

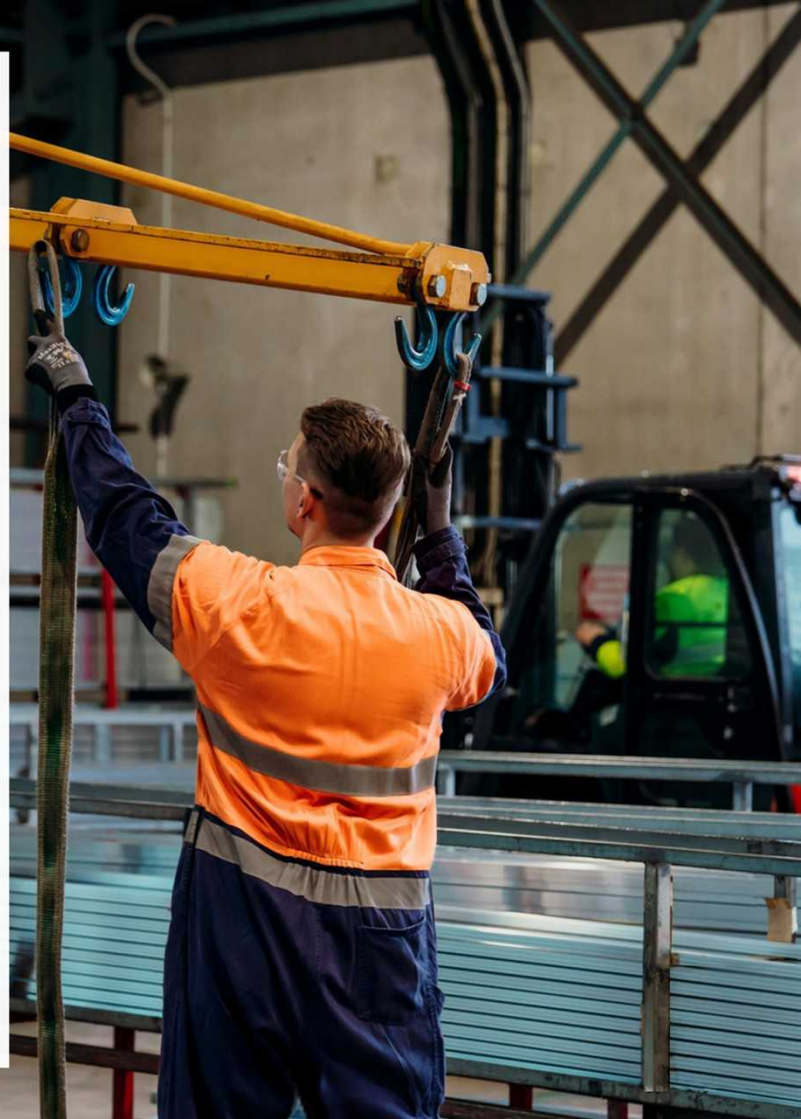


2024 Sustainability Report

Making sustainability our business.

Contents

About us	2
Our supply chain	3
Sustainability strategy	4
UN Sustainable Development Goals	5
Responsible sourcing	6
Compliance, transparency, governance	7
Legal transparency	8
Non-compliance and liabilities	9
Life Cycle Assessment	10
Aluminium recycling	11
Emissions to air	12
Energy use and GHG emissions	13
Protected areas	14
Waste management	15
Health and safety	17
Next steps	18



About us

INEX is a privately owned joint venture established in 1997 in response to market demand for a superior supplier of aluminium extrusions. Production commenced in 1998.

At INEX, we pride ourselves on our commitment to exceeding customer expectations. This commitment is demonstrated by the consistent supply of superior products and services to our domestic and export customers. The close working relationship that we have with our customers sets us apart, enabling us to understand their business and meet their needs. We work with our customers to develop a competitive advantage for their business. We know that our people and our technology are our greatest strengths.

Our focus on creating a positive learning environment ensures the continuous improvement of all internal processes and keeps us at the forefront of international extrusion technology.

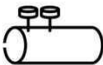
In New Zealand, our two-press operation ensures continuity of supply. Our press technology and team experience ensures we are at the forefront of the New Zealand market.



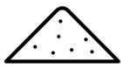
Our supply chain



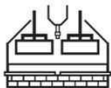
Mined Bauxite



Mixer



Alumina



Carbon anode reduction pots



Molten aluminium



Holding and alloying furnaces



Aluminium billet transport

Aluminium suppliers



Assembly



CNC machining

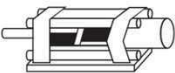


Cutting, drilling, punching

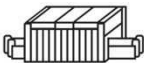
Fabricators and installation



Saw



Extrusion press with die



Heating furnace



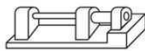
Billet



Aging oven



Saw



Stretcher

INEX

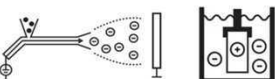


CAD system



Extrusion die design

INEX drawing office and die makers



Powder-coating / anodising

Finishing partners

INEX

Sustainability strategy

INEX is committed to a sustainable world.					
Strategic goals	A safe, diverse and inclusive workforce.	Our community at the heart of what we do.	We aim to achieve a positive environmental outcome by reducing emissions.	Leading the way in sustainable extrusion.	Recycle, re-use commitment.
What does this look like?	Our people can bring their whole selves to work and go home safely at the end of the day.	Our actions enrich our customers' lives and the communities we operate in.	Our mindset and actions focus on making a positive impact on our environment.	We innovate to deliver sustainable products and solutions.	We consciously eliminate waste and recycle 100% of aluminium scrap.
Group measures	Group measures will be determined after completing a materiality assessment.				
Enablers	Sustainability focused culture and mindset driving our people.				
	Transparency of our sustainability performance.				

UN Sustainable Development Goals

We are committed to the UN Sustainable Development Goals (SDGs) which were adopted in 2015 as part of the 2030 Agenda for Sustainable Development. They serve as a blueprint for global efforts to achieve a better and more sustainable future for all. The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.



1 NO POVERTY
End poverty in all its forms everywhere.



2 ZERO HUNGER
End hunger, achieve food security, and promote sustainable agriculture.



3 GOOD HEALTH AND WELL-BEING
Ensure healthy lives and promote well-being for all at all ages.



4 QUALITY EDUCATION
Ensure inclusive and equitable quality education and promote lifelong learning opportunities.



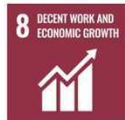
5 GENDER EQUALITY
Achieve gender equality and empower all women and girls.



6 CLEAN WATER AND SANITATION
Ensure availability and sustainable management of water and sanitation.



7 AFFORDABLE AND CLEAN ENERGY
Ensure access to affordable, reliable, sustainable, and modern energy.



8 DECENT WORK AND ECONOMIC GROWTH
Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.



10 REDUCED INEQUALITIES
Reduce inequality within and among countries.



11 SUSTAINABLE CITIES AND COMMUNITIES
Make cities and human settlements inclusive, safe, resilient, and sustainable.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Ensure sustainable consumption and production patterns.



13 CLIMATE ACTION
Take urgent action to combat climate change and its impacts.



14 LIFE BELOW WATER
Conserve and sustainably use the oceans, seas, and marine resources.



15 LIFE ON LAND
Protect, restore, and promote sustainable use of terrestrial ecosystems, manage forests, combat desertification, and halt biodiversity loss.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Promote peaceful and inclusive societies, provide access to justice, and build accountable institutions.



17 PARTNERSHIPS FOR THE GOALS
Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Responsible sourcing

At INEX, we recognise that responsible sourcing is essential to building a sustainable and ethical supply chain. By prioritising suppliers who uphold strong environmental, social, and ethical standards, we can reduce risks, protect the environment, and promote fair business practices that benefit both people and planet.

To reinforce this commitment, we publicly share our Supplier Code of Conduct on our website, outlining our expectations for ethical sourcing, environmental responsibility, and social accountability. All suppliers will be required to adhere to this code to ensure alignment with our commitment.

To maintain high standards, we have established a five-step sourcing process:

- Setting clear policies and providing the necessary resources to support responsible practices
- Assessing suppliers for environmental, social, and ethical risks, ensuring they meet our expectations
- Regular supplier reviews to monitor compliance
- Collaborate to help address any concerns and drive continuous improvements
- Provide training and share updates to strengthen responsible sourcing efforts across our supply chain

We have conducted an initial assessment of our key suppliers to determine their alignment with these criteria. This involved direct engagement with procurement teams to understand existing practices and gather feedback. In addition, we completed a segmentation analysis of the top 20 suppliers who assess their environmental, social, and governance strategies and are currently engaging with these suppliers to communicate our expectations and explore opportunities for improvement. By embedding responsible sourcing into our procurement process, we aim to foster ethical business practices, mitigate risks, and create a supply chain that is both resilient and sustainable.



Compliance, transparency, ethical governance

We believe that transparency and accountability are essential in managing environmental, social, and economic impacts. By upholding strong governance practices, we can foster trust, mitigate risks, and ensure compliance with ethical and legal standards.

To support this commitment, we will publicly share our governance approach, outlining how we address key sustainability challenges and adhere to industry standards. As part of this effort, we will disclose any significant environmental, social, and economic impacts, including reporting on non-compliance. We will also provide transparency on payments made to governments, ensuring full accountability in financial transactions.



Anti-bribery and corruption

Integrity is at the core of our business practices. We are dedicated to preventing bribery, fraud, and corruption. Our Anti-Bribery and Corruption Policy ensures compliance with legal standards such as the Crimes Act 1961 and the Protected Disclosures Act 2022. To reinforce our zero-tolerance approach, we encourage employees to report unethical behavior through our whistleblowing system and conduct regular compliance checks to identify and mitigate risks. Employees receive training and guidance on ethical decision-making, and a dedicated team monitors compliance, investigates concerns, and enforces necessary actions. Through these measures, we strengthen transparency, accountability, and ethical governance within INEX.

Payments to government

INEX is committed to honesty and full legal compliance in all political and financial activities. We do not make political donations, and employees must ensure that any personal political involvement remains separate from their professional responsibilities and does not utilise company resources. To maintain the highest level of integrity, our Payments to Governments Policy is reviewed annually to align with evolving laws and business needs. Employees are encouraged to provide feedback or report any concerns through our established communication channels.

Compliance and legal transparency

Compliance and legal transparency are essential for ensuring INEX operates with integrity, mitigates risks, and remains aligned with evolving regulations. To strengthen our approach, we introduced ComplyWith in September 2024. A digital legal compliance software, designed to simplify complex laws and help businesses meet their legal obligations, ComplyWith is making it easier for our teams to stay informed and accountable.

Through the implementation of ComplyWith, we generated a comprehensive report outlining key findings into INEX's current compliance obligations. This enabled our team to act on the report's recommendations to improve on adherence to regulations. In response to this, INEX established a Legislative and Compliance Committee to oversee policy updates, agreements, and processes to ensure ongoing legal alignment.

With ComplyWith now fully integrated, INEX has a robust compliance framework in place, providing clarity, accountability, and long-term protection.



Non-compliance and liabilities

At INEX, we publicly disclose material fines, judgments, penalties, and non-monetary sanctions to uphold transparency, strengthen stakeholder trust, and demonstrate our commitment to responsible business practices. By proactively sharing this information, we ensure accountability, mitigate legal risks, and reinforce our commitment to transparent, ethical operations. This approach not only aligns with regulatory requirements but also enhances our reputation as a trustworthy and responsible business.

INEX had four improvement notices issued on 27/03/2024 due to non-compliance from the QEC certifier. Three out of the four improvement notices have been closed off, with two awaiting final confirmation from WorkSafe NZ. The remaining improvement notice is in progress.

As part of INEX's commitment to sustainability and compliance, an independent assessment by Air Matters Limited identified several areas where improvements are required to meet environmental and regulatory standards. To address these concerns, INEX will be developing an emissions plan focused on energy efficiency and emissions reduction strategies.

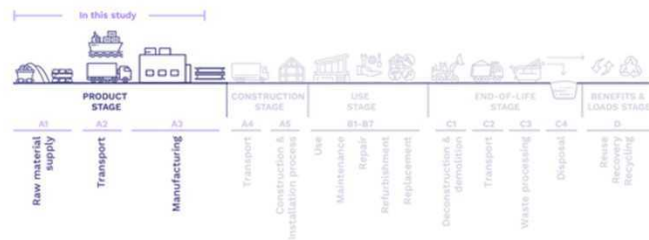


Life Cycle Assessment

INEX conducted a Life Cycle Assessment (LCA) for the 2023 calendar year to measure the environmental impact of our aluminium production. This study evaluates the entire process, from bauxite mining and alumina refining to transportation, manufacturing, and packaging. It also considers waste generation and energy use throughout the production process.

The LCA calculates total greenhouse gas (CO₂) emissions per kilogram of aluminium produced, providing a clear picture of its environmental footprint. The results are independently audited to ensure accuracy, allowing INEX to make informed decisions on how to reduce emissions, improve energy efficiency, and minimise waste.

By providing cradle-to-gate LCA data, we are ensuring transparency with customers and regulators while identifying opportunities for recycling and responsible resource use.

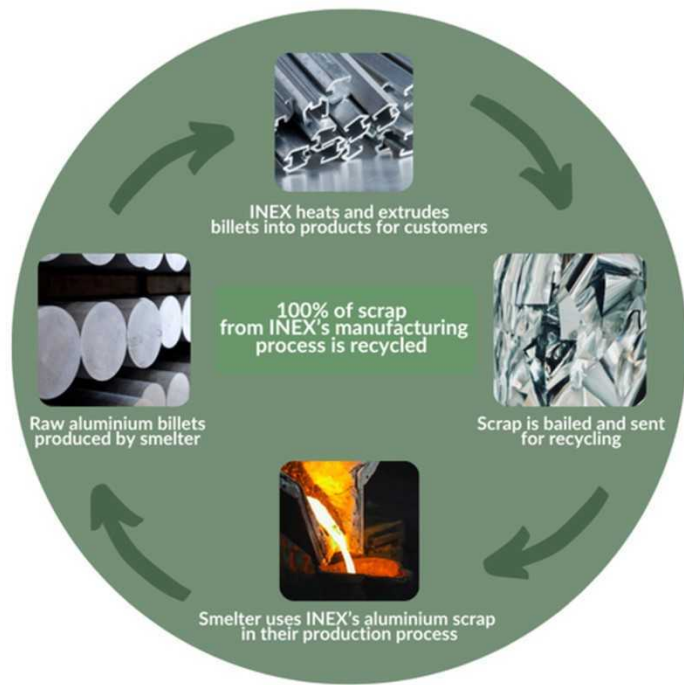


Aluminium recycling

INEX is committed to reducing aluminium waste and maximising recycling to improve efficiency and support a sustainable production process.

By minimising scrap generation and ensuring 100% of leftover aluminium is collected, recycled, or reused, we can lower our environmental impact and make better use of valuable resources. 85% of INEX's scrap is sent to the New Zealand Aluminium Smelter (NZAS) for reprocessing, while the remaining 15% is recycled by Metal Co, a local provider. INEX constantly works with NZAS to find ways of increasing the percentage of scrap sent to them for recycling. Scrap is carefully sorted, compacted, and prepared for distribution, preventing contamination and maintaining quality.

We are proud of ensuring that none of our aluminium waste goes to landfill and will continue to improve scrap separation to allow for high-quality recycling and reuse. To support this, employees receive training on proper scrap management, and regular monitoring and feedback sessions help improve processes. Key performance indicators (KPIs) track scrap rates and guide us in reducing waste at every stage of production. Through these efforts, INEX is reinforcing its commitment to sustainable manufacturing and a circular economy, ensuring that all aluminium is reused efficiently and responsibly.



Emissions to air

INEX is committed to reducing air emissions to protect human health, the environment, and local communities.

Air pollution can affect air quality, biodiversity, and overall wellbeing, so we are taking action to minimise emissions and improve how we manage them. By monitoring, measuring, and reviewing our emissions, we can better understand our impact and take effective steps to reduce pollution and exposure.

INEX conducted assessments through Air Matters on noise exposure, air quality, and environmental emissions to ensure compliance with safety regulations. The noise assessment found high exposure levels, especially from high-pressure 'blowdowns', exceeding safe limits. This posed a high risk of noise-induced hearing loss, requiring engineering controls, hearing protection, and job rotation. Similarly, the air quality assessment revealed significant exposure to inhalable dust, aluminium oxide, and sodium hydroxide, particularly in our die service operations. The findings recommended a local exhaust ventilation (LEV) system, lower-intensity nozzles, and a respiratory protection programme.

The environmental assessment focused on emissions affecting both employees and the surrounding community. While some emissions met regulatory standards, areas like noise pollution from cooling towers, particulate emissions from log sawing, and combustion gases from aging ovens required further action. Recommendations included alternative caustic soda processes, regulatory adjustments for venting emissions, and enhanced dust control measures. Additionally, INEX aims to develop a GHG reduction roadmap as part of its broader sustainability strategy.

These assessments were undertaken to ensure employee safety, regulatory compliance, and environmental responsibility. By identifying key risks and implementing mitigation measures, INEX is working towards safer working conditions, lower emissions, and sustainable aluminium production in alignment with industry best practice.

INEX will be releasing action plans to address these issues in July 2025.



Energy use and GHG emissions

INEX is committed to transparent environmental reporting and aligning with internationally recognised standards. This report outlines our energy consumption and greenhouse gas (GHG) emissions for the 2023 calendar year, based on operations at our Hamilton, New Zealand, facility.

Our energy supply included 100% renewable electricity sourced through the New Zealand Energy Certificate System (NZECS) via Kawatiri Energy. In addition, natural gas consumption was recorded at 0.880 MJ per kilogram of aluminium extrusion, with LPG use at 0.00233 litres per kilogram.

GHG emissions for 2023 were calculated using a cradle-to-gate approach.

- Scope 1 (direct) emissions were 0.0514 kg CO₂-eq/kg of aluminium extrusion.
- Scope 2 (indirect) emissions were 0.0114 kg CO₂-eq/kg.
- Scope 3 emissions—covering upstream and transport-related sources—were 8.02 kg CO₂-eq/kg (metal), 0.0918 kg (transport), and 0.0444 kg (other).

This results in a total GHG intensity of 8.23 kg CO₂-eq per kilogram of aluminium extrusion.

All data is based on the Life Cycle Assessment (LCA) conducted by Thinkstep-anz using primary data from 2023. The assessment adhered to international standards and the results were independently verified in March 2025 by a third-party following rigorous ISO-aligned procedures validation and quality assurance checks.

This disclosure reflects INEX's commitment to environmental accountability and is supported by detailed documentation including the full LCA report and New Zealand Energy Certificate System (NZECS) certification.



Protected areas management

INEX is committed to protecting natural areas and World Heritage Sites near our operations by following international standards and environmental laws.

INEX developed a policy which applies to all employees, contractors, and projects to ensure our activities do not harm these important places. INEX will use the Integrated Biodiversity Assessment Tool (IBAT) to identify protected areas. INEX will also ensure that no new projects or major changes happen within World Heritage Sites.

We will monitor our progress annually, track key environmental indicators, and proactively release updates publicly.

INEX will work with regulators, conservation groups, and communities to remain compliant and improve our efforts over time. We also aim to train our team to better understand the importance of protecting these areas and ensuring ongoing improvements in how we care for the environment.



Waste management

INEX is committed to reducing waste and minimising our environmental impact by improving waste tracking, management, and disposal. Effective waste management is essential for protecting human health, reducing pollution, and supporting a circular economy.

By quantifying and publicly disclosing the amount of hazardous and non-hazardous waste we generate, we can better understand our impact and improve how we handle and dispose of waste.

To achieve this, we are developing a waste management strategy that follows the Waste Mitigation Hierarchy, prioritising waste reduction, recycling, and responsible disposal.

We have audited our waste with all of our waste contractors and can now calculate the waste quantities for the 2024 calendar year. This enables us to identify how much was recycled, what went to landfill and what was hazardous and non-hazardous waste. We are working collaboratively with our waste contractors to better understand their processes and look at ways to maximise material recovery and reduce landfill waste.



Waste produced in 2024

Category	Type	Quantity (kgs)	% to landfill	% recycled	Type
General waste	Timber	55,054	0.0%	100.0%	Non-hazardous
	Refuse	72,560	97.7%	2.3%	Non-hazardous
	Liquids	792,290	2.1%	97.9%	Hazardous
	Paper and cardboard	12,093	0.0%	100.0%	Non-hazardous
Subtotal		931,997	7.8%	92.2%	
Exported metals	Steel	51,044	0.0%	100.0%	Non-hazardous
	Aluminium	352,170	0.0%	100.0%	Non-hazardous
Subtotal		403,214	0.0%	100.0%	
Aluminium scrap sent to NZAS	Aluminium	2,941,353	0.0%	100.0%	Non-hazardous
Subtotal		2,941,353	0.0%	100.0%	
Total		4,270,874	1.7%	98.3%	

Occupational health and safety

INEX is committed to maintaining a safe and healthy work environment through continuous risk assessments, training, and compliance with industry regulations. In 2024, we conducted a review of our health and safety management systems, identifying key areas for improvement and implementing measures to enhance workplace safety.

Key actions taken include:

- Hazard and risk management:** Updated hazard registers and aligned them with Standard Operating Procedures (SOPs) and the EcoPortal risk register. A review of hazardous substances was conducted, including the certification of caustic processing tanks and scheduling of regular compliance checks.
- Workplace safety:** Improved emergency response plans, enhanced incident reporting procedures, and developed training programmes to ensure compliance.
- Incident and injury monitoring:** A 1.8% increase in lost time injuries (LTIs) was recorded from 2023 to 2024, highlighting the need for better injury prevention strategies. Steps are being taken to improve rehabilitation programmes and reduce LTIs.
- Training and compliance:** Conducted training for key roles, including chemical handling certification. However, some training deadlines were missed due to scheduling issues, which will be addressed in future planning.
- Regulatory compliance:** Ensured compliance with updated WorkSafe NZ regulations, integrating ComplyWith for automatic legislative updates.

Moving forward, INEX will continue to enhance risk management, safety training, and workplace monitoring to meet industry standards and reduce workplace injuries and hazards. Regular reviews and improvements in reporting and compliance systems will be a priority to ensure a safer and healthier work environment for all employees.

2024													
	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Medical Treatment Injury		1					3	1			1	1	7
First Aid Injury	2	2		1	3	1	1	1		1	2		14
Lost Time Injury	2	3	1	2	2	1	2		1		1	1	16
LTI reason and hours	Strained back 70hrs, cut to head 40hrs	Cut to hand 70hrs, fractured ribs 710hrs	Strained shoulder 10hrs	Cut hand 90hrs	Twisted ankle 10hrs	Sprained shoulder 58.5hrs	Crushed thumb 40hrs, sprained back 50hrs		Strained back 217hrs		Strained back 80hrs	Chest contusion 80hrs	



This is just the beginning - what's next?

Obligation	Description	Date(s)
Environmental and Social Impact	We will be assessing our environmental and social impacts and will publicly share the assessments which will include any necessary environmental and social impact management plans. These efforts will enhance transparency, accountability, and our commitment to sustainable and responsible business practices.	Q3 2025
Discharges to Water	INEX are engaging Air Matters to assess stormwater and trade waste discharges to ensure compliance. This includes a site visit from Air Matters to check drainage systems, spill controls, and trade waste permits. They will also identify high-risk areas where leaks or spills could contaminate stormwater or soil. Over one month, Air Matters will monitor stormwater quality, taking samples in wet and dry conditions to compare against environmental guidelines. If significant contamination is found; further expert consultation may be needed. Air Matters will also be reviewing our spill management plans and look at improvements where necessary.	Q2 2025
Spill and Leakage Management	INEX will publicly disclose our Spill and Leakage Management Plan, along with annual impact assessments of any significant spills or leaks. This will include root cause analysis and the remediation actions taken to ensure transparency and continuous improvement in our environmental management practices. Currently we have developed an emergency response plan and Air Matters are completing a risk assessment.	Q2 2025
GHG Emissions Reduction Pathway	A GHG Emissions Reduction Pathway with targets of five-year timeframes, addressing both direct and indirect emissions. This pathway will be publicly disclosed, along with the latest versions of our GHG Emissions Reduction Plan and annual progress reports. These steps will ensure transparency, accountability, and measurable progress toward reducing our environmental impact.	Q2 2025
Recycling Strategy	INEX will publicly disclose the latest version of our Recycling Strategy as part of our commitment to waste reduction and supporting a circular economy. Currently we are looking at our baseline waste and will be working with our waste collection contractors to increase our recycling rate.	Q3 2025
Water Management	INEX will start tracking and share how much water we use each year. We will also assess and report any water-related risks in our area and publish our latest Water Management Plan to show our commitment to responsible water use.	Q3 2025
Biodiversity Action Plan	INEX has engaged with Air Matters to conduct a water assessment to establish a baseline for our impact on biodiversity within our area of influence. If we find we have an impact, we will develop and publicly share our Biodiversity Action Plan with targets. INEX will keep local communities and organisations informed about our efforts to protect and support biodiversity if needed.	Q4 2025

This is just the beginning - what's next?

Obligation	Description	Date(s)
Human Rights Assessment	INEX will be undertaking a Human Rights Impact Assessment to ensure we are adhering to NZ legislation and global standards in regards to human rights. This will explain how our operations effect human rights and outline the steps we are taking to address any issues. If a human rights management plan is required, we will focus on protecting employee's rights, engaging with local communities, and monitoring our supply chains to prevent human rights risks. While being transparent, we will also respect privacy and commercial confidentiality, ensuring responsible and fair business practices.	Q4 2025
Gender Equity and Women's Empowerment	With INEX's commitment to gender equity and women's empowerment, we will be looking at ensuring fair opportunities in employment, training, and leadership. We will review hiring and pay practices to close gender gaps, promote equal pay, and support career growth for women and gender minorities. To create a safe and inclusive workplace, we will strengthen anti-harassment policies, provide confidential reporting channels, and offer training to prevent discrimination and unfair treatment. INEX aims to build a diverse, inclusive, and supportive work environment for all employees.	Q4 2025
Te Ao Māori and Te Tiriti o Waitangi	INEX will be looking at policies and processes to ensure we respect and support Te Ao Māori, aligning to Te Tiriti o Waitangi and international standards like the UN Declaration on the Rights of Indigenous Peoples. We will establish a clear process to identify and engage with local iwi, hapu and communities based on their culture and traditions, not just legal obligations. To build strong relationships, we will provide training to our teams on respectful communication and ensure that iwi and hapu are properly informed and consulted about our activities.	Q4 2025
Affected Populations and Organisations	INEX will create a community plan to understand and reduce any social, environmental, or economic impacts of our operations. We will work closely with local communities to make sure their rights, livelihoods, and access to natural resources are protected. To stay accountable and transparent, we will review and update this plan regularly, especially if business changes affect local communities. We will also set up clear ways for people to share concerns, so issues can be handled fairly. Our progress will be shared publicly, ensuring we continue to build positive relationships with the communities around us.	Q4 2025
Modern Slavery	INEX will be taking steps to prevent forced labour and human trafficking in our business and supply chain. We will make sure employees are not charged hiring fees, forced to work to pay off debts, or have their passports or ID documents taken away. All employees will have the freedom to leave their jobs without punishment and will not face unfair restrictions on movement at work or in company housing. To keep employees safe, we will check for risks of forced labour, especially for migrant workers and vulnerable groups, and ensure fair hiring practices. We will only work with trusted recruitment agencies, provide training for those responsible for hiring, and enable employees to report concerns safely through our whistleblowing mechanism. Each year, we will publicly share our actions in a Modern Slavery Statement, showing our progress in protecting employee rights.	Q4 2025

Our commitment to you

We are making sustainability our business - and this is just the beginning.

Our commitment to sustainability runs deep - we take our social and environmental responsibilities seriously. Our approach to sustainability is grounded in action, not intention - we set clear goals, measure our progress, and hold ourselves to high standards.

A key part of this is being accountable to our customers and local communities, which is why we take an approach of proactive transparency.

We are committed to continuous improvement and are constantly looking for ways to reduce our environmental impact, support the wellbeing of our team and engage with our local communities.





20 Northpark Drive, Te Rapa
Hamilton, New Zealand

Our approach to sustainability is grounded in action - not words.
Consider the environment before printing this document.