply chain. The issue of modern slavery unfortunately and sadly remains a risk and for too many people, a reality. We are determined to continually champion best practices and the highest standards with a mission to eliminate modern slavery in our supply chains and to drive positive change. We are committed to upholding fundamental human rights while supporting the well-being of all people involved with aluplast – whether they are directly involved in our business operations or are members of the communities we serve – and will continue to work towards ending modern slavery.



This statement was approved by the Board of Directors of aluplast Pty Ltd on 21/10/2021.



OUR STRUCTURE, OPERATIONS & SUPPLY CHAIN

STRUCTURE

aluplast Pty Ltd is a private company incorporated in Australia. It is a subsidiary of aluplast GmbH, a privately owned company incorporated in Germany, and which also owns subsidiaries in US, Europe, South America and India. aluplast Pty Ltd does not own or control any other entities. The Company's registered office is located at 21 Burnett Street, Somerton, Victoria. aluplast Pty Ltd has operated business since 2019.

OPERATIONS

Our operations are located wholly within Australia and we serve customers across all states and territories. Materials are primarily ordered from aluplast Germany but also a range of other leading European suppliers related to the window industry. Via global seafreight, supplies are delivered to our warehouse where they are picked and packed in accordance with our customer orders, then shipped directly to those customers. In 2021, we operated warehousing facilities in Victoria alone. aluplast Pty Ltd partners with quality fabricators to ensure the best possible outcomes for the end consumers of our products which includes the manufacturing, sales and installation experience. aluplast employs approximately 10 team members in its operations on a full time basis.

IDENTIFYING RISK FACTORS

Our people in Australia are employed directly, which lowers the risk of modern slavery practices occurring within our team. Our assessment of these risks is accordingly more focused on our upstream suppliers.

We work closely with our head office site in Karlsruhe Germany and subsequently, trusted and audited long term suppliers and partners. In particular, we closely monitor third party labour, temporary migrant workers, younger people, students and backpackers, potentially working on a casual or seasonal basis, which can give rise to the risks of deceptive recruitment, forced labour and debt bondage. The risks in this area are greater, due to lower levels of literacy, education, experience, and knowledge of rights among such workers, as well as higher levels of reliance on the employer. We have identified that, within our upstream suppliers, these are the risks that are most salient to our business.



COVID-19 RESPOSE

The challenge of navigating the era of COVID-19 has affected everyone. As a result, our approach to the pandemic has included, and must continue to include, everyone – employees, customers and other stakeholders alike. Throughout the Covid-19 pandemic, aluplast Pty Ltd adopted several measures to protect the health and wellbeing of our employees, including:

- Working from home when possible for all office roles .
- Employees who reported symptoms (even if mild) were requested to go home and only return when they had received a negative COVID-19 test.
- In accordance to Victoria state government mandates, all aluplast employed staff are required to be fully vaccinated.

aluplast Pty Ltd is proud of the way it has navigated the challenge of COVID-19 so far, and will continue to monitor the situation closely and take precautions to safeguard the health of all stakeholders. The response has at times demanded the utilisation of considerable organisational resources; we look forward to implementing other key business initiatives, including those related to modern slavery, in 2022.

MOVING FORWARD

Modern slavery has no place in aluplast's business or extended supply chains, or indeed in the broader business community. We welcome Australia's modern slavery reporting initiative, which we believe will play an important role in risk reduction. We are committed to a continuous improvement approach to ensure that we are not directly or indirectly acquiescing in unacceptable labour practices. Assessing and addressing the risks of modern slavery is one aspect of the aluplast Group's holistic approach to operating a sustainable business that benefits our stakeholders and the broader community.



aluplast® - Specialist for window and door systems

aluplast GmbH is one of the leading system providers of PVC windows, main entrance doors, roller shutters and controlled domestic ventilation systems. The family-owned company headquartered in Karlsruhe was founded in 1982 by Manfred J. Seitz. Today, aluplast has more than 24 production sites and sales offices all over the world. With its wide product portfolio, the company offers almost any possible window construction and variation. Its success is based above all on the company's market proximity that always results in pioneering innovations.

Learn more at www.aluplast.com/au