

**Modern Slavery Act 2015 Statement**  
for James Hardie Europe B.V. on behalf of itself and its subsidiaries

**BUSINESS**

James Hardie Europe B.V. purchases and, through its European subsidiaries, distributes high-quality fiber cement products and accessories in Europe. James Hardie sources its fiber cement products from its manufacturing sister companies in the United States and Australia and accessories from third party suppliers. In addition, James Hardie and its subsidiaries engage with third party service providers such as logistics companies and labour hire companies.

**MODERN SLAVERY ACT**

The UK Modern Slavery Act 2015 (“Act”) is a law designed to prevent modern slavery encompassing slavery, servitude, human trafficking and forced labour (“**Modern Slavery**”). James Hardie will not knowingly tolerate any form of Modern Slavery in its own company or direct supply chain. This Statement provides information on how James Hardie is working to ensure that its direct supply chains are free from slavery, servitude, human trafficking and forced labour.

**SUPPLIERS**

- Following the enactment of the Act, we have made a list of all of our direct suppliers and service providers that we consider to fall into the risk of non-compliance category. We ask them to certify that they fully comply with the laws regarding Modern Slavery in the countries in which they are doing business and the standards expected by our company. Such certification will include that our direct suppliers and service providers may be audited or subject to other forms of verification to ensure that there is no form of Modern Slavery being used in our supply chain. Responses will be monitored and where necessary, appropriate action will be undertaken.
- We are in the process of reviewing our standard purchasing terms and conditions and will ensure that provisions are included which expressly refer to, and demand compliance with, all applicable Modern Slavery laws. Any new negotiated supplier agreements will include clauses obliging suppliers to respect and comply with all applicable laws, and requirements of the company, with respect to Modern Slavery.

**EMPLOYEES**

- Our employees are required to comply with the James Hardie Global Code of Business Conduct which requires them to act lawfully, ethically and with integrity and encourages them to raise compliance and ethics concerns. Our Code requires

that suppliers and service providers are only engaged when applicable laws, regulation and James Hardie policies are followed. Any James Hardie employee who violates our standards may be subject to disciplinary action up to and including termination of employment.

- We ensure that no under aged people are employed within our company. To those people that are employed we have highlighted the [modernslavery.co.uk](http://modernslavery.co.uk) site holding useful information on how to recognize different types of Modern Slavery detailing what to do if it is identified.
- We have in place a whistleblowing hotline which ensures that anyone who has concerns, for example, about how staff is behaving, has a means of raising their concerns confidentially including when this concerns suspicion of Modern Slavery.
- While our recruitment focusses only on countries that pose a limited risk with respect to human trafficking or individuals being forced to work against their will, our staff conduct eligibility checks for all employees as an appropriate safeguard against Modern Slavery.

#### **PUBLICATION**

- This Modern Slavery Statement is published on our European website and on an annual basis through direct communication and intranet is shared with our employees.

This statement is made for James Hardie Europe B.V. on behalf of itself and its European subsidiaries and has been reviewed by senior management and approved by the board of directors on 19 February 2018.



Joseph Charles Blasko  
Director and General Counsel  
James Hardie Europe B.V.