

# James Hardie Human Rights Policy

## Introduction

James Hardie Industries plc ("James Hardie") is committed to upholding human rights across all of our global operations. Guided by our purpose of Building a Better Future for All™, our company culture is built on providing a foundation of Zero Harm and creating a positive impact in our communities. We have an unwavering commitment to safe people, safe places and safe systems.

We recognize our responsibility to respect and promote human rights as outlined in the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, International Labour Organization's core conventions, OECD Guidelines for Multinational Enterprises, International Bill of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. Where national laws are less stringent or in conflict with the above human rights standards, we will seek to respect the highest of recognized human rights standards to the greatest extent possible. We expect all our suppliers, customers, contractors and business partners to uphold these principles and urge them to adopt similar policies within their own businesses. This policy applies to all James Hardie employees, executive officers and directors as well as any agents acting on behalf of the company, across all locations.

## Commitment to Human Rights

James Hardie is dedicated to respecting Human Rights across our value chain. Our company values, including Honor Our Commitments and Do the Right Thing, guide our commitment. We have our [Global Code of Business Conduct](#), that applies to our employees, executive officers and directors as well as any agents acting on behalf of the company, and our [Global Supplier Code of Conduct](#), that applies to all suppliers, contractors, and vendors.

Below are our commitments to human rights within our operations. We expect everyone across our value chain to uphold and adhere to similar commitments.

- **Non-Discrimination and Anti-Harassment:** We are committed to providing a work environment free from discrimination and harassment. We do not tolerate any form of discrimination based on attributes including, but not limited to, race, color, religion, gender identity, sexual orientation, national origin, age, or disability.
- **Forced and Child Labor:** We strictly prohibit the use of forced, bonded, or indentured labor, or the employment of individuals under the legal working age. We provide adequate protections for employees above the legal working age and below age 18.
- **Safe and Healthy Work Environment:** We are dedicated to providing a safe and healthy work environment for all employees through our global Zero Harm Program where safe people, safe workplaces and safe systems are our priority. We comply with all applicable health and safety laws and regulations and continuously improve our health and safety practices as we believe all incidents are preventable.
- **Fair Wages, Benefits and Working Hours:** We uphold fair employment practices including providing fair wages and benefits that meet or exceed the legal minimum standards. We acknowledge the importance of a living wage and strive to align our compensation practices with this principle. Our working hours are aligned with local law or international standards. In the case where local law does

not exist or is in conflict with international standards, we seek to meet internationally recognized standards on working hours.

- **Freedom of Association and Collective Bargaining:** We respect the rights of employees to freely associate, join labor unions, and engage in collective bargaining.
- **Equal Opportunity:** We offer equal opportunities and base our employment decisions on individual merit and qualifications directly related to professional competence. We are committed to the protection and promotion of the rights of women and persons in other designated groups.
- **Indigenous Rights and Land Rights:** We recognize the rights of Indigenous People across our operations. The rights and titles of land are respected, and we're committed to free, prior and informed consent (FPIC).

### **Implementation and Monitoring**

To ensure the effective implementation of this policy, James Hardie will:

- Conduct regular training for all James Hardie employees, executive officers and directors as well as any agents acting on behalf of the company on human rights and ethical business practices.
- Engage with stakeholders, including employees, suppliers, and communities, to understand and address actual or potential human rights concerns.
- Perform audits and/or assessments of our operations and value chains to identify and mitigate human rights risks.
- Maintain a hotline grievance mechanism, as detailed below, for employees and stakeholders to report human rights violations confidentially and without fear of retaliation.

### **Complaints & Ethics Hotline**

James Hardie maintains a global ethics hotline operated telephonically and [online](#) by an independent external provider which allows employees to report anonymously any concerns. All James Hardie employees worldwide are reminded via annual training of the existence of the ethics hotline. This hotline is also open to any stakeholder in the James Hardie value chain. Read our [Ethics Hotline Policy](#) for more information.

### **Conclusion**

James Hardie is committed to upholding the highest standards of human rights in all aspects of our business. We believe that respecting and promoting human rights is essential to the well-being of our employees, customers, and communities and our success as a business.

### **Governance**

The Human Rights Policy has been adopted by the Board of Directors, CEO and the Executive Leadership Team. The Director of Global Social Impact oversees that the policy is integrated into all aspects of the company's operations including appropriate training and awareness programs.

Revision History

Effective Date (DD MMM YYYY)	Revision No.	Change Description	Reference Section	Writer
15 May 2025	N/A	New Policy – First approval		Molly Ernst-Alper