



**Reliance Worldwide
Corporation Limited**

**2024 Modern Slavery
Statement**



Plumbing Matters. We Make It Better.™

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About this statement

This Statement, prepared in accordance with s16(1) of the Australian Modern Slavery Act 2018 (“the Act”), sets out the actions taken by Reliance Worldwide Corporation Limited (“the Company”) and its subsidiaries (together “RWC” or “the Group”) to identify, assess and address modern slavery risks in our operations and supply chains during the financial year ended 30 June 2024 (“FY2024”).

The Group entities required to report under the Act are:

- Reliance Worldwide Corporation Limited (ABN 46 610 855 877);
- Reliance Worldwide Corporation (Aust.) Pty Ltd (ABN 71 004 784 301); and
- Eden Unit Trust (trading as Holman Industries) (ABN 29 385 212 665)¹.

This Statement applies to all entities in the Group for the period that they were members of the Group. All entities in the Group are wholly owned. RWC conducts operations in three regions. Each region receives copies of group policies which set out governance and conduct expectations. Region leaders are members of RWC’s senior leadership team and are consulted on expectations and policy matters. A broad group comprising representatives from senior leadership, legal, company secretariat, investor relations, human resources, procurement, operations and supply chain, internal audit and risk, have been consulted and/or involved in preparing this Statement.

Modern Slavery legislation applicable in the UK and USA applies to some Group entities. Refer page 27.

RWC’s annual reports, ESG reports, Corporate Governance Statement and various governance policies can be viewed on our website at www.rwc.com.

¹ Acquired by RWC on 1 March 2024.

Introduction

This statement sets out our progress during the year ended 30 June 2024 in identifying, assessing and mitigating modern slavery risks within our operations and supply chains. We acknowledge that modern slavery can occur in various forms.

At RWC, we believe the long-term success of our business is built on a foundation of responsible operations and a thriving workforce. During FY2024, we continued to make meaningful progress on high-impact priorities guided by our principles, materiality and sound governance. We took actions to strengthen our position as a product leader while caring for our people and communities.

From a modern slavery perspective, we remain focused on having work practices which respect the human rights of people in our business and in our supply chains. Respect for human rights is a basic tenant of RWC's values and our goal to be an economically, socially, and environmentally sustainable company. Our approach to human rights is to understand how our products, services and activities around the world, including the activities of our suppliers and business partners, may impact, either positively or negatively, those cultures and communities.

At RWC, our values underpin everything we do. We aim to provide a strong, positive organisational culture and we strive to create an environment where people feel respected, supported and empowered to reach their full potential. An environment that provides a safe and encouraging work experience for our people which encourages diversity, equity and inclusiveness.

We continue to seek to make improvements through further refinement of our due diligence, risk management systems and policies. The statement also sets out our goals and ambitions for the 2025 financial year.

This Statement has been authorised by the Board of Reliance Worldwide Corporation Limited.



Heath Sharp, Managing Director and Chief Executive Officer
20 December 2024



About RWC: Plumbing Matters. We Make It Better.

RWC is a global market leader in the design, manufacture and supply of high quality, reliable and premium branded water flow and control products for the plumbing and heating industry, primarily the water-in behind the wall plumbing sector. We manufacture and distribute innovative products that disrupt and transform traditional plumbing methods by aiming to make the installer's job quicker and easier. The majority of sales are to the repair and renovation market through an extensive network of retail, OEM and wholesale channels. The Holman acquisition has expanded RWC into water-out drain waste and vent products. Water-in and water-out are closely coupled elements of the same plumbing markets in which RWC operates.

RWC conducts its operations in three regions: Americas, Asia Pacific ("APAC") and Europe, Middle East and Africa ("EMEA"). We are predominantly a US business with over 70% of external revenue earned in our Americas business. Our global manufacturing operations are vertically integrated and we have a strong culture of innovation, research, development and engineering capability. Summary information of our operations is provided on pages 8 to 15.

RWC's range of high-quality products include brass and plastic Push-to-Connect ("PTC") fittings, PEX pipes, valves, manifolds, underfloor heating components and various accessories. RWC markets its products under industry-trusted brands such as SharkBite, Cash Acme, Reliance Valves, RMC, HoldRite, JG Speedfit, ProLock, EZ-Flo, Eastman and Holman. Please visit our website, www.rwc.com, for additional information on our brands and products.

Our products and services are essential to building and maintaining a sustainable built environment. Better to install, better to use and better for our planet. Our strategy has three drivers of growth. The first of these is creating value through product leadership. We achieve this with smart product solutions that improve the productivity of the plumber and make their lives easier. At its core, our products are easier to use, work seamlessly together, and allow the plumber to get more work done. The second element of our strategy is creating value for our distribution partners. We do this through high levels of service, differentiated brands, continued product innovation, and clever merchandising execution. The third element is industry leading execution. We make and deliver the highest quality products, running our operations efficiently, safely and sustainably.

Our history traces back to 1949. Details can be found at rwc.com/living-heritage.

Creating value through product leadership

Solutions for the job site



Smart product solutions that improve contractor productivity, enable the DIYer, and make lives easier.

Working in the field to understand job site requirements and challenges

Product engineering that is creating the future of plumbing

Market engagement to stay on top of trends and uncover acquisition opportunities

Value for the distributor



Increasing value for the distributor while providing broadest access to our products for the end-user.

Superior customer service provides the foundation partners can count on

Differentiated brands that matter to the user and put more value on the shelf for the channel

Broad distribution puts products in reach of the end-user when they need them

Industry leading execution



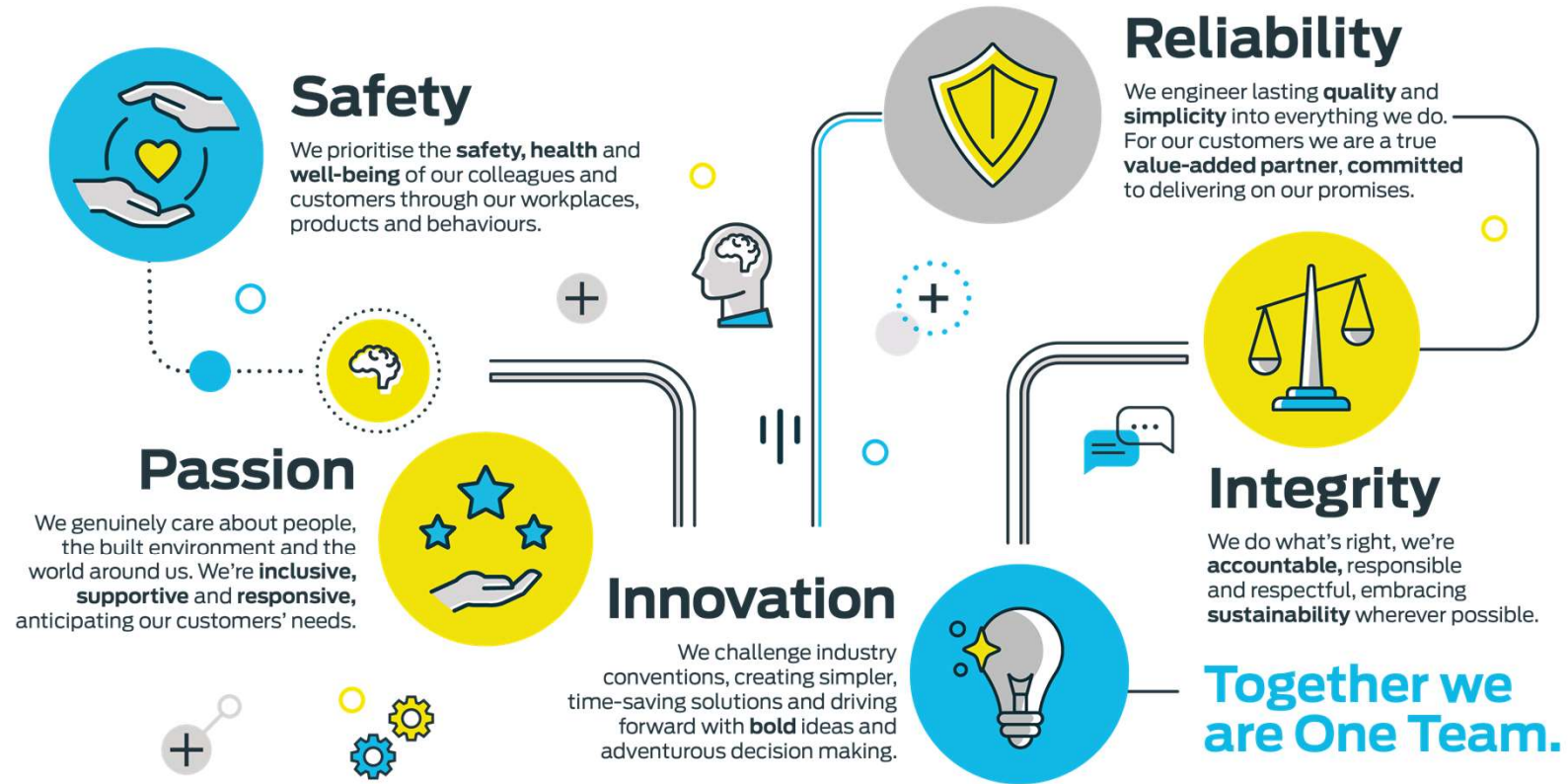
Premium quality products and unrivalled operational efficiency delivering margin growth.

Safety culture to ensure a work environment that protects our people

Lean manufacturing and strategic sourcing to drive quality, margins and resilience

Sustainability focus delivers a more efficient operation while reducing environmental impact

Values: Safety, Passion, Innovation, Reliability, Integrity, Team (SPIRIT)



Locations

The key country locations where RWC operated during FY2024 are listed below. Additional information on manufacturing activities is provided on page 9.

- **Manufacturing sites**

- Australia
- USA
- United Kingdom
- China
- Spain

- **Distribution centres**

- Australia
- USA
- Canada
- United Kingdom
- New Zealand
- Germany
- France
- Italy
- Poland
- Czech Republic
- Spain
- South Korea
- China

Manufacturing locations



- In the United States we manufacture:**
- Push-to-connect fittings & other fittings
 - Pipes
 - Valves
 - Integrated installation solutions



Americas
Global Operating Headquarters in Atlanta

Europe, Middle East & Africa
Regional Headquarters in London

Asia-Pacific
Regional Headquarters in Brisbane

- In Spain we manufacture:**
- Push-to-connect fittings
 - Pipes



- In the UK we manufacture:**
- Push-to-connect fittings
 - Pipes
 - Water filtration & drinks dispense fittings



- In Perth Australia we manufacture:**
- PVC fittings
 - Watering & gardening products



- In China we manufacture:**
- Appliance installation & repair products



- In Brisbane Australia we manufacture:**
- Valves
 - PVC fittings



- In Melbourne Australia we manufacture:**
- Push-to-connect fittings & other fittings
 - Pipes



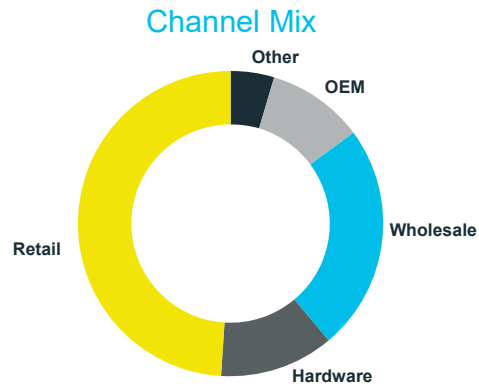
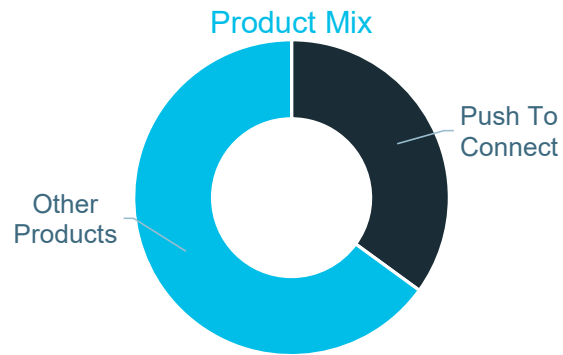
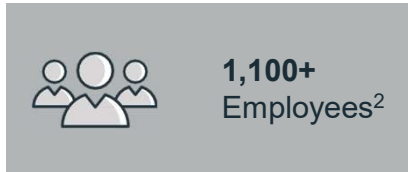
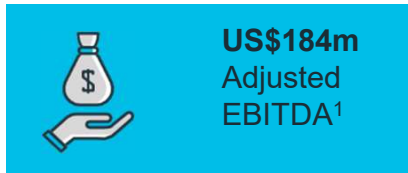
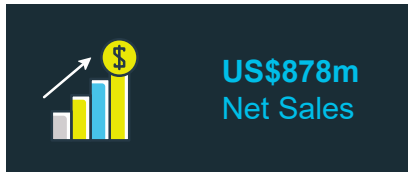
Employees

Employees

Total employees by region at 30 June 2024 were:

	Full Time	Part Time	Contractors	Total
Americas				
USA/Canada	821	100	1	922
APAC				
Australia/NZ	616	74	57	747
Asia	303	-	1	304
EMEA				
United Kingdom	760	21	9	790
Continental Europe	143	7	1	151
Total	2,643	202	69	2,914


Americas | Snapshot



¹ Refer FY24 results announcement for EBITDA adjustments





² Includes ~300 EZ-Flo employees based in China who reported to Americas management during FY2024

Americas | Key brands and products

	Repair / Remodel	Commercial	New Residential
Key Brands	    	  	    
Key Products			
<p>Trusted brands focused on products that make jobs easier for the Pros and DIY</p>			

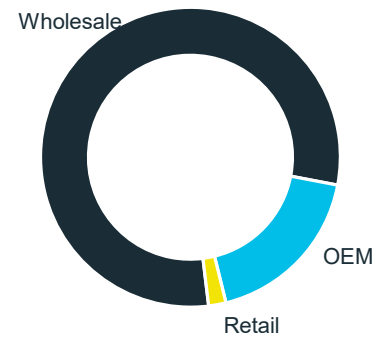
APAC | Snapshot



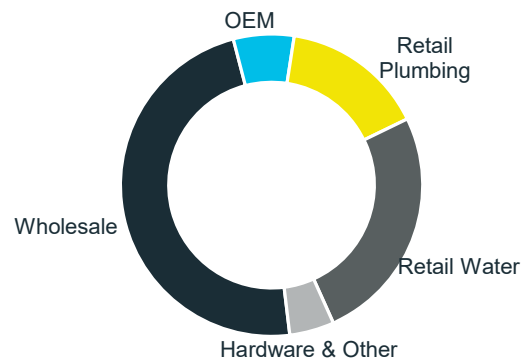
RWC	Holman
 <p>A\$241m Net Sales¹</p>	<p>A\$192m Net Sales³</p>
 <p>A\$28m Adjusted EBITDA²</p>	<p>A\$23m Adjusted EBITDA³</p>
 <p>440+ Employees</p>	<p>280+ Employees</p>
 <p>1500+ Locations</p>	<p>660+ Locations</p>

Channel mix

Pre-Holman



Post Holman



¹ Segment net sales includes A\$68 million of intercompany sales to other segments; FY24 results

² FY24 results. Refer to FY24 results announcement for EBITDA adjustments

³ Holman: unaudited management reports for 12 Months ended 31 December 2023

EMEA | Snapshot



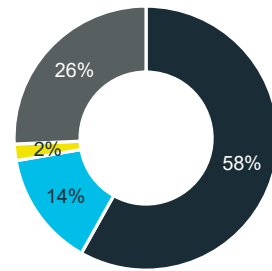
£209m
Net Sales¹

£61m
Adjusted
EBITDA²

930+
Employees

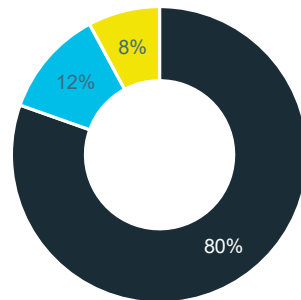
7,200+
Locations
(UK)

Category mix



■ UK P&H ■ UK Fluidtech ■ UK Export ■ Cont Europe

UK End Use Market Exposure



■ UK RMI ■ UK New Build ■ UK Commercial

¹ Segment net sales includes £31million of intercompany sales to other segments; FY24 results

² FY24 results. Refer to FY24 results announcement for EBITDA adjustments.

Product Portfolio

From the construction of new commercial and residential buildings to the repair and remodel of existing ones, RWC's portfolio of innovative products and trusted brands make the job easier and more dependable

Plumbing Solutions

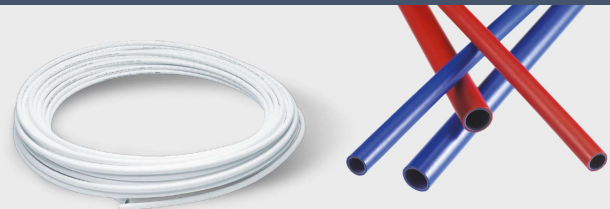
Fittings



Valves



Pipe



Integrated Installations Solutions



Appliance Installation Solutions

Water Filtration and Drinks Dispense



Water and Gas Appliance Connectors



Modern slavery governance structure



The Board is responsible for setting, reviewing and monitoring compliance with the Company's governance framework, including monitoring management's implementation of the Company's strategy.

The ESG Committee assists the Board in discharging its responsibilities and duties related to material ESG matters. This includes, but is not limited to human rights, diversity, equity and inclusion objectives. The Health and Safety Committee's responsibilities include oversight of the health and safety programme. The Audit and Risk Committee's key responsibilities include overseeing processes for identifying, assessing and managing financial and non-financial risks, internal controls and systems. The Chairs of each Committee liaise with each other to confirm appropriate oversight of related areas.

These Steering Committees are comprised of senior executives, including the CEO. Responsibilities include overseeing implementation of the Company's initiatives, objectives, strategies and targets for ESG and health and safety related matters, including modern slavery objectives.

Regional executives and managers are responsible for day-to-day implementation of approved strategies and business plans in each region, including the areas of ethical supply chain and human resources.

Approach to managing modern slavery in our business

We believe that we have foundations in place for an effective modern slavery risk management program. We have developed action plans to improve identification and mitigation of modern slavery risks in our supply chains and operations.

We are committed to having:

- Documented and well communicated policies and procedures to control the risk of exploitation in our operations and supply chains. Details of key policies and documents are provided in Appendix 2;
- A risk based due diligence program that incorporates active monitoring of supplier performance;
- Appropriate engagement and competence across our regions supported by ongoing education and training;
- Communication channels available to enable confidential reporting of incidents. For example, RWC provides an anonymous whistleblowing hotline service;
- A governance structure which provides appropriate oversight and guidance; and
- Proactive engagement with external stakeholders.

To achieve these objectives, we regularly undertake analysis of key areas of governance, systems, controls and capabilities to understand the strengths of our current approach and identify opportunities for improvement.

Philosophy towards managing modern slavery in our business

Conducting business with integrity is non-negotiable at RWC and we expect the same from our suppliers. This means that we respect the human rights of all people and engage in fair labour practices, maintain safe and healthy working conditions and work against corruption in all its forms, including corruption and bribery within our own operations and supply chain. RWC is committed to complying with applicable international laws, regulations and global standards as well as following local laws where we do business.

Modern slavery can occur in various forms including servitude, forced or compulsory labour and human trafficking. It is with this responsibility and in the spirit of human dignity that we cannot be complacent. To deliver on this commitment and to reduce the potential risks of human rights violations or exploitation we have implemented, and continue to implement, a broad set of policies and procedures to identify modern slavery risks and improve our control environment across our operating regions. Modern slavery commitments are incorporated within our policies and procedures and clearly state our intention to respect and uphold human rights, and to identify and address modern slavery. Our commitment to mitigate modern slavery risks, which is informed by internal and external expertise, clearly sets out our expectations of personnel, business partners and other parties directly linked to our operations, supply chains, products or services. We regularly review and update governance structures, policies and processes.

We are proud of our open culture that encourages company-wide conversations and we value everyone's opinions. Through honest dialogue, our people have been able to help direct our social impact efforts to causes and challenges that matter to our employees, communities, customers, suppliers and shareholders.

In developing our policies and procedures, we are committed to complying with applicable laws and regulations. We also monitor guidance issued by bodies such as the United Nations and the Organisation for Economic Co-operation and Development (OECD).

We continue to seek to make improvements through further refinement of our due diligence, risk management systems and policies.

Human Rights Policy

RWC has a documented Human Rights Policy. Our approach to human rights is to understand how our products, services and activities around the world, including the activities of our suppliers and business partners, may impact, either positively or negatively, those cultures and communities we impact. Consistent with our Code of Conduct we:

- (a) Prohibit forced labor, child labour, and human trafficking;
- (b) Prohibit discrimination in labour, employment, compensation, promotion by reason of race, ethnicity, nationality, skin color, age, sex, sexual orientation, religion, marital or family status;
- (c) Provide fair and safe work including consideration for work hours by operating in compliance with applicable wage and benefit laws and maintaining safe and healthy global working standards and conditions;
- (d) Seek to work against corruption in all of its forms including extortion and bribery;
- (e) Value diversity and consider it core to our business strategy;
- (f) Respect the principles of freedom of association and collective bargaining;
- (g) Provide adequate compensation by respecting wage-related laws stipulating minimum wage, overtime compensation and legal benefits in respective countries; and
- (h) Provide a safe and healthy working environment for physical and mental safety.

RWC is committed to complying with applicable labour and employment laws wherever we operate. Employees are made aware of the Human Rights policy when they join through their induction process, and employees are trained on our Code of Conduct and supporting policies on a periodic basis.

Supply and procurement overview



Overview¹

RWC manufactures and sources products which are distributed mainly through Retail, Wholesale, and Hardware channels. Products are also sold directly to original equipment manufacturers (OEMs). Raw materials and finished goods components are purchased from local and international sources to supply RWC's manufacturing operations located in the USA, UK, Australia, Spain and China.

Total global procurement spend on materials and components in FY2024 was around \$US590m. Businesses in Australia, New Zealand, USA, Canada, UK and Continental Europe supplied approximately 59% of the materials and components by spend in FY2024 and represent approximately 90% of total vendors. The remainder was sourced mainly from countries throughout Asia, predominantly China (approximately 30% of spend and approximately 6% of vendors).

¹ Figures exclude Holman Industries (acquired 1 March 2024). Refer page 26 for information on Holman.

Main areas of procurement spend

- Raw materials for manufacturing processes – mainly brass and resins
- Components for assembly processes
- Finished goods for sale
- Capital expenditures for plant and equipment
- Energy and utility costs
- Information technology systems and security
- Office management and operating costs

RWC's supplier agreements, handbooks and policy documents set out the requirements and expectations of our suppliers, including quality standards, risk management, materials sourcing and labour requirements. Purchase order documentation includes details of our expectations of suppliers on modern slavery issues. Order documentation is embedded in our software systems.

Daily procurement activities are managed by operations teams in each region with oversight provided by each region's CEO.

Responsible Supply Chain



The following information is extracted from section 7.2 in RWC's 2024 ESG Report released on 20 August 2024.

- Conducting business with integrity is non-negotiable at RWC, and we expect the same from our suppliers. This means that we respect the human rights of all people and engage in fair labour practices, maintain safe and healthy working conditions, and work against corruption in all its forms including corruption and bribery within our own operations and supply chain. RWC is committed to complying with applicable international laws, regulations, and global standards as well as following local laws where we do business.
- Modern Slavery requirements are included within our Supplier Expectation Handbook and questionnaires are used in conjunction with our extensive vendor appraisal which has been released to the majority of our suppliers over the past year. This is being well-received by our suppliers and we are targeting a questionnaire return rate of over 80%.
- We continue to require our strategic suppliers to complete annual supply chain questionnaires to improve our assessment of their ability to meet key performance and compliance criteria through a software platform that provides a scoring system. This process of reviewing the quality of our key suppliers enables us to build clear, meaningful strategies to mitigate high-risk supplier impacts on a global scale as well as respond to distributor and customer inquiries regarding our activities. In conjunction with the questionnaires, we also conducted 27 on-site visits to our tier one¹ suppliers in order to review their quality control processes and confirm compliance with the requirements set forth in our Supplier Expectation Handbook, including those applicable to Modern Slavery. In addition, we are in the process of rolling out a Modern Slavery Questionnaire to all suppliers that will require confirmation the Supplier (1) has a policy against Modern Slavery, (2) has a program that aims to identify and manage any risk of Modern Slavery in their operations and supply chain, (3) is not aware of any incidences of or issues related to Modern Slavery in their supply chain, (4) holds their suppliers accountable for noncompliance with applicable Modern Slavery laws and policies, and (5) has trained its management employees to understand what Modern Slavery risks are and how to identify and mitigate these risks in their operations.

¹ Tier one suppliers are those suppliers from whom the Group makes direct purchases of goods and services. The Group has over 1,000 Tier one suppliers (excluding Holman) of which less than 50 are classified as key suppliers.

Monitoring progress and assessing effectiveness

Processes in place to monitor the progress of our actions and assess their effectiveness include:

- **Regular reporting on progress is provided to our Steering Committees and then through to the appropriate Board Committee and to the Board**
 - We continue to develop our reporting to include quantitative data on results and outcomes. Introduction of the Kodiak platform provides enhanced data and analysis of supplier activity and actions.
 - We regularly review our plans, goals and initiatives to identify areas for improvement.
- **Continuing education**
 - The Group has implemented a training programme for employees to build their knowledge and applied understanding of modern slavery and human trafficking risks. The training covers a range of modern slavery education topics, including how it affects businesses, actions to prevent modern slavery, legal requirements and RWC's risk profile. Completion of online training programmes is recorded.
- **Monitoring our whistleblowing hotline for reported incidents**
 - Reported incidents are appropriately investigated. Reports on incidents and investigation outcomes are provided to the Audit and Risk Committee. No modern slavery related incidents were reported during the year ended 30 June 2024.

Modern slavery risks in our Operations and Supply Chains



The Group previously engaged an external provider to carry out an assessment of the inherent modern slavery risks in our operations and supply chains. This assessment evaluated four areas of potential risk of modern slavery: forced labour (including debt bondage), child labour, human trafficking and forced marriage. To do this, we considered the likelihood and impact of each of these risks in both the geography and industry. Appendix 1 provides a summary of the approach to this assessment and outcomes. Our manufacturing and operating activities have experienced changes since that assessment was undertaken in 2020. We now have a manufacturing facility in China following the EZ-Flo acquisition in 2021 and have made several changes to our manufacturing footprint and activities in the USA, Australia and New Zealand.

Operations

The majority of our manufacturing and distribution employees continued to be located in relatively low risk countries (USA, Australia, Canada, the UK and New Zealand) during FY2024. Following the EZ-Flo acquisition in November 2021, RWC now has a manufacturing facility based in Ningbo, China which employs approximately 300 people. We also have employees located in Continental European countries which have been assessed at inherent medium risk for modern slavery. For example, Czech Republic and Italy. Notwithstanding that we consider the controls in place for our business to be robust, we continue to analyse and understand the specific employment conditions in our business and whether there are any vulnerable workers and/or workers who may have been subject to deceptive recruitment practices via recruitment agencies to determine the residual risk levels.

Supply Chain

We have not identified any inherent high risks of modern slavery in our supply chain but have identified suppliers who operate in areas that are medium/high risk for modern slavery. These suppliers are located in China, Taiwan, Vietnam, Malaysia, Thailand and Mexico and are supplying us with metal componentry, including brassware and steel cables, packaging materials, electronics and appliances. We engage with our suppliers on expected labour standards and rights of workers.

To date, we have not identified any cases where we have directly or indirectly caused adverse impacts to human rights from our operations and we are not aware of any instances of contributing to modern slavery in our supply chains.

FY2024 actions

RWC manages its supply chain with the aim of ethical sourcing, efficient production and on-time delivery. We are charting a path that includes improving the visibility and management of our highest-risk suppliers, laying the foundation for multi-sourcing and developing contingency plans in response to complex geopolitical tensions. Actions undertaken during FY2024 include:

- Utilised supplier relationship management software (Kodiak) to automate a campaign sending to suppliers an updated version of the RWC Supplier Handbook which includes the Modern Slavery section for signature. The campaign captured acknowledgment and signatures over 80% of all vendors and 100% of our top spend vendors.
- Continued to refine our risk-based assessment processes and reporting methodologies.
- Our APAC region team worked with suppliers in Asia on ethical sourcing and potential modern slavery risks. On-site visits were undertaken to discuss modern slavery risks and mitigation activities.
- Commenced integration of Holman with RWC's practices and policies for modern slavery. Refer page 26.
- Commenced drafting a formal ethical sourcing policy to be used by RWC employees and provided to suppliers.
- Continued training and education programmes for employees.
- Responded to questions from external stakeholders on modern slavery issues.

Planned FY2025 actions

The Group has set several goals for FY2025 to further identify, assess and address modern slavery risks in our business. These include:

- Continue refining our risk-based assessment framework and reporting methodology used in identifying, assessing and managing higher risk suppliers.
- Continue our path towards implementing an ethical sourcing model, including finalising an ethical sourcing policy for distribution to employees and suppliers.
- Complete integration of Holman's modern slavery actions with RWC's activities (refer page 26).
- Maintain a focus on conducting on-site audit visits with a particular focus on suppliers in countries assessed as higher risk for modern slavery. A particular focus is expected to be validating the information provided by suppliers. Dedicated people now appointed in our Asia operations with responsibilities including assessing compliance by suppliers with modern slavery requirements.
- Enhance our pre-qualification processes for new suppliers. These processes will include site visits and audits prior to purchasing commencing. New employee resources based in Asia will have responsibility to conduct these activities.
- Continue our education and training programmes for employees.
- Ongoing review of policies, handbooks and other documentation to confirm modern slavery requirements are appropriately reflected.
- Engaging with external stakeholders about modern slavery issues.

Holman Industries

RWC acquired Holman Industries on 1 March 2024. Holman is a leading distributor of branded plumbing and watering products. Holman

- Conducts manufacturing activities in Australia.
- Imports manufactured goods from suppliers in Asia, Europe and North America.
- Sells and distributes products primarily in Australia and New Zealand. Plumbing products represent ~47% of sales and watering products ~53%.
- Has an annual procurement spend of approximately A\$155 million (54% Australia and New Zealand, 25% China, 18% Taiwan, 3% Other)
- Employed approximately 280 employees at 30 June 2024 (~240 full time and ~40 part-time) based in Australia or New Zealand.

Holman had, prior to acquisition by RWC, previously undertaken an assessment of modern slavery risks in its business and conducted activities to identify and mitigate modern slavery risks in its supply chain. Actions taken include physical site visits to suppliers, reviewing company policies and procedures and engaging external compliance consultants. The outcome of these actions did not identify any cases of adverse impacts to human rights from its operations and Holman is not aware of any instances of contributing to modern slavery in its supply chains.

During FY2025, we will integrate Holman's modern slavery actions into RWC, including policies and compliance processes. This will include assessments for modern slavery risks and implementing RWC's standard policy protocols and requirements. We will also conduct supply chain reviews as part of our normal assessment activities.



Other reporting on modern slavery

- RWC's subsidiaries incorporated in the United Kingdom report, as required, on compliance with the requirements of the UK Modern Slavery Act 2015.
- Reliance Worldwide Corporation, incorporated in the USA, has published a statement in accordance with the California Transparency in Supply Chains Act (California Civil Code Section 1714.43). The statement can viewed at: www.rwc.com/california-transparency-supply-chains-act-disclosure-statement

Appendix 1 – Analysis of modern slavery risks in our Operations and Supply Chains



In 2020, RWC engaged an external provider to undertake an assessment of the inherent modern slavery risks in our operations and supply chains. The inherent risk identification process was undertaken for all RWC facilities at that time. Below is a summary of the approach to this assessment and outcomes.

Country risk analysis: Using human rights databases, indexes and reports from internationally recognised bodies, including the Global Rights Index, the International Labour Organization, and the World Bank, a modern slavery risk rating was determined for each country within the operations and supply chains scope.

Industry risk analysis: An industry specific assessment of the likelihood and impact of known modern slavery risk factors for RWC's operations and supply chain was conducted. The risk factors considered include labour intensity, skill level, the presence of opaque intermediaries, the level of industry regulation and the presence of migrant labour. A comparison was also carried out in relation to known modern slavery violations or risks in the industry within the past 10 years (to 2020).

An inherent risk score for each supplier and operational activity was established resulting in a risk assessment grouping of High, Medium/High, Medium, Medium/Low and Low.

The number of employees and the supplier spend were taken into consideration to determine the scale and impact of these risks but do not affect the inherent risk scores at this level.

The inherent risk scores are used to inform our management of risk and ongoing due diligence over our operational activities and supply chains.

We acknowledge that there are risks of modern slavery as RWC conducts business with suppliers in our supply chain. Based on our analysis, we are confident that the risks of modern slavery are minimal for our key suppliers.

Appendix 2: Key Policies and Documents

RWC has policies and documents which connect with our approach to addressing modern slavery. The list below is not exhaustive.

- **Code of Conduct:** Outlines the actions and behaviours expected of our employees in the workplace, including legal compliance guidelines and ethical standards.
- **Whistleblowing Policy - Group:** Provides guidance on reporting suspected unethical, illegal, or fraudulent conduct by third parties or those within RWC.
- **Anti-Bribery and Anti-Corruption Policy:** Sets out RWC's commitment to comply with the laws and regulations addressing corruption, fraud or bribery in the countries where we do business.
- **Human Rights Policy:** Sets out RWC's policy on modern slavery and approach to human rights.
- **Region Supplier Handbooks:** Outlines the mandatory requirements for suppliers including quality standards, risk management and approval for all material sources. Region handbooks have been updated to include RWC's policy on modern slavery.
- **Global Ethical Code of Practice for Supply Sites Outside of Australia:** Provides guidance and instruction on the minimum standards acceptable to RWC in the manufacture of components and raw materials and supply of finished products.
- **Americas Supplier / Procurement Code of Conduct:** Sets out the expectations of RWC's suppliers, including prohibitions on the use of child labour, physical punishment, forced or compulsory labour as well as any other forms of human abuse.
- **EMEA Recruitment / Agency Workers Policy:** States that RWC uses only specified, reputable employment agencies to source labour.
- **Modern Slavery Assessment Forms:** Various forms used for due diligence assessment of modern slavery risks in supply chains and service providers.

Directory

Corporate office

Reliance Worldwide Corporation Limited
Level 32, 140 William Street
Melbourne, Victoria 3000 Australia

Global operating headquarters

Reliance Worldwide Corporation
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Atlanta, Georgia 30318 USA

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Reliance Worldwide Corporation Limited's ordinary shares are quoted on the Australian Securities Exchange (ASX: RWC).

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REQUIREMENT		LOCATION IN STATEMENT
1	Identify reporting entity	Page 3
2	Be approved by board and signed by director	Page 4
3	Describe the structure, operations and supply chains	Provided throughout the Statement
4	Describe risk of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Provided throughout the Statement
5	Describe the actions taken by the reporting entity and any entity that it owns or controls, to assess and address risks, including due diligence and remediation processes, as well as how the reporting entity assesses the effectiveness of such actions.	Pages 24 to 25 and throughout the Statement
6	Describe the process of consultations with any entities that the reporting entity owns or controls, and if there is more than one reporting entity the consultation between them	Page 3
7	Any other information that the reporting entity considers relevant	Provided throughout the Statement



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