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James Hardie Australia Modern Slavery Statement

For the financial year ending 31 March 2026

Introduction

Pursuant to the requirements of the Modern Slavery Act 2018 (Cth.) ("**Act**"), this joint statement of RCI Holdings Pty Ltd and James Hardie Australia Pty Ltd ("**James Hardie Australia**" and "**we**" or "**us**") sets out the actions taken by James Hardie Australia, whether in its own right or as part of the actions taken by the broader James Hardie Industries plc group of companies ("**James Hardie**"), in the financial year ending 31 March 2026 ("**FY2026**"), to identify, address and minimize the risk of modern slavery in our business and supply chain.[1] This is our seventh Modern Slavery Statement.

FY2026 at a glance

In FY2026 James Hardie had 3,782 active suppliers across North America, Europe and Asia Pacific, of which 13 were identified as requiring enhanced due diligence — approximately 1% of global spend. James Hardie Australia employed 733 full-time, 8 part-time and 73 contract employees. All suppliers onboarded by James Hardie Australia acknowledged and accepted the Supplier Code of Conduct, and 73% of raw materials were sourced within 150 miles of our manufacturing facilities.

James Hardie Australia: who we are and our structure

Our products

James Hardie Australia manufactures high-quality fibre cement building products at its sites located in New South Wales and Queensland. With our fibre cement products proudly Australian Made, we support and grow local manufacturing capability, help create jobs, strengthen local industries and bolster surrounding communities.

Our fibre cement products, widely used in residential and commercial building applications across Australia and New Zealand, include a variety of patterned profiles and surface finishes for

[1] *RCI Holding Pty Ltd ("**RCIH**") is the sole shareholder (member) of James Hardie Australia. RCIH is a holding company and does not employ any persons, nor does it produce or procure goods or services (other than financial services) from anyone outside the James Hardie Group. As a result, RCIH does not itself have any modern slavery matters upon which to report. Alongside its ownership of James Hardie Australia, RCIH is the sole, or major, shareholder of a number of subsidiaries of the James Hardie Group. In the last third of FY2026, the James Hardie Group completed a corporate restructure which resulted in James Hardie Research Pty Ltd ("**JHR**") becoming a solely owned subsidiary of RCIH. JHR is not a reporting entity, as defined, but now being a subsidiary of RCIH, will be incorporated into future Modern Slavery statements. Other than James Hardie Australia and JHR, RCIH's subsidiaries do not have supply-chains upon which to report.*

James Hardie Australia is the main operating entity for the James Hardie Group in Australia and its supply-chain will, alongside reporting on global initiatives, form the basis of this FY2026 joint statement. The James Hardie Group's material business operations in Australia are limited to those of James Hardie Australia and JHR. This report is limited to reporting on matters relevant to the Australian operations (including global initiatives to the extent relevant).

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a range of applications, including cladding, trim, soffit lining, internal linings, walls, facades, floors, and tile underlay.

In addition to our fibre cement products, in FY2026 James Hardie Australia prepared for its launch of Hardie™ Gravis™ Panel, an anticorrosive steel mesh reinforced autoclaved aerated concrete (AAC) panel, which is designed for use in the construction of external walls, intertenancy walls and flooring applications in Australian homes. Launched to market in June 2026, Hardie™ Gravis™ Panel is a lightweight masonry product which, combined with Hardie™ fibre cement under the James Hardie name, makes it easier than ever to create modern, mixed-material home exteriors.

Our mission is to be the most respected and desired building materials brand in the world as we relentlessly pursue our purpose of Building a Better Future for All™.

Our people

James Hardie Australia employs a diverse workforce and in the period 1 April 2025 to 31 March 2026 this included 733 full-time employees, 8 part-time employees and 73 contract employees. We believe that a skilled and diverse workforce encompasses different viewpoints, skills, attributes and life experiences. The unique strengths of each employee contribute collectively to our culture and operating performance. We want to attract, develop, engage and retain our workforce through a culture that promotes innovation, inclusion, social justice, performance and growth. Our company culture is built on providing a foundation of 'Zero Harm', creating a positive impact in communities and delivering environmentally responsible and innovative solutions to customers.

Major suppliers

James Hardie Australia's highest-spend categories are pulp, cement and freight. Apart from freight carriers utilised to import Hardie™ Gravis™ Panel from China, all of our suppliers for these categories are in Australia and/or New Zealand. Based on our risk mapping activities, these suppliers were assessed as being 'low risk' suppliers from a modern slavery perspective.

During FY2026, James Hardie continued to advance its global Responsible Sourcing programme and Human Rights Due Diligence programme, building on the transformation undertaken in FY2025. This included publishing the results of the first Human Rights Salience Review report.

James Hardie's commitment to sustainability

James Hardie is committed to its sustainability journey and proactively managing the environmental and social impacts of the companies within the James Hardie group. Meeting the challenges of a changing world and Building a Better Future for All™ means continuing to focus on four key pillars of Planet, Innovation, Communities and Zero Harm. The annual global sustainability report detailing James Hardie's activities around these four pillars should be read in conjunction with this report as it goes into greater detail on our operations and employee engagement, as well as Zero Harm efforts across the organization. For further information see the James Hardie Sustainability Report FY2026.

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Innovation

James Hardie is committed to developing high-quality building solutions and efficient manufacturing practices.

Communities

We, and James Hardie more broadly, are building and sustaining an inclusive culture within our business and supporting the communities where we live and work.

Zero Harm

With our Zero Harm culture, we seek to minimize risks to health, safety and the environment from our operations and products, for our employees, partners and customers and the communities in which we and they operate.

Planet

We are proactively managing our impact on the environment by prioritising identifying opportunities for circularity and reducing greenhouse gas emissions.

Mitigating human rights risks in the James Hardie supply chain

In FY2026, James Hardie continued to strengthen its global approach to identifying and addressing human rights risks, including modern slavery risks, across its supply chain. Building on the launch of the Global Human Rights Policy and the completion of the Human Rights Salience Review in FY2025, our FY2026 work focused on continuing to understand and engage our Tier 1 suppliers, the suppliers we do direct business with, and their sites. We also published our Human Rights Salience Review report and findings. Nine Salient Human Rights Issues were identified as being relevant risks in James Hardie's global operations and value chain, including forced labor and ethical recruitment.

These efforts reflect a continued strategic focus on responsible sourcing and rights-respecting business conduct across our supply chain and broader value chain.

FY2026 activities

Assessment

Foundational to James Hardie's responsible sourcing programme is the risk assessment process. We continued to utilize FRDM to support assessment of human rights and modern slavery risks.

To determine which suppliers were operating in inherently high-risk environments and therefore would need an onsite audit, James Hardie targeted the risk variables of the country and industry they were operating in. This allowed us to focus on their onsite operations, which is what the audit activities assess against.

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FRDM is a live platform which allows us to continuously monitor our suppliers. In the last fiscal year, following the deployment of the Sanctions and Media alerts modules, no alerts were received for James Hardie's Tier 1 suppliers. We are also able to use this tool to risk map new potential suppliers to support our procurement decisions.

FRDM also maps our supply chain using shipping manifests, customs documents and ownership records. FRDM utilizes some of the same data sources used by US Customs and Border Protection and the US Department of Labor. By doing so, it ensures that the data James Hardie sees is the same data used in making regulatory decisions by US governmental agencies.

For those suppliers deemed potentially high-risk, as noted in previous years, we continue to engage with Intertek, a third-party agency with expertise in social compliance auditing, and use their Workplace Conditions Assessment, an industry standard tool, which covers all elements of James Hardie's Supplier Code of Conduct including modern slavery risks. We also understand that some suppliers may have other customers asking for audits and therefore participate in mutual recognition, allowing them to submit industry standard audits to Intertek for review.

Risk assessment results

In FY2026, James Hardie had 3,782 active suppliers across North America, Europe, and Asia Pacific. Of those 3,782, 13 were identified as requiring enhanced due diligence which makes up ~1% of global spend.

Additionally, 73% of our raw materials were sourced within 150 miles of our manufacturing facilities, located in the United States, Australia, Germany, Spain, and the Netherlands, giving us a highly localized raw material sourcing strategy in countries that are lower risk.

Due diligence

Onsite auditing and enhanced due diligence

In FY2026, James Hardie engaged with 9 suppliers, including 3 that supplied the Australian business, for onsite social compliance auditing and/or enhanced due diligence. Of these, two audits were completed, including 1 supplier for the Australian business, one self-assessment questionnaire deployed, and six audit engagements remained in process at the close of FY26, including 1 supplier for the Australian business. The remaining supplier for the Australian and North American businesses was unresponsive, and we continue to escalate with procurement teams on further engagement and next steps.

The audits, including self-assessment questionnaire, covered issues including labor practices, worker protections, management systems and indicators relevant to modern slavery risk. No major findings were identified in the audit reports.

As we look to engage with new, high-spend potential suppliers, we utilize FRDM and Intertek as tools to identify possible risk areas prior to entering into new contracts. Prior to confirming the 2 key suppliers for our Hardie™ Gravis™ Panel, we undertook Intertek social compliance audits. Non-conformances were identified with corrective action plans implemented with our review. All non-conformances were resolved.

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Engaging suppliers

As part of our efforts to raise awareness and understanding of modern slavery, our Australian procurement policy continues to specify that our agreements with suppliers include clauses relating to modern slavery. Our standard form contracts all include obligations relating to modern slavery and, where third-party terms do not include clauses relating to modern slavery, we take all reasonably practical steps to ensure these terms are amended to incorporate modern slavery clauses; with few exceptions, such requests are normally successful.

James Hardie's Global Supplier Code of Conduct ("**Supplier Code of Conduct**") remains embedded in our supplier onboarding process in Australia. All suppliers are required to acknowledge and accept the Supplier Code of Conduct as a precondition to being engaged as a supplier of James Hardie Australia and, in FY2026 100% of suppliers onboarded by James Hardie Australia acknowledged and accepted the Supplier Code of Conduct. In FY2026 there was significant work started to apply these processes across the James Hardie global business so that acknowledging the Supplier Code of Conduct becomes an integrated part of the onboarding process beyond the Australian business.

When hiring temporary labour for our Australian operations, temporary labour suppliers must acknowledge and agree they will not use child labour in the provision of their services or throughout their operations. This includes no slavery, forced, bonded or involuntary labour. Recruiters must be compliant with all applicable modern slavery legislation and maintain the documentation, systems and controls necessary to support ongoing compliance.

Training

James Hardie continued to raise awareness of modern slavery and human rights risks. In FY2026, a human rights training module with a focus on modern slavery was rolled out to all James Hardie employees globally, inclusive of all James Hardie Australia employees. This annual training covers how to identify and report human rights and modern slavery risks, general human rights knowledge, and prevention of modern slavery.

Policies and governance

James Hardie continues its commitment to the ethical procurement of products and services and to continuous improvement to minimize the environmental and social impacts associated with our network. James Hardie's Supplier Code of Conduct outlines the minimum standards we require, including the express prohibition of child labour and forced labour. All James Hardie companies, including James Hardie Australia, are covered by James Hardie's Global Code of Business Conduct and Ethics Reporting Policy.

The Ethics Hotline continues to be managed by a third-party provider able to receive reports by phone or email. Details of any Ethics Hotline concerns reported are forwarded for review by a select group of senior James Hardie executives who determine an appropriate response, which often includes independent investigation.

In preparing this statement, relevant directors and officers of the entities making the statement were consulted and provided with an opportunity to review the statement prior to its approval.

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Looking ahead

In FY2027, James Hardie and James Hardie Australia will continue to mature our Human Rights Due Diligence programme and modern slavery response. We recognize that effective modern slavery risk management requires more than process implementation; it requires ongoing evaluation of whether our actions are reducing risk to people. This will be an area where we continue to mature as our foundational programme continues to solidify.

Over the next couple of years, we intend to strive for deeper-tier supply chain visibility, expanded supplier engagement, stronger worker voice mechanisms, remediation readiness, and more robust effectiveness measures. We will also be guided by our Human Rights Salience Report in determining where in our value chain we strategically focus.

Human rights due diligence is not a one-time exercise, but an ongoing responsibility. As we move forward and our business evolves, James Hardie will continue to evaluate and evolve our strategy, programs, and actions to enhance our effectiveness, mitigate risks, and promote responsible business practices throughout our supply chain. Through this work, we remain steadfast in our commitment to Building a Better Future for All™.

Approval

This statement is submitted on behalf of James Hardie Australia Pty Ltd and RCI Holdings Pty Ltd, pursuant to section 14 of the Modern Slavery Act 2018. This Statement was prepared in consultation with, and approved by, the Board of Directors of James Hardie Australia Pty Ltd and RCI Holdings Pty Ltd.

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Signed on behalf of RCI Holdings Pty Ltd
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Signed on behalf of James Hardie Australia Pty Ltd
by John Arneil – Director

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