



James Hardie Industries plc and its subsidiaries (herein “James Hardie”, “we” or “our”), including James Hardie Building Products Inc. (“JHBP”), the North American leader in fiber cement siding and exterior solutions, recognize the critical importance of addressing forced and child labor within global supply chains. As part of our commitment to ethical practices and human rights, we are actively engaging with the Forced Labour in Canadian Supply Chains Act and its implications for our operations. In this past fiscal year, we have not identified any actual instances of forced or child labour and therefore have not taken any measures to remediate which would include loss of income to the most vulnerable people and families. We are working to expand and continuously improve our responsible sourcing and human rights in the supply chain programs. Some areas of work are as follows:

- **Transparency and Accountability:** We believe that transparency is an important part of responsible business conduct. Our efforts include:
 - **Risk Assessment:** This past financial year, we have conducted a comprehensive risk assessment across our global supply chains to identify potential areas where forced labor may exist.
 - **Supplier Engagement:** Where we’ve determined an increased risk could be present, we require regular audits and including remediation.
- **Due Diligence:** We continue implementing due diligence processes to prevent and address forced labor:
 - **Supplier Code of Conduct:** Our [supplier code](#) explicitly prohibits forced labor, child labor, and any form of exploitation including our expectation that workers do not incur any recruitment fees.
 - **Human Rights Salience Review:** We conducted a comprehensive Human Rights Salience Review on a global basis and as it applies to all James Hardie entities using a third party to better understand where we may need to prioritize efforts to mitigate risks to people within our value chain. The results and action plan are published on our [website](#).
 - **Training and Awareness:** We are educating our employees and suppliers about the risks associated with forced labor and the importance of vigilance.
 - **Remediation:** In cases where violations are identified, we will take immediate corrective actions and work with suppliers to rectify the situation while keeping the safety and wellbeing of workers at the forefront.
 - **Continuous Improvement:** We are committed to continuous improvement and will adapt our practices as new information and best practices emerge.

We remain committed to **Building a Better Future for All™** which includes the people in our supply chain.

Sincerely,

A handwritten signature in blue ink, appearing to read 'K. Franken', written over a light blue circular stamp.

K. William Franken

Secretary, James Hardie Building Products Inc.