

INEX 

**CODE OF
CONDUCT**

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Our vision

At INEX, we pride ourselves on teamwork and our commitment to each other.

We know that our people and our technology are our greatest strengths. Our focus of creating a positive learning environment ensures the continuous improvement of all internal processes and keeps us at the forefront of international extrusion technology.

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.

This Code of Conduct will help you better understand our business, our vision and what drives our organisation.



A message from the CEO

At INEX, we are proud of our history, people, products and values.

We are committed to building a positive, high-performing culture for our team, customers and suppliers.

We know that our people play a key part in INEX's success. Having a talented and highly skilled team working together enables our business to thrive. Being a great place to work means we are committed to our purpose, have strong ambition and operate with values-based guiding principles.

This Code of Conduct gives a framework for how we work. It will help you to better understand our values, and guide your interactions with colleagues, customers, and suppliers.

I encourage you to read this document thoroughly and regularly. Our company's strength lies in our people, and it's up to all of us to embody INEX's culture.



John Lynch
Chief Executive

Health and safety

At INEX, we operate in a high-risk environment, where the health, safety and wellbeing of our people is our top priority. We believe that all injuries, fatalities and occupational illnesses are preventable, and we are committed to making sure that everyone returns home safely.

Our Emergency Response Plan (ERP) outlines procedures for managing emergencies, with annual reviews and input from key stakeholders. It includes training, scenario-based response guidance via our Flip Chart, and recovery strategies through our Business Continuity Plan.

Equally, we take workplace conduct seriously. **Bullying and harassment, whether at work or in related settings, are not tolerated.**

All team members must treat others respectfully and understand the impact of their actions. Any complaints will be taken seriously and investigated, whether the alleged behaviour comes from a colleague, customer, or contractor.



Sustainability

We are committed to sustainability across our operations and supply chain.

We require all suppliers to follow our Code of Conduct, upholding ethical, environmental, and social standards. Impact assessments are completed for all new projects or major changes to manage environmental and community effects transparently.

We aim to recycle 100% of aluminium process scrap and continually improve waste reduction. Our GHG Emissions Reduction Plan aligns with a 1.5°C pathway and New Zealand's net-zero 2050 target. We prioritise biodiversity, actively preventing the spread of pervasive species through robust biosecurity measures.

INEX will not initiate projects within World Heritage Sites and works to protect nearby protected areas. These principles guide our responsible sourcing, operations, and partnerships, ensuring we operate with integrity and contribute positively to people and the planet.



Human rights

We uphold human rights across all areas of our operations and supply chains, in line with international conventions, the UN Guiding Principles on Business and Human Rights, and New Zealand law - including our obligations under the Treaty of Waitangi.

We do not tolerate any form of forced labour, child labour, or human rights abuses, including in conflict-affected or high-risk areas. We will immediately investigate our suppliers suspected to be involved in such practices.

INEX promotes gender equity, supporting equal opportunity in recruitment, development, and leadership. We actively address gender-based barriers and discrimination and support the needs of all vulnerable workers.

We expect security providers to act lawfully and with respect for human dignity. INEX rejects bribery, corruption, and money laundering and supports transparent practices throughout our internal processes and supply chain.



Labour laws

INEX upholds the rights of all workers by ensuring fair, transparent, and inclusive employment practices in line with New Zealand legislation and international standards. We do not tolerate discrimination, bullying, or harassment in any form, and take all complaints seriously.

Our policies support open communication, gender equity, and equal opportunities in hiring, training, promotion, and remuneration. All workers are entitled to engage in discussions about working conditions.

Complaints and grievances can be raised through accessible, confidential, and fair mechanisms. This includes an anonymous whistleblowing channel available to all employees and contractors.

We ensure these processes are aligned with human rights principles and designed to build trust, identify trends, and continuously improve.

Remuneration is managed in a fair and transparent way, supporting our goal to attract and retain a high-performing, motivated, and respected workforce.



Privacy and confidential information

We strive to safeguard confidential information, respect the privacy of our team members and protect commercially sensitive information.

We collect and manage personal data in line with the Privacy Act 2020, ensuring it is only used for legitimate business purposes and disclosed as required by law.

Team members must not share sensitive company or personal information without authorisation and are expected to maintain discretion at all times. Any intellectual property created in the course of employment remains the property of INEX.

Team members may access their personal records and request corrections if necessary.

All privacy concerns are treated seriously and investigated promptly. We maintain strict security protocols to protect company assets and personal information.



Government relations

We are committed to transparent, ethical engagement with government and regulatory bodies.

We maintain strict compliance with all legislation related to political activities and contributions, ensuring our conduct upholds the integrity of the company.

INEX does not make political donations or contributions. Employees participating in political activities must do so in a personal capacity, clearly stating that their views and actions do not represent INEX.

Company resources - including time, equipment, and facilities - must not be used for political purposes.

This approach supports our objective to act lawfully, avoid undue risk, and maintain the trust of our stakeholders, regulators, and the communities in which we operate.



Anti-corruption

We have zero tolerance for bribery, fraud, or corruption in any form.

Our Anti-Bribery and Corruption Policy sets clear rules for gifts, payments, facilitation fees, and conflicts, and is backed by procedures, ongoing training, and due-diligence checks.

All staff, contractors, and partners will act honestly, comply with the law, and record transactions accurately.

We provide a confidential whistle-blowing channel so anyone can report suspected misconduct without fear of retaliation; every report is investigated and, where necessary, escalated to the Board.

We are proud to foster a culture where doing the right thing is part of everyday business. By promoting ethical behaviour and transparent decision-making, we help build trust with our people, partners, and communities.



Conflicts of interest

A conflict of interest is a situation where a team member engages in any activity that compromises their responsibilities to INEX or benefits a competing interest.

This includes using company resources for personal gain, sharing sensitive information, or engaging in competing business interests.

Secondary employment is permitted with prior approval, provided it does not impact performance. Employees must not work within the industry in any capacity without written consent. Company assets must not be used for private purposes without formal approval.

Any potential conflicts of interest must be reported and investigated. Suspected breaches of this policy can be reported in line with the Whistleblowing Policy.

Breaches of this policy may result in disciplinary action, ensuring integrity remains central to INEX's operations.



Sanctions and trade laws

We are committed to full compliance with all applicable sanctions and international trade laws.

INEX proactively identifies and manages risks associated with conflict-affected and high-risk areas, particularly within our aluminium supply chain.

INEX will not tolerate or support human rights abuses, including forced or child labour, sexual violence, or any violations of international humanitarian law within our supply chain.

We strictly avoid dealings with suppliers linked to non-state armed groups or illegal activity. Bribery, money laundering, or any action to conceal the origin of materials is strictly prohibited.

Where there is reasonable risk of such breaches, INEX will suspend or cease engagement. We support transparent reporting of taxes and fees and are dedicated to ethical, lawful trade that respects human rights and reinforces supply chain integrity.



Business integrity

INEX maintains the highest standards of integrity, transparency, and accountability.

We proactively disclose any significant fines, legal judgments, penalties, or sanctions on an annual basis, reinforcing our commitment to ethical conduct and compliance with all applicable laws and regulations. This practice aligns with global principles of good corporate governance and supports internal accountability at all levels of the organisation.

Our goal is to foster a culture of openness and responsibility, ensuring that financial decision-making and reporting are accurate, honest, and in line with our values.

By embedding transparency into our operations, we strengthen stakeholder trust and safeguard the long-term sustainability of our business.



Electronic communications

INEX provides access to IT systems and communication tools to support team members in performing their roles effectively. This includes hardware, software, mobile devices, internet access, and network systems. These resources are for business use, and all use must be appropriate, secure, and aligned with company expectations.

Excessive personal use or inappropriate content (e.g. offensive or illegal material) is not permitted. Employees must ensure that their online activity doesn't interfere with their responsibilities or compromise INEX systems or data.

All users, staff, contractors, and visitors are expected to uphold this policy. Misuse of systems may result in restricted access, disciplinary action, or further investigation.

We are committed to providing secure, reliable systems that support safe, respectful and productive work environments.



Drugs and alcohol

INEX is a safe, respectful workplace, free from drugs and alcohol. This policy supports our legal obligations under the Health and Safety at Work Act 2015 and applies to all staff, contractors, and temporary workers on INEX sites or conducting company business.

Team members must not work under the influence of drugs or alcohol, use, or possess substances on company property. Testing may be required where risk is suspected. Employees are also responsible for ensuring prescribed medication does not impact safe work performance.

Managers must act promptly on concerns, with support from HR. Breaches may lead to disciplinary action, including termination.

Alcohol may only be consumed at approved company functions and within defined limits.



Code compliance

All INEX employees, contractors and anyone acting in a similar capacity to an employee, must comply with this Code of Conduct.

If you have any questions about the Code of Conduct, we encourage you to contact your line manager or Human Resources.

We expect everyone to uphold the behaviours and expectations outlined in this Code of Conduct. Where concerns about conduct arise, we will work with individuals to address these concerns in a fair and consistent manner. In some cases, this may involve formal processes in line with our Company Rules and disciplinary policies.

You can report a non-compliance through your manager or through the confidential whistleblowing service.



INEXID

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