



# Reliance Worldwide Corporation Limited

Modern Slavery Statement  
18 December 2023



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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 2023 (“FY2023”).

The Group entities required to report under the Act are:

- Reliance Worldwide Corporation Limited (ABN 46 610 855 877); and
- Reliance Worldwide Corporation (Aust.) Pty Ltd (ABN 71 004 784 301).

This Statement applies to all entities in 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, 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 26.

RWC’s annual reports, ESG reports, Corporate Governance Statement and various governance policies can be viewed on our website at [www.rwc.com](http://www.rwc.com).

## Introduction

This statement sets out our progress during the year ended 30 June 2023 in identifying, assessing and mitigating modern slavery risks within our operations and supply chains. We have achieved progress against our goals by operating with dedication to our principles, sound governance and organisational integration. We are focused on having work practices which respect the human rights of people in our business and in our supply chains. The statement also sets out our goals and ambitions for the 2024 financial year. We recognise that modern slavery can occur in various forms.

At RWC, our values underpin everything we do. We aim to provide a strong, positive organisational culture. One that provides a safe and encouraging work experience for our people, encourages diversity, equity and inclusiveness. Together we are one team working toward a shared vision and defined goals.

Health and Safety is our highest priority. Our motto is “Everyone Safe, Every Day”. Our goal is zero harm, in addition to a safe and healthy workplace. We conducted an extensive health and safety assessment during FY2023. That assessment has resulted in establishing four safety pillars: Multilayer Governance, Critical Risk Management, Behavioural Safety Programme and Standardised Systems and Reporting. Our ambitions extend beyond our own workplaces and into the broader community.

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

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



Heath Sharp, Managing Director and Chief Executive Officer  
18 December 2023



## 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 “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.

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 9 to 17.

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 and Eastman. Please visit our website, [www.rwc.com](http://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](http://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.

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Working in the field to understand job site requirements and challenges

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Product engineering that is creating the future of plumbing

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

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## Value for the distributor



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

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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

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

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## Industry leading execution



Premium quality products and unrivalled operational efficiency delivering margin growth.

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Safety culture to ensure a work environment that protects our people

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

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Sustainability focus delivers a more efficient operation while reducing environmental impact

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# Health and Safety: Everyone Safe, Every Day

During FY2023, the Board Health and Safety Committee initiated a global benchmarking review of safety policies, procedures and culture. Our working environments by their nature entail risks. It is critical that our workforce is equipped to identify risks and eliminate them or implement dependable and effective controls to minimise these risks. We aim to build a culture of safety, health and well-being through our workplaces, products and behaviours.

Resulting from the Committee's review:

- A multi-year programme has been launched with the tagline “**Everyone Safe, Every Day**”. Our vision is to ensure the safety of all employees, regardless of role, every day. Our goal is zero harm. The programme focuses on global alignment, consistency and accuracy in reporting. We recognise that any shift in culture takes time. We have committed to working together and maintaining focus as a team.
- Our values were updated to include Safety as the first value. Our SPIRIT values are Safety, Passion, Innovation, Reliability and Integrity. They define our culture, guide our actions and form the basis of our behavioural framework. We live and breathe our values every day.
- Four Safety Pillars were introduced:
  - Multilayer Governance – overseen by the Board Health and Safety Committee, senior management and operations leadership teams
  - Critical Risk Management – introducing global safety standards
  - Behavioural Safety Programme – developing a consistent approach at all sites
  - Standardised Systems and Reporting.

A specific focus during FY2023 was improving the working conditions and safety environment at the Ningbo, China facility acquired with the EZ-Flo business. Our intention is to have the same level health and safety environment as at our other facilities.

# SPIRIT values



## Safety

We prioritise the **safety, health** and **well-being** of our colleagues and customers through our workplaces, products and behaviours.



## Reliability

We engineer lasting **quality** and **simplicity** into everything we do. For our customers we are a true **value-added partner, committed** to delivering on our promises.



## Passion

We genuinely care about people, the built environment and the world around us. We're **inclusive, supportive** and **responsive**, anticipating our customers' needs.



## Innovation

We challenge industry conventions, creating simpler, time-saving solutions and driving forward with **bold** ideas and adventurous decision making.



## Integrity

We do what's right, we're **accountable**, responsible and respectful, embracing **sustainability** wherever possible.



**Together we are One Team.**





# Locations

The key country locations where we operate are:

- **Manufacturing sites**

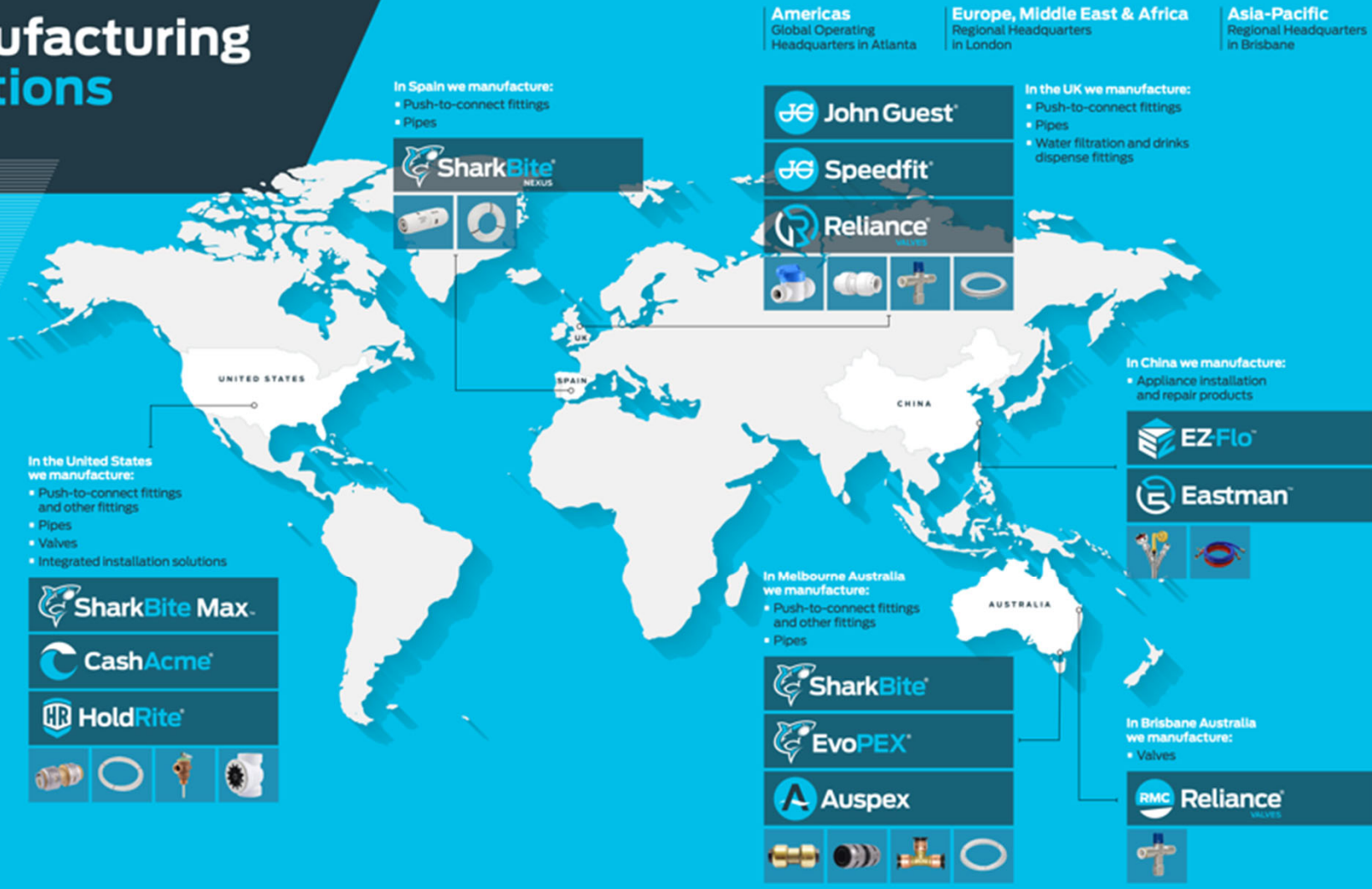
- Australia
- USA
- United Kingdom
- China
- Spain
- New Zealand<sup>1</sup>

- **Distribution centres**

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

<sup>1</sup> Ceased manufacturing activities during 2023

# Manufacturing locations



# Employees

## Employees

Total employees by region at 30 June 2023 were:

	<b>Full Time</b>	<b>Part Time</b>	<b>Contractors</b>	<b>Total</b>
Americas <sup>1</sup>	1,025	2	94	1,121
APAC	429	11	24	464
EMEA	957	67	30	1,054
<b>Total</b>	<b>2,411</b>	<b>80</b>	<b>148</b>	<b>2,639</b>

<sup>1</sup> There were approximately 280 employees based in China at 30 June 2023. Employees at the Ningbo facility are reported in the Americas numbers as that facility forms part of the Americas region for internal reporting purposes.

# Americas snapshot

**US\$890m**  
Net Sales<sup>1</sup>

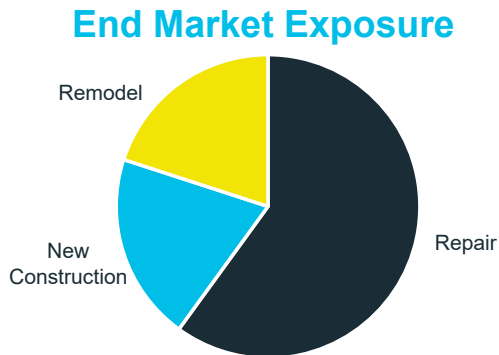
**US\$160m**  
Adjusted  
EBITDA<sup>2</sup>

**1,100+**  
Employees

**23,000+**  
Locations

### Brands

- SharkBite<sup>®</sup>
- CashAcme<sup>®</sup>
- HoldRite<sup>®</sup>
- John Guest<sup>®</sup>
- Eastman<sup>™</sup>
- EZFlo<sup>™</sup>



**UNITED STATES**

In the United States we manufacture:

- Push-to-connect fittings and other fittings
- Pipes
- Valves
- Integrated installation solutions

**SharkBite Max<sup>®</sup>**

**CashAcme<sup>®</sup>**

**HoldRite<sup>®</sup>**

**CHINA**

In China we manufacture:

- Appliance installation and repair products

**EZFlo<sup>™</sup>**

**Eastman<sup>™</sup>**

<sup>1</sup> Segment net sales includes \$3.5m of intercompany sales to other segments; FY23 Results

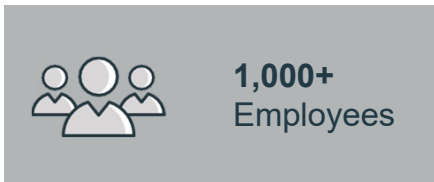
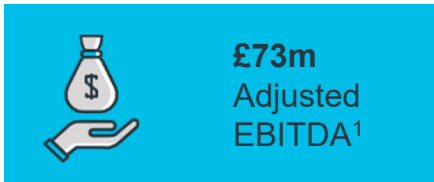
<sup>2</sup> Refer FY23 results announcement for EBITDA adjustments

# Americas snapshot: products and customers



<sup>1</sup> Based on FY23 results

# EMEA snapshot



### Brands

- Speedfit<sup>®</sup>
- John Guest<sup>®</sup>
- Reliance<sup>®</sup> VALVES
- SharkBite<sup>®</sup>

**In Spain we manufacture:**

- Push-to-connect fittings
- Pipes

**In the UK we manufacture:**

- Push-to-connect fittings
- Pipes
- Water filtration and drinks dispense fittings

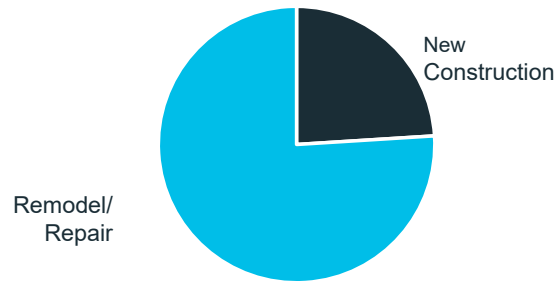
SharkBite<sup>®</sup> NEXUS

John Guest<sup>®</sup>

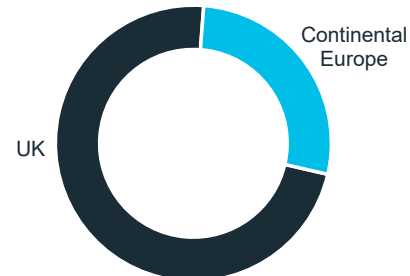
Speedfit<sup>®</sup>

Reliance<sup>®</sup>

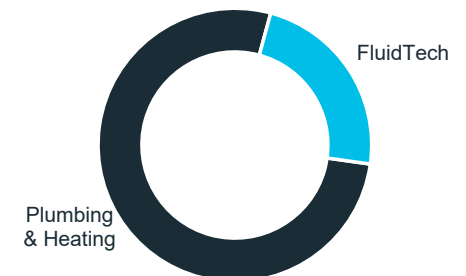
## End Market Exposure



## Geographic mix<sup>2</sup>



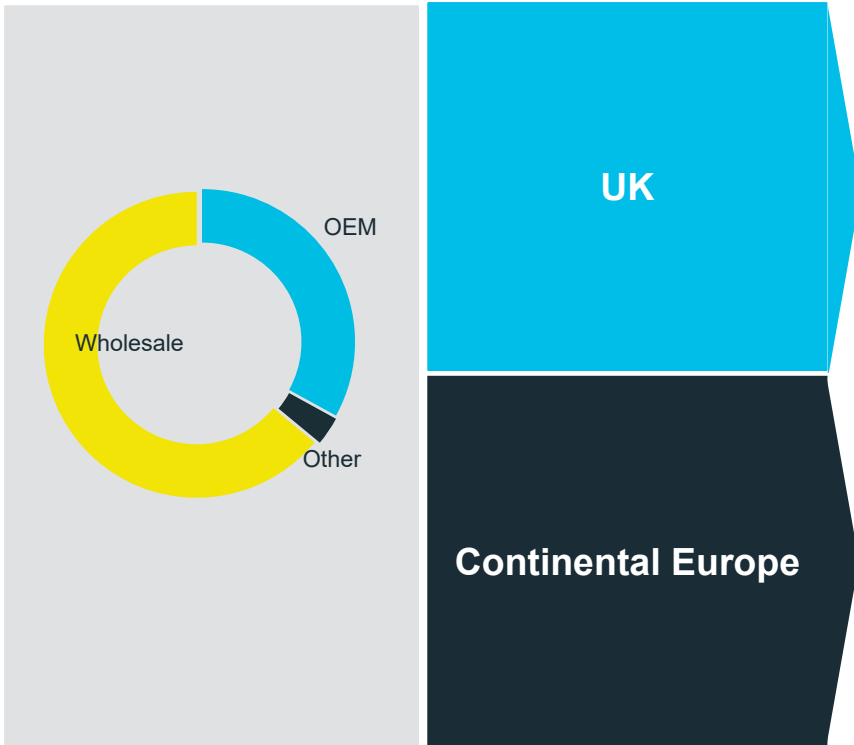
## Category mix<sup>2</sup>



1. FY23 results. Refer to FY23 results announcement for EBITDA adjustments.  
 2. Based on FY23 external sales only and excludes intercompany sales to Americas / APAC

# EMEA snapshot: products and customers

## Channel Mix<sup>1</sup>



## Example customers



## Representative products



<sup>1</sup> Based on FY23 results

# APAC snapshot

**A\$283m  
Net Sales<sup>1</sup>**

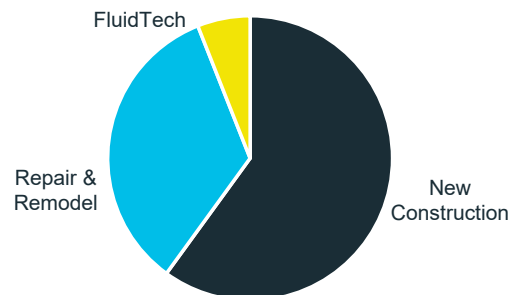
**A\$47m  
EBITDA<sup>2</sup>**

**450+  
Employees**

**1500+  
Locations**

### Brands

### Australia End Market Exposure



**In Melbourne Australia we manufacture:**

- Push-to-connect fittings and other fittings
- Pipes

**In Brisbane Australia we manufacture:**

- Valves

<sup>1</sup>Segment net sales includes A\$104 million of intercompany sales to other segments; FY23 results

<sup>2</sup>FY23 results. Refer to FY23 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

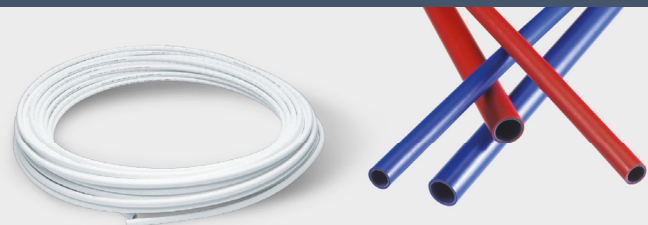
### Fittings



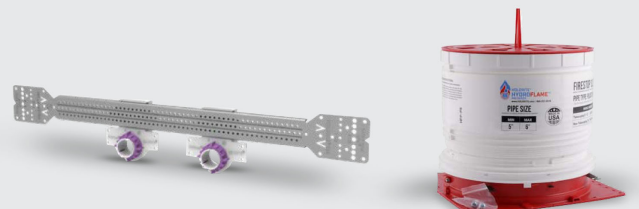
### Valves



### 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.

The ESG and Health and Safety Steering Committees comprise 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 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 all 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 will continue to seek to make improvements through further refinement of our due diligence, risk management systems and policies.

# Supply and procurement overview



## Overview

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, Spain, Australia, New Zealand and China.

Total global procurement spend on materials and components is around \$US500m per annum. Businesses in Australia, New Zealand, USA, Canada, UK and Continental Europe supplied approximately 57% of the materials and components by spend in FY2023 and represent approximately 89% of total vendors. The remainder was sourced from countries throughout Asia, mainly China (approximately 35% of spend and approximately 7% of vendors).

## 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.

# 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. For example, the health and safety initiatives implemented in FY2023 (see page 7).
- **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 2023.

# 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. We now have a manufacturing facility in China and during 2023 we announced several changes to our manufacturing activities in the USA, Australia and New Zealand (see our 2023 Annual Report for further details).

## **Operations**

During FY2023, 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). Following the EZ-FLO acquisition in November 2021, RWC now has a manufacturing facility based in Ningbo, China which employs approximately 280 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, 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.

## Responsible supply chain: FY2023 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. Progress was made on multiple fronts in FY2023, including:

- Implementing Kodiak supplier relationship management software to manage, monitor and communicate with suppliers.
- Conducting a project to implement new agreements with over 90% of our top-tier vendors (assessed by spend). Through implementing new vendor agreements, we sought to better address ethical supply chain risks, practices, and legal and compliance obligations. Vendors are required to sign an updated comprehensive handbook, signalling that they agree to do business ethically with RWC including the active mitigation of modern slavery risks.
- Aligning our regions to standardise the onboarding of our interregional suppliers. At the commencement of all third-party relationships, we screen vendors and suppliers using a multifactor questionnaire, including anti-bribery and corruption disclosure questions. The screening tool provides red flag indicators if a potential vendor presents a high-risk profile that may include trade sanctions, embargoes, or governmental watch list individuals or entities. This enables us to take proactive action in mitigating supply chain risk. In future years, we plan to perform a geographic supplier risk assessment across the business.
- Introducing a new process for 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 auditing 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.



## Planned FY2024 actions

The Group has set several goals for FY2024 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 and assessing higher risk suppliers.
- Utilise modules within the Kodiak management system to assist with performing vendor audits. We are targeting to audit vendors covering 90% of total spend. This will include onsite visits to suppliers.
- Continue assessing the inherent risks in our operations and supply chains to identify opportunities for improvement. Work with suppliers to address identified inherent and residual risks.
- Continue developing our processes for monitoring progress and measuring the effectiveness of implemented actions.
- Ongoing enhancement of compliance and reporting processes across regions.
- Continue reviewing supplier handbooks and other documentation to confirm modern slavery requirements are reflected.
- Development and deployment of targeted training programs across the Group to continue educating our employees on modern slavery topics.
- Engagement with external stakeholders about modern slavery issues.

## 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](http://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.
- **Modern Slavery Policy:** Sets out RWC's policy on modern slavery. Distributed to key service providers and recruiting agencies.
- **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 26, 140 William Street  
Melbourne, Victoria 3000 Australia

### **Global operating headquarters**

Reliance Worldwide Corporation  
2300 Defoor Hills Rd NW  
Atlanta, Georgia 30318 USA

### **Contact**

E: [investorrelations@rwc.com](mailto:investorrelations@rwc.com)  
W: [www.rwc.com](http://www.rwc.com)

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

## Index - Australian Modern Slavery Act 2018 (Cth)

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 22 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



Plumbing matters. We make it better.