

Modern Slavery Statement 2022



About Wienerberger Ltd.

Wienerberger Ltd. supports and enables the construction industry to create a better future for the built environment. We do this by providing outstanding, sustainable building solutions, long-lasting partnerships and exceptional, enduring careers. Together we are future-building.

Company structure

Wienerberger Ltd. is privately held by Wienerberger AG which, since it was founded in Vienna in 1819, has become the world's largest producer of bricks and Europe's largest clay roof tile producer. In 2022 Wienerberger AG generated revenues of € 4.977 billion and operating EBITDA of € 1.021 billion.

In April 2019 Wienerberger Ltd. acquired Building Product Design Ltd. (BPD Ltd.), a specialist provider of roofing accessories. BPD falls into scope of Wienerberger Ltd.'s report as a subsidiary, and the information and key performance indicators presented in this report incorporate progress from Building Product Design Ltd.

In August 2021 Wienerberger Ltd. acquired FloPlast Ltd. (FloPlast Ltd.), a manufacturer and supplier of plastic building and plumbing systems to the UK construction sector based in southeast England, and Cork Plastics (now Pipelife Ireland Solutions Ltd.) which manufactures plastic products for the construction, building and agricultural sectors in County Cork, Ireland. FloPlast Ltd. generated £87.9 million in revenues in 2022 and therefore falls in scope of the UK Modern Slavery Act (2015). Historically, FloPlast Ltd. has produced its own Modern Slavery Statement. Revenues of Pipelife Ireland Solutions Ltd. are not disclosed but are below the reporting threshold, and therefore Pipelife Ireland Solutions Ltd. has not previously been required to report under the UK Modern Slavery Act (2015). FloPlast Ltd. and Pipelife Ireland Solutions Ltd. will report alongside Wienerberger Ltd. and BPD Ltd. from 2022 onwards.

Wienerberger Ltd. generated revenues of £383.9 million in 2022. BPD Ltd. generated revenues of £34.8 million in 2022. Between Wienerberger Ltd., BPD Ltd., FloPlast Ltd. and Pipelife Ireland Solutions Ltd. there are 16 production sites; and two distinct offices situated in Cheshire.

Our supply chain

Wienerberger Ltd. utilises a global supply chain of goods and services to produce bricks, pavers, roof tiles, roofing accessories and provides architectural design services. We source the majority of our raw materials (such as clay, sands, and additives) from within the UK, either from our own quarries or through our strategic partners.

In contrast, the supply chains of BPD Ltd., FloPlast Ltd. and Pipelife Ireland Solutions Ltd. are not concentrated in the UK, as these companies use both UK-based and international suppliers. Each company favours long-term relationships with strategic suppliers which requires compliance with communicated ethical standards and this helps to mitigate risk.

Within the framework of our business relations, we ensure that we clearly communicate our various policies, processes and procedures with our global supply network addressing modern slavery, sustainability, and ecological and social standards and supplier diversity. Wienerberger Ltd. is sharing supply chain management practices with BPD Ltd., FloPlast Ltd. and Pipelife Ireland Solutions Ltd. to strengthen existing policies, processes and procedures in order to achieve the same standards within BPD Ltd.'s supply chain. This alignment process is ongoing in 2022.

The majority of staff working at Wienerberger Ltd., BPD Ltd. and Pipelife Ireland Solutions Ltd. are direct employees, with a small percentage of temporary staff employed through local agencies. In contrast, FloPlast Ltd. has historically employed a relatively high number of agency staff, which has been highlighted as an area for risk mitigation in 2023.

Building on a history of zero tolerance

Wienerberger Ltd., as part of the Wienerberger Group, has ascribed to labour practices since 2001 with the publication of our **Social Charter**, a public commitment to comply with the recommendations of the International Labor Organization (ILO) and to adhere to the principles of the EU Fundamental Rights Charter.

In 2003 the Group acceded to the UN Global Compact, which consists of 10 ethical business principles including action on human rights, labour standards, environmental protection and preventing corruption. In the context of this Modern Slavery Statement, our commitment to Principle 4: the elimination of all forms of forced and compulsory labour is particularly relevant. The Wienerberger Group publishes a **Communication on Progress** against the 10 Principles of the UN Global Compact annually.

"When we signed the UN Global Compact in 2003, we officially acknowledged our responsibility as a corporate citizen. We actively promote business ethics and see to it that the ten guiding principles of the UN Global Compact are consistently implemented throughout the Wienerberger Group. To date, our commitment to "good corporate citizenship" throughout the Wienerberger Group has won us wide public recognition"
Heimo Scheuch, CEO of Wienerberger AG.

In the UK, Wienerberger Ltd.'s brick, paver and roof tile manufacturing operations have been independently assessed against the Responsible Sourcing Standard BES 6001 since 2009. The standard promotes best practice in supply chain management, with auditors mapping our progress against criteria such as raw material traceability, community engagement and ethical labour. We are pleased to report that in 2022 Wienerberger Ltd.'s brick, paver and roof tile products manufactured in the UK achieved an 'Excellent' rating under BES 6001. This is the highest grade of certification available and reflects our commitment to delivering environmental and social value through our own operations and supply chain partnerships. Wienerberger Ltd. also encourages its raw material suppliers to pursue BES 6001 certification to amplify ethical conduct in the supply chain.

Slavery and human trafficking policies

Wienerberger Ltd.'s Modern Slavery Policy sets out the company's approach to combating modern slavery and describes the procedure for reporting a suspected breach of policy. BPD Ltd. published a complementary **Modern Slavery Policy** in 2021, and the introduction of a dedicated policy for FloPlast Ltd. and Pipelife Ireland Solutions Ltd. is ongoing. The policies incorporate a telephone number and procedure for a whistle-blowing hotline, which is managed by an independent third-party so that concerns can be raised in complete anonymity. The whistle-blowing hotline service covers BPD Ltd., FloPlast Ltd. and Pipelife Ireland Solutions Ltd.

Wienerberger Ltd.'s Modern Slavery Policy complements our **Responsible Sourcing Policy** which holistically addresses the environmental and social aspects of our operations. Wienerberger Ltd.'s policies apply to all individuals working for or on behalf of Wienerberger Ltd. in any form, including agency workers and contractors.

Methods to identify, assess and manage risk

Wienerberger Ltd.'s standard Conditions of Purchase and Supply Agreements contain a clause specifically addressing modern slavery offenses. The clause outlines the expectation that no supplier shall knowingly engage or support activities constituting modern slavery and reserves the right for Wienerberger Ltd. to terminate a contract if a supplier does not implement corrective actions following discovery of modern slavery within their company or supply chain. This process has been strengthened by the appointment of EcoVadis, an international ESG (Environmental, Social and Corporate Governance) rating agency, to assess suppliers' sustainability performance and potential risks. The supplier assessments via EcoVadis are supplemented with further processes, e.g. a monthly screening of all SAP registered suppliers against the international sanctions lists published by the United Nations and the Office of Foreign Asset Control (OFAC).

Wienerberger Ltd. will undertake all reasonable and practical steps to ensure that our standards are being implemented throughout our supply chain. Any instances of non-compliance will be assessed on a case by case basis and we will tailor remedial actions appropriately. Wienerberger Ltd. will only trade with those that fully comply with our policy or those who are taking verifiable steps towards compliance.

When Wienerberger Ltd., BPD Ltd. and FloPlast Ltd. welcome new employees, be it on a permanent or temporary basis, we verify every individual's right to work in the United Kingdom, ensure they have the correct skills and qualifications for their role and that they receive a decent wage. When temporary agency staff are used across Wienerberger Ltd., BPD Ltd., Pipelife Ireland Solutions Ltd.

and FloPlast Ltd. we ensure that temporary staff receive the same wages as our permanent staff in comparable roles, in line with Agency Workers Regulations (AWR).

In addition, Wienerberger Ltd. conducts basic Disclosure and Barring Service (DBS) checks for all Board-grade roles, to identify unspent convictions relating to unethical practices. To safeguard against wage theft, employee bank details are also being checked for duplicates within our payroll system.

Employee training

At a minimum employees at Wienerberger Ltd., BPD Ltd., Pipelife Ireland Solutions Ltd. and FloPlast Ltd. should understand how to identify potential victims of modern slavery and how to report suspected cases. Bespoke awareness training has been deployed to the workforce through a combination of toolbox talks and team briefings. The training consists of a briefing and a bespoke animated video, both explain how to identify and report suspected cases of modern slavery. Learning is reinforced with posters for canteen notice boards and take-away cards for staff detailing the key learning points and contact information. Wienerberger Ltd. is now supporting BPD Ltd., Pipelife Ireland Solutions Ltd., and FloPlast Ltd. with the roll out of modern slavery awareness training for employees.

Summary of progress

Each year Wienerberger Ltd. reports upon progress using three key performance indicators:

1. Number of whistle-blowing cases raised
 - » In 2022, zero cases were raised at Wienerberger Ltd., BPD Ltd., Pipelife Ireland Solutions Ltd. and FloPlast Ltd.
2. Number of modern slavery cases identified
 - » Zero instances of modern slavery were identified in 2022. However, we recognise that deeper risk assessments and specialist staff training will increase our confidence in 'zero instance' reports.
3. Percentage of employees trained on modern slavery risks and prevention
 - » Wienerberger deployed Modern Slavery Awareness training to employees in 2018. Learning is reinforced with posters for canteen notice boards and take-away cards for staff detailing the key learning points and contact information. The course is due to be re-issued in 2023, through a combination of an online learning platform and tool-box talks, covering both Wienerberger Ltd. and BPD Ltd. staff. Pipelife Ireland Solutions Ltd. and FloPlast Ltd. are scheduled to receive training in 2024.

"The Wienerberger success story began 200 years ago and we have always felt a responsibility for generations to come. Today we scrutinize those we do business with more critically than ever, challenging our partners to take responsibility as well."
Heimo Scheuch, CEO of Wienerberger AG.



Signed on behalf of the Board of Directors

Keith Barker
Chief Operating Officer UK & Ireland
Wienerberger Ltd.