



UNITED INDUSTRIES LIMITED

United Industries Group Modern Slavery Statement

Effective: September 2026

Our Commitment

United Industries Limited (UIL) is committed to ensuring that modern slavery, forced labour, human trafficking, debt bondage, child labour and other forms of labour exploitation are not present within its operations or supply chains.

Our Business and People

United Industries is a New Zealand group of manufacturing and distribution businesses supplying steel and other building products to the construction industry, sourcing products, materials and services from New Zealand and international suppliers.

UIL employees are engaged under lawful employment arrangements, with controls covering work eligibility, payroll, health and safety, conduct, grievance reporting and whistleblowing.

Responsible Sourcing

UIL Group companies participating in the Sustainable Steel Council Responsible Products Certification Programme maintain at least 70% of applicable annual steel purchases, excluding fixings, from qualifying certified or verified suppliers and mills in accordance with programme requirements. Participating companies retain purchasing records, certifications and supplier or mill information to demonstrate compliance.

Modern Slavery Risk

UIL recognises that the greatest potential modern slavery risks may arise within international and upstream supply chains, particularly where products or materials originate from countries or industries with higher labour exploitation risks or where supply-chain transparency is limited.

These risks are managed through responsible sourcing requirements, third-party certification, supplier due diligence and the United Industries Supplier Code of Conduct.

No confirmed instances of modern slavery have been identified within UIL's operations or direct supply chain.

Supplier Expectations and Response

Suppliers are expected to comply with the United Industries Supplier Code of Conduct, including requirements relating to lawful employment, human rights and the prohibition of forced and child labour.

Suspected modern slavery or labour exploitation may be reported through UIL's reporting and whistleblowing channels. Credible concerns will be investigated and may result in corrective action, additional due diligence, escalation, regulatory reporting or termination of the supplier relationship.

Review

UIL will continue to review its responsible sourcing practices and strengthen due diligence where increased supply-chain risks are identified.

This statement is reviewed annually and updated where required.

John Williams

Managing Director, United Industries Limited

Date: September 2026