



Under the California Transparency in Supply Chains Act of 2010 (SB 657), large manufacturers and retailers are required to disclose their efforts to eradicate slavery and human trafficking within their supply chains. The purpose of the law is to provide transparency to consumers so they can make informed decisions when purchasing goods and services.

At James Hardie Building Products Inc., our purpose is Building a Better Future for All™. We believe in doing business transparently and ethically, in compliance with applicable law and our [Code Of Business Conduct](#). We also have a [Global Supplier Code of Conduct](#) that applies to all tier one suppliers. One section of the code specifically prohibits the use of forced labor of any kind, including human trafficking and slavery. As part of this code, we expect suppliers to have similar practices for their supply chain.

**Verification:** We have mapped our supply chain to identify potential risk areas, which allows us to conduct enhanced due diligence for targeted areas. The risk mapping is done by a third party with expertise in this area.

**Audits:** The enhanced due diligence, through traditional social compliance audits, is carried out by third parties as announced audits.

**Certification:** Our suppliers are expected to comply with the substantive measures in our Supplier Code of Conduct, which includes a prohibition on forced labor use.

**Internal Accountability:** If a violation is identified, we will thoroughly investigate, engage with necessary stakeholders and work towards a meaningful remedy for the workers. If a violation is substantiated, we will responsibly cease to do business with the supplier, prioritize safety and wellbeing of impacted workers, and report any violations of law to relevant authorities.

We encourage all employees to use our confidential [employee hotline process](#) and are open to others to use it as well that we refer to in our supplier code of conduct. We invest in ongoing training programs for our employees.

**Training:** We regularly train our employees on the Code of Business Conduct.