

Modern Slavery Transparency Declaration



WeatherTex | Natural Flatsheets & Weatherboards

WeatherTex Natural Flat Sheets and Weatherboards are flat sheets and weatherboards of Responsible Wood certified Australian hardwood timber with no added formaldehyde. These products are available in various styles, textures and sizes and can be incorporated with other WeatherTex products for multiple design options.

Products Covered: Weathergroove 1200mm Natural, Weathergroove 300mm Natural, Weathergroove 150mm Natural, Weathergroove 75mm Natural, Weathergroove Fusion Natural, Vgroove 150 Natural, Ecogroove 150 Natural, Shingles Plus Natural

Licence Site/s: Raymond Terrace, NSW

Licence Number: WEA:NW01:2026:MS

Verification Date: 13 January 2026

Valid to: 13 January 2027

This declaration is a part of company's Modern Slavery Statement and hence it is to be read in conjunction with other documents.

Company Structure Description:

WeatherTex is an Australian-owned manufacturer with a long history of producing sustainable timber-based cladding solutions. With operations and supply partners across Australia and international markets, WeatherTex is committed to environmental stewardship, ethical sourcing and responsible manufacturing. We maintain a robust procurement program that includes supplier screening, a Supplier Code of Conduct and a Modern Slavery Policy. This framework prioritises suppliers who demonstrate strong commitments to sustainability, human health, safe working conditions and ethical labour practices, ensuring our products are made with integrity throughout the entire supply chain.

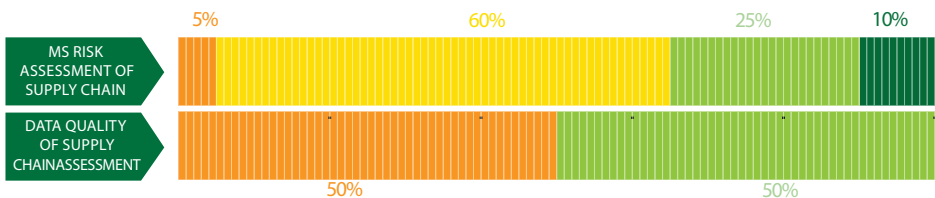
Company MS Statement: Yes

Company MS Policy: Yes

Overview Of Product Supply Chain Assessment

3	100%	100%
Of direct suppliers	Of suppliers evaluated	Suppliers risk assessed/ desktop assessed
0	100%	0
No of suppliers at High Risk	Suppliers audited (announced/ unannounced)	Cases of non-conformance/ modern slavery

Risk Assessment & Data Quality Summary



ASSESSMENT BASED ON 1% INCREMENTS ACCORDING TO COLOUR CODE KEY ON PAGE 2 & 3.

Overall Weighted Score

0.46

Data Quality Score		Risk Assessment Results	Average Score
0.89	DECEPTIVE RECRUITING	0	0.4
0.89	TRAFFICKING	0	0.4
0.89	SERVITUDE	0	0.4
0.89	FORCED LABOUR	0	0.44
0.89	FORCED MARRIAGE	0	0.4
0.89	DEBT BONDAGE	0	0.4
0.89	CHILD LABOUR	-0.16	0.36
-0.16	DISCRIMINATION	0.94	0.35
0.94	EQUAL REMUNERATION	0.83	0.71
0.83	FREE ASSOCIATION + COLLECTIVE BARGAINING	0.89	0.69
Weight Total			0.46

Compliance

Content Declared Accurate for and on behalf of:

WeatherTex

Colin McKenzie
Technical Manager



Content Verified by:
Global GreenTag International Pty Ltd

Dr Nana Bortsie-Aryee
Program Director

David Baggs
Chief Executive Officer

Verification Methodology

1.0 Scope

The Global GreenTag's Modern Slavery Product Declaration is a facilitation service designed to provide the subject company with an additional level of robustness to their declaration in compliance with Modern Slavery Acts that:

- Provides a third party verified Modern Slavery assessment of product supply chains to the extent possible;
- Provides assessment transparency and gives a quick evaluation overview;
- Uses simple easy to understand colour keys to explain risks;
- Identifies Modern Slavery risks and how they are mitigated (or not);
- Promotes and recognises manufacturers and suppliers willing to be 100% transparent as the Leaders they are;
- Provides plain language explanations of any recognised or assumed Modern Slavery in the supply chain;
- Provides guidance on the 'level of reliability' attached to risk assessments undertaken from 'onsite audit' to 'research based' verification;
- Provides reporting suitable for aggregating into company level reports for companies caught by relevant Acts, especially for companies with large procurement portfolios and mandatory legislative reporting requirements.

The GreenTag MSD is ultimately the subject Company's Modern Slavery declaration on their product Supply chain and is declared as such by a competent public officers of the subject company.

2.0 Preparing MSD

GGT MSD are prepared after reviewing numerous documents including, but not limited to, the Australian Government's guidance for reporting entities, UK Modern Slavery Act, QLD HRA, Australian Council of Superannuation Investors' (ACSI) Modern Slavery Risks, Rights & Responsibilities, and ETI and ERGON's Managing Risks Associated with Modern Slavery: A Good Practice Not for the Private Sector. Verifications are undertaken by GGT Qualified Exemplar Global Lead Auditors and are reviewed by both the GGT Program Director (also a Qualified Exemplar Global Lead Auditor) and the subject Company's Executive Management.

3.0 Assessment

Global GreenTag will map product supply chain and collect evidence from the supply chain to the extent possible. Company and its suppliers are requested to submit their procurement policies, quality statements, corporate policies, employment policies and contracts, Non-conformance registers, Human Resource policies, Modern Slavery policy, etc. These documents are reviewed and an explanation on any identified MS issues is requested from company/supplier. Based on the information and further evidence received from Company and its suppliers, Global GreenTag will verify each supplier and determine their compliance to MS from 'Low Risk' to 'Undetermined Risk', see table 1 for 5 scale code. The data quality of the supply chain assessment will be classified from 'Onsite audit' to 'No data available or Obscure Supply Chain', see table 2

Table 1: MS Risk Assessment of Supply Chains

Risk Identified	Colour
Best Practice Performance - Supplier has really strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Suppliers have demonstrated history of strong positive performance outcomes achieved. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts.	+2
Low Risk - Supplier has strong policies in place to avoid Modern Slavery and reports transparently on any non-conformances. Improvement on a previously non-compliant situation or the absence of negative impacts are not regarded as positive impacts.	+1
Compliance - Supplier have no conflicting policies related to Modern Slavery. Suppliers are compliant to local laws and international ILO core 8 conventions. Any identified 'Modern Slavery non-conformances'* has been actioned and are committed to put stronger policies in place.	0
Medium Risk - Suppliers have commitment to avoid Modern Slavery. The identified local law non-conformances has been actioned and are committed to put stronger policies in place. The policies are improving.	-1
High Risk - Suppliers identified with conflicting Modern Slavery policies in place and has high risk of potential MS activities or identified MS activities without any further actions to prevent it. Identified non-conformance to local law or MS without any actions to improve the situation.	-2
Undetermined Risk (Risk Indeterminable) - No or insufficient data to conclusively determine Modern Slavery	-2

Table 2: Data Quality of Supply Chain Assessment

Criteria	Data Source		Timeliness	Representativeness
Score	Primary Data	Secondary Data		
+2	Audit – Onsite	Report from well-established, well-documented reliable sources	Data from current period	Data directly from the company/ source/ supplier
+1	Audited – Desktop. Statutory declarations with supporting documents as evidence	Report from a well-established, well-documented reliable source	Data from previous year	Data from other sites of the company in same region
0	Statutory declarations cross-checked with region based research/ secondary reports	Independent but similar claims made by various sources	Data from 2 years ago	Data from other sites of the company in other regions
-1	Research based data	Research based data. Unverifiable claims found on websites, twitter, social media, etc	Data from 3 years ago	Data from other companies in same region/ area/ production conditions
-2	No data available or Obscure supply chain. Assumption based	No data available or obscure supply chain. Assumption based	Timeline unknown or more than 3 years ago	Average country data / average industry data / data from third parties

Above tables 1 and 2 are adapted and adopted from Social LCA methodology.

Executive Summary

Tier 1 (Direct) Suppliers

3 Tier 1 Suppliers out of 2 have publicly available policies or statements addressing modern slavery. The majority of the documentation found was addresses modern slavery in the context of the Australian Modern Slavery Act 2018 and best practice through global legislations UK Modern Slaver Act (2015) or the California Transparency in Supply Chains Act (2010). Some suppliers have code of conduct that specifically address modern slavery. For the 3 suppliers for which no information was found, assumptions were made based on the geographical location of the suppliers. For all direct suppliers whose information is missing, similar assumptions were applied based on their location, and they were treated as a single supplier for the assessment.

No relevant data was found on forced marriage however this aspect is not considered applicable here.

2 of the Tier 1 Suppliers have publicly available policies regarding discrimination. For the remaining suppliers there is insufficient data to conclusively determine the risk of discrimination based only on geographical location.

2 of the Tier 1 Suppliers have publicly available policies regarding equal remuneration. For the remaining suppliers, there is insufficient data to conclusively determine the risk of discrimination based only on geographical location.

2 Tier 1 Suppliers have policies addressing freedom of association and collective bargaining rights. For the remaining suppliers, there is insufficient data to conclusively determine the risk of discrimination based only on geographical location.

Tier 2+ (Indirect) Suppliers

No relevant data was found from Indirect suppliers and hence the assessment was done based on assumptions and third party articles/data.

Actions Taken as a result of investigations:

High Priority Tasks

- Obtain data and documentation from Tier 1 Suppliers for which no data was available on forced labour, trafficking in persons, servitude, debt bondage, deceptive recruiting labour or services, worst forms of child labour.
- Obtain data and documentation from Tier 1 Suppliers for which no data was available on discrimination, equal remuneration, freedom of association and collective bargaining.

Whistleblower Provisions? Yes

GGT disclaimer: As required by various legislation this document constitutes risk assessment and as such does not guarantee that Modern Slavery does not occur in the supply chains described herein. It is issued in good faith and is determined to be as accurate as possible at the date of issuance and is part of a continuous improvement and reporting process and will vary overtime with ongoing consultancy with supply chain.

Global GreenTag provides supply chain verification and research services for manufacturers providing product level declaration for customers asked to provide responses to MS Act & QLD Human Rights. GGT MSD document is a product level declaration.

The document is owned by the subject company. The IP inherent in the document is owned exclusively by Global GreenTag International Pty Ltd.

As a product level statement, this document is issued in support of those companies undertaking required or voluntary Modern Slavery reporting or publication.

Appendix 1:

Table 3: Product Factory Assessment

Slavery Type	Suppliers Assessed	Full Compliance	Risk Assessed Outcome		Data Quality Outcome		Commitments/ goals
Deceptive recruiting for labour or services; Trafficking in person, Servitude, Forced Labour, Forced Marriage, Debt Bondage	100%	Y	0	The company has a system in place and can provide an evidence that there is no 'Slavery'. Reliable secondary data available in ILO website and Australian Fair work practices.	1.67	Primary data and Statutory Declaration (+1), Primary Data directly from the Applicant (+2), Current data (+2)	Y
Worst Forms of Child Labour	100%	Y	0	The company has a system in place and can provide an evidence that there is no 'Child Labor'. Reliable secondary data available in ILO website and Australian Fair work practices.	1.67	Primary data and Statutory Declaration (+1), Primary Data directly from the Applicant (+2), Current data (+2)	Y
Discrimination	100%	Y		The company has a system in place and can provide an evidence that there is no 'discrimination'. Reliable secondary data available in ILO website and Australian Fair work practices.	1.67	Primary data and Statutory Declaration (+1), Primary Data directly from the Applicant (+2), Current data (+2)	Y
Equal Remuneration	100%	Y	2	The company has a system in place. Pay scales and remuneration criteria are transparent and available to all employees. Reliable secondary data available in ILO website and Australian Fair work practices.	1.67	Primary data and Statutory Declaration (+1), Primary Data directly from the Applicant (+2), Current data (+2)	Y
Freedom of Association & Collective Bargaining	100%	Y	2	The company engages in a dialogue with collective representation of workers and incorporate their views in management decisions.	1.67	Primary data and Statutory Declaration (+1), Primary Data directly from the Applicant (+2), Current data (+2)	Y

Table 4: Tier 1 DIRECT SUPPLIER:Natural Flatsheets & Weatherboards

4.1. Assessment for Slavery (Including deceptive recruiting for labour or services; trafficking in person; servitude; forced labour; forced marriage; debt bondage).

Component	No. of Suppliers	Assessed	Risk Assessed Outcome		Data Quality Outcome		Commitments/ goals
Unrefined paraffin wax	1	100%	0	The company has a policy in place and can provide an evidence that there is no 'Slavery'	-0.33	Research based primary data(-1), Data from the Applicant website (+2), timeliness unknown(-2)	Y
Mixed Eucalypt Hardwood Logs	1	100%	1	The company has a PDCA in place and can provide an evidence that there is no 'Slavery'	1.33	Primary data and statutory declaration (+1), Directly from Applicant (+2), Current data FY 24-25(+1)	Y
Mixed Eucalypt Hardwood Logs: Area Specific	1	100%	-1	Reliable Country specific secondary data	-0.66	No data available or Obscure supply chain. Assumption based(-2)Contry specific from Government websites (-2), current data(+2)	Y

4.2 Assessment for Worst forms of Child Labour

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Unrefined paraffin wax	1	100%	0 The company has a policy in place. Reliable secondary data available in ILO website.	-0.33 Research based primary data(-1), data directly from the Applicant (+2), timeliness unknown(-2)	Y
Mixed Eucalypt Hardwood Logs	1	100%	0 The company has a system in place and can provide an evidence that there is no 'Child Labour'. There are reliable regional based secondary data	1.33 Primary data and statutory declaration (1), Directly from Applicant (2) Previous year data(1)	Y
Mixed Eucalypt Hardwood Logs: Area Specific	1	100%	-1 Reliable Country specific secondary data (-1)	-0.66 No data available or Obscure supply chain. Assumption based(-2)Contry specific from Government websites (-2), current data(+2)	Y

4.3 Assessment for Discrimination

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Unrefined paraffin wax	1	100%	0 The company has a policy in place. Reliable secondary data available in ILO website.	-0.33 Research based primary data(-1), data directly from the Applicant (+2), timeliness unknown(-2)	Y
Mixed Eucalypt Hardwood Logs	1	100%	0 The company has a system in place to monitor and enforce non-discrimination policy. There are strong governmental laws	1.667 Primary data and statutory declaration (+1), Directly from Applicant (+2) current data (+2)	Y
Mixed Eucalypt Hardwood Logs: Area Specific	1	100%	-1 Reliable Country specific secondary data (-1)	-0.66 No data available or Obscure supply chain. Assumption based(-2)Contry specific from Government websites (-2), current data(+2)	Y

4.4 Assessment for Equal Remuneration

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Unrefined paraffin wax	1	100%	0 The company has a policy in place. Reliable secondary data available in ILO website.	-0.33 Research based primary data(-1), data directly from the Applicant (+2), timeliness unknown(-2)	Y
Mixed Eucalypt Hardwood Logs	1	100%	0 The company has a system in place to monitor and enforce equal remuneration policy. There are reliable regional secondary data	1.33 Primary data and statutory declaration (+1), Directly from Applicant (+2) previous year data (+1)	Y
Mixed Eucalypt Hardwood Logs: Area Specific	1	100%	-1 Reliable Country specific secondary data (-1)	-0.66 No data available or Obscure supply chain. Assumption based(-2)Contry specific from Government websites (-2), current data(+2)	Y

4.5 Freedom of Association and Collective Bargaining

Component	No. of Suppliers	Assessed	Risk Assessed Outcome	Data Quality Outcome	Commitments/ goals
Unrefined paraffin wax	1	100%	0 The company has a policy in place. Reliable secondary data available in ILO website.	-0.33 Research based primary data(-1), data directly from the Applicant (+2), timeliness unknown(-2)	Y
Mixed Eucalypt Hardwood Logs	1	100%	0 The company has a system in place to enforce the policy & There are reliable regional secondary data	1 Primary Data Available on website (2017) research based. Directly from the company	Y
Mixed Eucalypt Hardwood Logs: Area Specific	1	100%	-1 Reliable Country specific secondary data (-1)	-0.66 Primary Data Available on website (2017) research based. Directly from the company	Y