



S-5![®]

The Right Way

**MODERN
SLAVERY
STATEMENT**



OUR MISSION IS ...
TO CREATE INNOVATIVE
SOLUTIONS TO ATTACH
VIRTUALLY ANYTHING TO A
METAL ROOF — ***THE RIGHT WAY™***

It is not just a slogan—it is our credo and rule of conduct. Having served the industry from the beginning as the original inventor of an all-new and distinctive product category, we have the knowledge, research, engineering, testing, production capability, ingenuity and overall expertise to develop and stand behind our products like no other in this marketplace.

What makes us the leader in our product category, standing above the rest, is a culture and

ethos within our leadership to strive for perfection. From business ethics and customer service to the quality of the products, this drive for perfection leads to excellence in every aspect of our business.

Operating in 35 countries across the world, people are at the heart of S-5! and the reason why we exist. Across our entire value chain – customers, suppliers, team and communities – people are vital to bringing our brand to life.

UNDERSTANDING MODERN SLAVERY

Anti-slavery policies are vital for fostering moral, legal and societal alignment on a global scale. According to the Australian government's Modern Slavery Register, an estimated 27.6 million people are subjected to forced labour, while approximately 14.9 million women and girls are living in forced marriages worldwide.

Additionally, between 2015/16 and 2016/17, the number of human trafficking and slavery victims in Australia ranged from 1,300 to 1,900. These figures highlight the scale and severity of modern slavery.

Alarmingly, this data suggests that only one in five victims is ever identified, underscoring the hidden nature of this crime. Exploitation takes many forms, from forced labour and human trafficking to various acts of physical violence and psychological coercion. Factors such as economic hardship, social insecurity and the desire for a better life often trap individuals in these dire circumstances.

 **26.7 MILLION**
PEOPLE SUBJECTED TO FORCED LABOUR

 **14.9 MILLION**
WOMEN AND GIRLS LIVING IN FORCED MARRIAGES

 **1,300 - 1,900**
HUMAN TRAFFICKING AND SLAVERY VICTIMS IN AUSTRALIA

The construction industry, in particular, faces heightened risks of exploitation as the rising demand for cheap labour creates fertile ground for abuse. By implementing robust anti-slavery measures and raising public awareness, we can better protect vulnerable individuals and work towards a society where everyone can live free from exploitation, violence and fear.

This commitment aligns with S-5!'s core values, reinforcing our dedication to upholding human rights and ensuring dignity for all people.

OBJECTIVES OF ANTI-SLAVERY POLICIES

1



PROTECT BASIC HUMAN RIGHTS

Ensure individuals are treated with dignity and not as property or forced into labour against their will.

2



PROVIDE ECONOMIC EQUITY

Create a more level playing field in the workforce.

3



PREVENT SOCIAL UNREST

Mitigate the risks of instability and violence within communities.



An AI generated world map with highlighted regions where modern slavery still exists

An increasing number of nations are adopting anti-slavery policies to tackle this global crisis. Australia's Modern Slavery Act 2018 serves as a key model for S-5!'s own policies across our global operations.

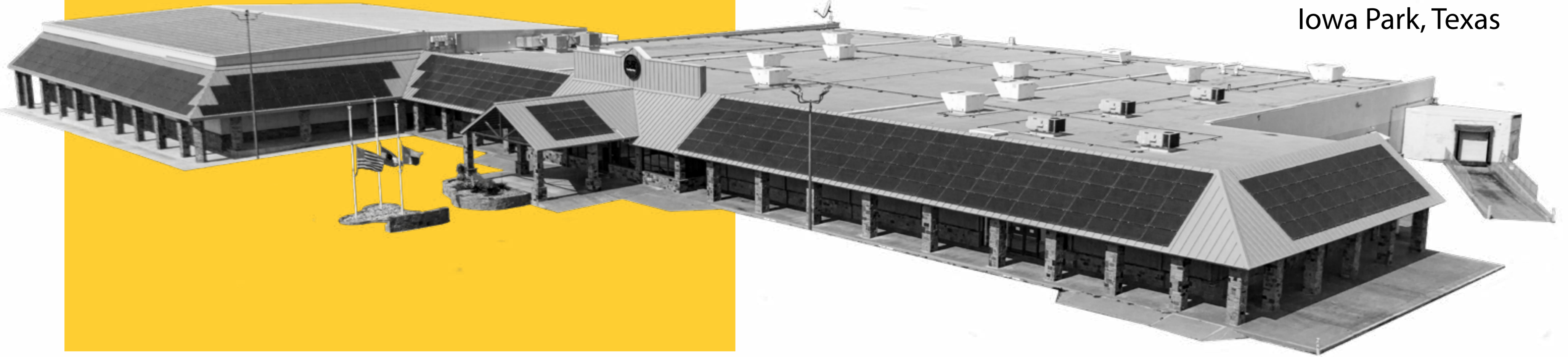
By aligning with this legislation, we ensure our practices meet international standards and demonstrate our unwavering commitment to combating modern slavery in all markets where we operate.

S-5!'S ANTI-SLAVERY POLICY INITIATIVE

For decades, S-5! has been at the forefront in driving robust building codes and standards with organisations and permitting jurisdictions. Our commitment to excellence in quality and safety has also driven us to adopt Environmental, Social and Governance (ESG) policies, solidifying our leadership in the industry.

In collaboration with our Australian clients, S-5! has partnered with Bureau Veritas Australia Pty Ltd (Bureau Veritas), a global leader in building trust in business-to-business relationships, to establish an anti-slavery policy. With more than 190 years of experience and a presence in 1,600+ plus offices globally, Bureau Veritas is uniquely positioned to support S-5!'s mission.

S-5! Manufacturing Facility
Iowa Park, Texas



COMPANY OVERVIEW

Established in 1992 by renowned industry expert, CEO and Founder Rob Haddock, S-5! is the world's leading authority on metal roof attachment solutions. Based just outside of Colorado Springs, Colorado, the company's continued success resulted in the establishment of a dedicated manufacturing facility in Iowa Park, Texas.

Made in the USA, S-5!'s zero-penetration clamps and lifetime brackets are engineered for a variety of roof-mounted applications and are now installed on more than 2.5 million metal roofs worldwide.

The S-5! manufacturing plant represents state-of-the-art equipment and automation, certified to ISO 9001:15 quality assurance standards. The company uses only certified raw material and is regularly audited by UL, FM, ICC, TÜV, SAI Global and Intertek. S-5! is proud to work predominantly with U.S.-based vendors, allowing the company to tightly control its quality input and supply chain reliability.

S-5! has been an innovative

leader since its inception, founded on principles of listening, understanding, collaborative troubleshooting, robust engineering and certified testing. As a global leader, S-5! also recognises the need to be responsive in the areas of ESG.

In September 2024, Bureau Veritas was voluntarily engaged by S-5! to undertake an assurance audit of our operations and confirmed that our practises align with the S-5! ESG Policy statement (www.s-5.com), including our commitment to anti-slavery, making us the first company in our category of products to meet these strict criteria, both in Australia and worldwide.

We take immense pride in delivering only the highest quality products—Tested, Trusted and Engineered. Our products are manufactured in our own facilities, which adhere to the strictest global standards for working conditions and safety. Our commitment extends beyond quality; we strive to promote a just society for all, ensuring that our practises reflect our values and contribute positively to the communities we serve.

THE S-5! SUPPLY CHAIN

Our Commitments – This anti-slavery policy applies to all employees, contractors and suppliers of S-5! *dba* Metal Roof Innovations, LLC. Management is responsible for ensuring compliance with this policy and promoting a culture of transparency, integrity and

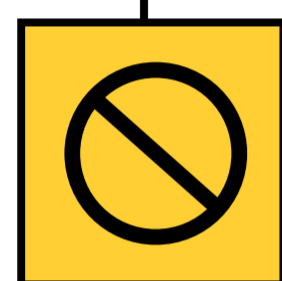
respect for human rights throughout the organisation.

To maintain its effectiveness and relevance, this policy will be reviewed periodically. Updates will be made as necessary to reflect changes in laws, regulations and best practises in combating modern slavery and human trafficking.



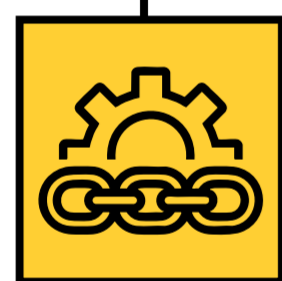
COMPLIANCE

We will comply with all applicable laws and regulations relating to modern slavery and human trafficking in all the jurisdictions in which we operate.



ZERO TOLERANCE

S-5! maintains a zero-tolerance policy towards modern slavery and human trafficking. We do not engage in or tolerate any form of forced labour, child labour or human trafficking within our operations or supply chain.



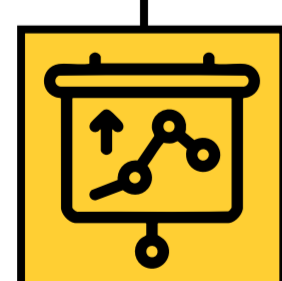
SUPPLY CHAIN DUE DILIGENCE

We are committed to ensuring that our supply chain is free from modern slavery and human trafficking. We conduct due diligence on our suppliers to assess and mitigate risks of modern slavery and human trafficking. This includes evaluating supplier practises, policies and adherence to ethical standards.



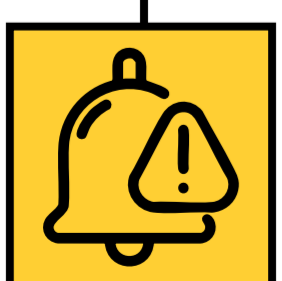
SUPPLIER ENGAGEMENT

We will work closely with our suppliers to raise awareness of modern slavery and human trafficking issues and to promote ethical practises within our supply chain. We will encourage suppliers to implement robust policies and procedures to prevent and address modern slavery and human trafficking.



EMPLOYEE AWARENESS AND TRAINING

S-5! provides comprehensive training and awareness programmes to educate its employees about the risks of modern slavery and human trafficking, empowering them to identify and report any concerns. All managers receive quarterly in-person updates on emerging trends, new legislation and opportunities to make a positive impact on society.



REPORTING & ACCOUNTABILITY

We encourage all employees, suppliers and stakeholders to report any suspected cases of modern slavery or human trafficking immediately. Reports will be investigated thoroughly, and appropriate action will be taken in accordance with our policies and procedures.

SUPPLY CHAIN MODERN SLAVERY RISK ASSESSMENT

The Bureau Veritas assurance audit ensures that our systems are compliant with Australia's Modern Slavery Act 2018, which we believe currently represents the most robust criterion of any governmental authority.

The audit covered seven core principles and required demonstrated examples to support more than 250 audit

questions encompassing: Operations; Social; Labour; Health; Safety; Procurement; and Business Ethics. The audit covered the operations in Iowa Park, Texas and Colorado Springs, Colorado, USA.

The post-audit statement included in our documentation process pertains specifically to the information within the defined scope of assurance outlined below.

SCOPE OF AUDIT & ASSURANCE

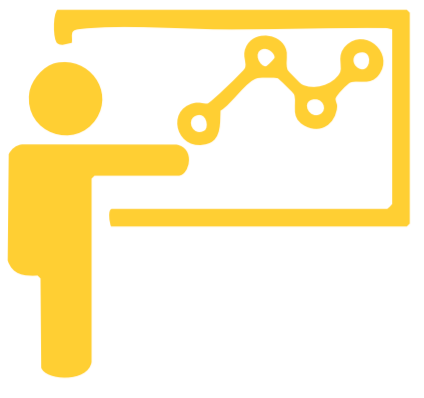
S-5! prepared and formalised its ESG policy in 2024, which includes the S-5! Anti-Slavery Policy statement that serves as a foundational commitment to leadership in social responsibility and stakeholder engagement.

To ensure a thorough and sustainable approach, we engaged an external expert to evaluate and test our systems. This independent audit was successfully completed in October 2024. The audit conclusion, provided by Bureau Veritas is included in this document.



BUREAU
VERITAS





TRAINING

In 2024, the S-5! company policy was communicated to its employees at its annual code of conduct training. This annual training included a course dedicated to anti-human trafficking. Salaried employees in high-risk roles, such as the Legal, Human Resources and Supply Chain functions, are assigned courses based on function and associated risks.

S-5!'s leadership principle—**The Right Way**— sets the highest standards of behaviour and treatment of stakeholders.



REPORTING MECHANISMS & SUPPLIER AGREEMENTS

S-5! maintains strong, ethical relationships with our suppliers through contracts that are grounded in legal and ethical standards. These agreements include mandatory clauses requiring suppliers to comply with the S-5! ESG Policy statement, which encompasses our anti-slavery commitment. Specifically, these contracts prohibit child labour, slavery, forced labour, prisoner labour and all

forms of involuntary labour, ensuring a firm stance on protecting human rights.

The S-5! Compliance Agreement clearly outlines our expectations for ethical conduct. It obligates suppliers to uphold fundamental human rights and prohibits any involvement in forced or child labour. S-5! reserves the right to terminate any supplier relationship if there is evidence of involvement in modern slavery or human trafficking.



ASSESSING THE EFFECTIVENESS OF EFFORTS TO COMBAT MODERN SLAVERY

S-5! evaluates the effectiveness of its actions to combat modern slavery through a combination of employee awareness metrics, including training performance, bi-annual 360-degree employee feedback surveys and ongoing education on modern slavery issues.

Additionally, we require vendors to contractually agree with our entire ESG policy, which incorporates our anti-slavery policy. S-5! will regularly assess supplier compliance with those guidelines.



CONSULTATION PROCESS

S-5!'s global modern slavery and anti-human trafficking compliance programme is overseen by a cross-functional ESG committee comprised of members from all corporate departments. The programme's progress and key updates are communicated to the core management team each quarter during all-managers meetings,

ensuring alignment and accountability across the company.

In compliance with the consultation process requirements under the Australian Modern Slavery Act 2018, we engaged the external auditor, Bureau Veritas, to assess our current risk and compliance levels. Their role also included helping to establish ongoing key performance indicators (KPIs), to monitor and evaluate the effectiveness of our ongoing oversight processes.

This entire statement has been reviewed and approved by S-5! leadership.

Rob Haddock, CEO & Founder, S-5!
November 25, 2024

Joel Mandel, COO, S-5!
November 25, 2024

NOTES

Additional supporting documents can be found on our website at www.s-5.com under our Sustainability section.

This statement is intended to support our commitment to meeting the guidelines laid out in the following jurisdictions:

- Australian federal Modern Slavery Act
- The California Transparency in Supply Chains Act
- Modern Slavery Act 2015 (UK)
- ILO Conventions: The International Labour Organisation has conventions against forced labour, such as Convention No. 29 (Forced Labour Convention) and No. 105 (Abolition of Forced Labour Convention)
- EU Directive 2011/36/EU: Addresses the prevention of human trafficking and protection of victims within the European Union

Entities & Organisations S-5! researches and leverages to stay informed about trends:

- Anti-Slavery International: The world's oldest international human rights organisation, working to end modern slavery globally
- International Labour Organisation (ILO): A United Nations agency that sets labour standards and promotes decent work conditions, with specific programmes focused on combatting forced labour
- Walk Free Foundation: Known for its Global Slavery Index, which provides data and raises awareness about modern slavery worldwide
- United Nations Office on Drugs and Crime (UNODC)

Source: <https://modernslaveryregister.gov.au/resources/>



Environmental, Social Governance Assessment

Metal Roof Innovations dba S-5!
500 W Hwy St, Iowa Park, TX 76367

Conducted by Dane Kennedy
September 24-25, 2024

Executive Summary

A scoping and planning session was conducted with representatives of Metal Roof Innovations dba S-5! to conduct an assessment against customized Environment, Social and Governance (ESG) criteria. The assessment was conducted remotely on September 24-25, 2024.

The assessment was conducted on the Iowa Park Manufacturing center located at 500 W Hwy St, Iowa Park, TX 76367.

The organization provides products, attachment methods for rooftop accessories such as Snow Retention, Solar Panels, Fall Safety, Catwalk and HVAC units.

The facility operates utilizing two (2) buildings. The primary building is the manufacturing center. The building is 74,000 sq ft with 63,000 of that being manufacturing and the remainder being offices and support areas such as a lunch/break room, and bathrooms. The other building is a recently renovated 2,400 sq. ft building used as a fulfillment/small parts shipping area and offices.

The location employed 74 male and 31 females at the time of the assessment. The youngest individual employed was 20 yrs old.

The Management and Supervisory roles were comprised of 8 males and 7 females.

The employees are trained in role specific areas of need.

The location does not provide housing accommodation for employees. The employees are properly compensated for the work performed and are provided with safe working conditions.

All suppliers are contractually provided with the expectations of the organizations well defined ESG and related State and Federal regulatory requirements. The vendors are subjected to compliance/conformance -based assessments.

The majority of the raw material vendors are based in the United States. Adequate traceability measures appear to be in place.

Method of Assessment

The assessment checklist provided was formed to ascertain ESG compliance and performance of selected key stakeholders against the organizations requirements, regulatory requirements and other relevant criteria.

The audit checklist was segregated into 4 categories:

Social & Labor, Business Ethics, Health & Safety and Responsible Procurement



ESG Assessment – Metal Roof Innovations dba S-5!

Interviews were conducted with representatives of specific departments of the organization. A shared file system was provided for a review of objective evidence documents and records at a greater level of detail as needed.

The table below reflects the assessment findings and compliance results:

Criteria	Number of noncompliances	Number of applicable checkpoints	Compliance %
Social & Labor	0	98	100%
Business Ethics	0	18	100%
Health & Safety	0	69	100%
Responsible Procurement	0	47	100%
Total	0	232	100%

A technical review of the assessment checklist was conducted by Bureau Veritas and a copy was provided to the organization.

Conclusion

Metal Roof Innovations dba S-5! has developed a comprehensive Environmental and Social Governance (ESG) platform. The organizations ESG is reviewed, audited and updated as needed in all affected areas of the operations for applying continuous improvement measures.

The ESG serves as a key contractual mandate for the organizations operational stakeholders.

The organizations ESG performance is shared in other documentation such as Corporate and Social Responsibility reports.

Assessor: *Alme O. Kelly*
Date: 10/14/24

Note:

The information contained in this report is based on information provided during the audit process. Bureau Veritas Certification does not guarantee compliance with all statutes or relevant recognized standards nor does Bureau Veritas Certification guarantee that all risks and hazards have been identified within the areas and sites during the audit process.

This report is confidential, and distribution is limited to the authorized parties



ESG Assessment – Metal Roof Innovations dba S-5!