

DuluxGroup Limited

Modern Slavery Transparency Statement

Made pursuant to section 54 of the United Kingdom's Modern Slavery Act 2015

Business overview

We manufacture and market products that protect, maintain and enhance the spaces and places in which our customers and consumers live and work. We employ approximately 4,000 people in Australia, New Zealand, Papua New Guinea, South East Asia, China, UK and Europe. Our products include paint, specialty coatings, fillers, adhesives and sealants, concreting and construction products, garden care products, garage doors and openers, and cabinet and architectural hardware.

Our supply chain

We obtain goods and services from various countries worldwide. Key inputs to our supply chain include raw materials (e.g. latexes, minerals, pigments, tinters, and chemicals), some finished goods and hardware, metal and metal components, packaging, freight services, facilities management and maintenance, utilities and consulting services. We have long-standing relationships with many of our suppliers, founded on transparency and supply reliability.

We reject human trafficking and modern slavery in all its forms, and we seek to manage this through appropriate controls embedded in our procurement processes and procedures. We are not aware of any issues of modern slavery in our supply chain, but we also recognise the importance of continuing to be vigilant in managing this risk.

Our governance and policy framework

We are committed to compliance with all applicable laws and standards in the areas in which we operate, and seek to ensure that all our dealings are conducted with integrity, openness, respect and dignity. Our corporate value to be socially responsible and sustainable is reflected in our Code of Conduct, Safety and Sustainability Committee Charter and related policies.

Our sustainable procurement program comprises:

- **Sustainable Procurement Policy** which articulates our commitment to sustainable and ethical procurement. We require all our suppliers to comply with the expectations and requirements set out in this policy.
- **Sustainable Procurement Standard** which sets out our internal procedures for supplier assessment, verification and ongoing monitoring. Suppliers identified as 'high risk' are assessed in further detail in respect of the following:
 - compliance with applicable laws and regulations and internationally accepted standards including relevant International Labour Organisation conventions;
 - assurance that workers are free to leave once their shift ends and there is no use of forced, bonded or involuntary labour;
 - assurance that suppliers do not restrict the movement of workers through control of identity papers, holding of monetary deposits or other actions that prevent workers from terminating employment;

- compliance with minimum employment age limits as defined in local laws or by the International Labour Organisation;
- assurance of the legal eligibility of all employees to work in the country in which they are employed; and
- commitment to cascade requirements to supplier's own supply chain.

Our 'Speak Up' (WhistleBlower) policy also provides a framework for reporting misconduct. Every employee is encouraged to be aware of our company value and business principles and to report any breach of our workplace standards or Code of Conduct.

What we will continue to do

We intend to take the following steps to further control the risk of modern slavery in our supply chain:

- continue to implement the Sustainable Procurement Standard, including assessment of high-risk suppliers, across all domestic and international businesses;
- deliver training for procurement professionals in ethical sourcing and modern slavery;
- establish measures to track performance in assessment and verification of suppliers; and
- continue to assess the risk of modern slavery in lower tiers of our supply chain.

We are committed to continually improving our policies and procedures to combat modern slavery and safeguard our sustainable procurement initiatives.



Patrick Houlihan
Managing Director
DuluxGroup Limited