

INEX

2025 Sustainability Report

Shaping sustainable futures.

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About us

INEX exists to enable sustainable futures through reliable aluminium supply, trusted partnerships and meaningful employment.

Established in 1997, INEX has grown into a leading aluminium extruder in New Zealand. Our strength comes from our people, the quality of our products, and the way we work with our customers and partners over the long term.

We manufacture and supply extruded aluminium to trade and manufacturing customers across New Zealand. Our two-press operation provides continuity of supply and the capability to respond to a wide range of customer needs, helping reduce risk and support reliable delivery.

We focus on doing the fundamentals well: consistent quality, exceptional service and practical technical expertise. Continuous improvement underpins everything we do - from refining our processes and investing in our people, to strengthening how we support our customers day to day.

As a privately owned joint venture, we invest in advanced plant, equipment and technology to remain at the forefront of aluminium extrusion. We work closely with trusted suppliers to ensure our products meet recognised national and international standards.

We build long-term partnerships based on trust and performance. By understanding our customers' businesses and working alongside them, we help deliver reliable supply, practical solutions and confidence in the future.



Production process

Aluminium logs produced by smelter

Raw logs transported to INEX

Logs cut down to become billet

Billet heated to approx. 500C°

Extrusion die heated

Billet pushed through die to form aluminium profile

Aluminium profile stretched

Profiles cut to size

Profiles aged to ensure quality and durability

Profiles packed and distributed

- Mill-finish
- Powder-coating
- Anodising

Quality, durable aluminium profiles delivered to customers

2025-2030 sustainability strategy

Shaping our future - sustainability by design.

	Environmental		Social		Governance	
Strategic pillars	Leading in low-carbon manufacturing.	Increase circularity.	Strong crew, safe sites.	With the community, not just in it.	Sustainable growth and resilience.	Accountable and ethical sourcing.
What does this look like?	Lower emissions, certifications, low-carbon sourcing.	Increased recycling, smarter design, less waste.	Safety, inclusion, wellbeing, future workforce.	Cultivating social licence, forming genuine community relationships.	Energy security, transparency and sustainable trading.	Ethical supply chain, robust audit frameworks.
2030 targets	Transition key equipment to 100% renewable energy sources.	Reduce landfill waste by 40%.	Critical risks identified and controlled. 15% more women in workforce.	Three community outreach programmes established.	Attain a *Net Promoter Score* greater than 50.	50% of all suppliers verified for high ESG performance.
Enablers	Materials. Energy. Impact.		People. Safety. Progress.		Clarity. Compliance. Credibility.	

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 use of these symbols reflects where INEX's efforts align with these goals - they do not reflect the views or endorsement of the United Nations.



End poverty in all its forms everywhere.



End hunger, achieve food security, and promote sustainable agriculture.



Ensure healthy lives and promote well-being for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities.



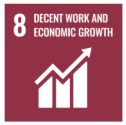
Achieve gender equality and empower all women and girls.



Ensure availability and sustainable management of water and sanitation.



Ensure access to affordable, reliable, sustainable, and modern energy.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work.



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.



Reduce inequality within and among countries.



Make cities and human settlements inclusive, safe, resilient, and sustainable.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.



Conserve and sustainably use the oceans, seas, and marine resources.



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



Promote peaceful and inclusive societies, provide access to justice, and build accountable institutions.



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Message from the CEO

In 2025, we continued to build on our reputation as a leader in New Zealand's aluminium extrusion industry. Our two-press operation ensures continuity of supply, while our highly skilled team and advanced technology keep us at the 'cutting edge'. We consistently deliver high-quality products, exceptional service, and technical expertise that help you gain a competitive edge.

We are proud of our focus on sustainability. For us, sustainability is about more than the words we say, the commitments we make, and the goals we set. It's about action.

We recycle 100% of our aluminium scrap, with the majority sent directly to the New Zealand Aluminium Smelter at Tiwai Point. We're committed to responsible sourcing, ethical governance, and transparent reporting. 100% of our electricity use is offset with renewable energy sources and we're taking decisive steps to further reduce our emissions and enhance recycling across our operations.

We know that real progress means being accountable. That's why we publicly share our sustainability performance, regularly audit our processes, and engage with our suppliers, partners, and local communities.

This report outlines our actions in 2025 and will give you further information about how sustainability guides everything we do. It also details how our roadmap for the future will ensure we remain an industry-leading sustainable business that proudly takes our social and environmental responsibilities seriously.

Thank you for your ongoing support as we shape a more sustainable future, together.



John Lynch
Chief Executive



"Sustainability is our business. That means taking real action and making real change - not setting goals and hoping for the best".

John Lynch
Chief Executive

2025 highlights

7

team members trained as health and safety representatives.

100%

of electricity use offset with renewable energy sources.

4005T

of materials recycled across our operations.

33

additional team members trained in 5S to improve efficiency, safety, and maintenance.

98.4%

of waste generated diverted from landfill in 2025.

0

community / stakeholder complaints received.

82%

of major INEX suppliers assessed against ethical sourcing guidelines.

$108 million

into the New Zealand economy through our value chain.

67

improvements raised, strengthening processes and improving customer outcomes.

Energy use and emissions

We proactively measure and disclose our greenhouse gas emissions and energy use across our operations, so you can easily understand our footprint and how we are actively working to reduce it.

We report our emissions annually using recognised international standards. This helps ensure that our reporting is consistent, credible and comparable.

The majority of INEX's emissions sit in Scope 3, primarily from upstream aluminium supply (predominantly billet) and other inputs. Scope 1 and 2 emissions relate to fuels used on site and purchased electricity.

During 2024 and 2025, Scope 3 emissions increased relative to our 2023 baseline. This was largely driven by temporary supply constraints at the Tiwai Point smelter, which required additional billet to be sourced from Australian suppliers with higher carbon intensity. This increase reflects short-term external conditions rather than a structural change in our sourcing approach.

We continue to prioritise low-carbon aluminium sources where possible. We are establishing a formal baseline and developing a long-term emissions reduction roadmap to guide decisions, investment and promote continuous improvement.

In 2023, we set a baseline and an interim target (for 2028) aligned with a 1.5°C reduction pathway, with a long-term objective of net zero emissions across Scope 1, 2 and 3 by 2050. Modelling confirms that, despite the temporary Scope 3 increase, our long-term trajectory remains aligned to this pathway.

A full report - including detailed data tables, methodology, independent verification information and pathway figures - is available on our website.

Scope 1
Direct emissions from operations, including from natural gas.

Scope 2
Electricity used in production process.

Scope 3
Upstream emissions, dominated by primary aluminium production and transport.

In 2025, 99.4% of our emissions came from upstream, in our supply chain.

Modeling confirms we are on track to meet our emissions reduction target despite a temporary Scope 3 increase.

Responsible sourcing

Our commitment to sustainability extends beyond our operations into our supply chain. We recognise that sourcing services and materials responsibly is essential to building an ethical, sustainable supply chain. We do this by prioritising suppliers who uphold strong ethical standards, protect the environment, reduce risk, and promote fair business practices that benefit both people and planet.

Overseen by our senior leaders, our Responsible Sourcing Policy and Supplier Code of Conduct (available on the INEX website) defines risk requirements and provides a robust framework for those with procurement responsibilities. These documents set out standards for legal compliance, human rights, health and safety, environmental management, business integrity, and industrial practices. Suppliers are responsible for ensuring their own operations, and those of their subcontractors, meet these requirements.

Each year, all INEX suppliers are evaluated and ranked into tiers according to expenditure and risk level, using data from the prior financial year. This pragmatic approach sees suppliers with a higher-risk receiving closer review and engagement.

Where minor issues are identified, INEX works with suppliers to build capability and support improvement. This includes providing guidance, clarifying expectations and sharing best practice where appropriate. However, serious breaches - such as use of child or forced labour, human trafficking or significant environmental harm - are not tolerated and will result in the immediate termination of the supplier relationship.

This robust, pragmatic approach helps ensure our supply chain supports ethical behaviour, environmental responsibility and continuous improvement. It also ensures we maintain reliable, trusted relationships with suppliers.





Our proactive approach to ethical sourcing extends to our sourcing of aluminium.

We manage aluminium sourcing in line with our Aluminium Supply Chain Responsibility Policy and Risk Assessment Process, which are aligned with the OECD five-step framework and Aluminium Stewardship Initiative (ASI) requirements.

In accordance with our due diligence process, we undertook the following actions:

- verified that smelters in our supply chain are known to us
- confirmed that each smelter maintains current ASI certification and recognised industry compliance
- reviewed publicly available ASI certification information to assess alignment with responsible sourcing expectations, including requirements relating to conflict-affected and high-risk areas.

No red flags or material risks were identified through our annual assessment.

Consistent with our policy commitments, we will continue to monitor supplier certification status, review relevant risk indicators on an annual basis and transparently report on our aluminium sourcing due diligence.

100% **All smelters in our supply chain have ASI certification.**

No issues or risks were raised through our annual assessment.

Reducing, reusing and recycling

INEX is committed to reducing waste and minimising our environmental impact through improved tracking, management and disposal. Effective waste management supports human health, reduces pollution and contributes to a more circular use of materials.

In 2025, we continued to strengthen waste data collection across all waste streams. This has improved the accuracy of our reporting and provided clearer visibility of what is recycled, diverted or sent to landfill, across both hazardous and non-hazardous waste.

Last year, we introduced several new recycling streams to further reduce landfill disposal. These include recycling PET strapping, batteries, aerosol cans and oily rags.

We continue to work closely with waste contractors to better understand downstream processing and identify further opportunities to maximise material recovery. Improving waste segregation, strengthening contractor engagement and enhancing data quality remain key focus areas as we progress our waste management approach.



Recycling rates

2024: 98.3%

2025: 98.4%

Waste generated

2024: 4,226 tonne

2025: 4,069 tonne

98% recycled: waste generated in 2025

Category	Quantity (Kg)	% to landfill	% recycled	Type
Solid waste	40	100%	0%	Hazardous
	135,250	39.9%	60.1%	Non-hazardous
Liquid waste	793,515	1.2%	98.8%	Hazardous
Exported materials	374,966	0%	100%	Non-hazardous
Aluminium	2,765,127	0%	100%	Non-hazardous
Total	**4,068,898**	**1.6%**	**98.4%**	

We are focused on reducing, reusing and recycling wherever possible, as part of our ongoing commitment to improving environmental performance. Sending waste to landfill is only considered when all other options have been fully explored.

We continue to work collaboratively with our waste contractors to better understand their processes and look at ways to maximise material recovery and reduce landfill waste.

100% recycled - aluminium scrap

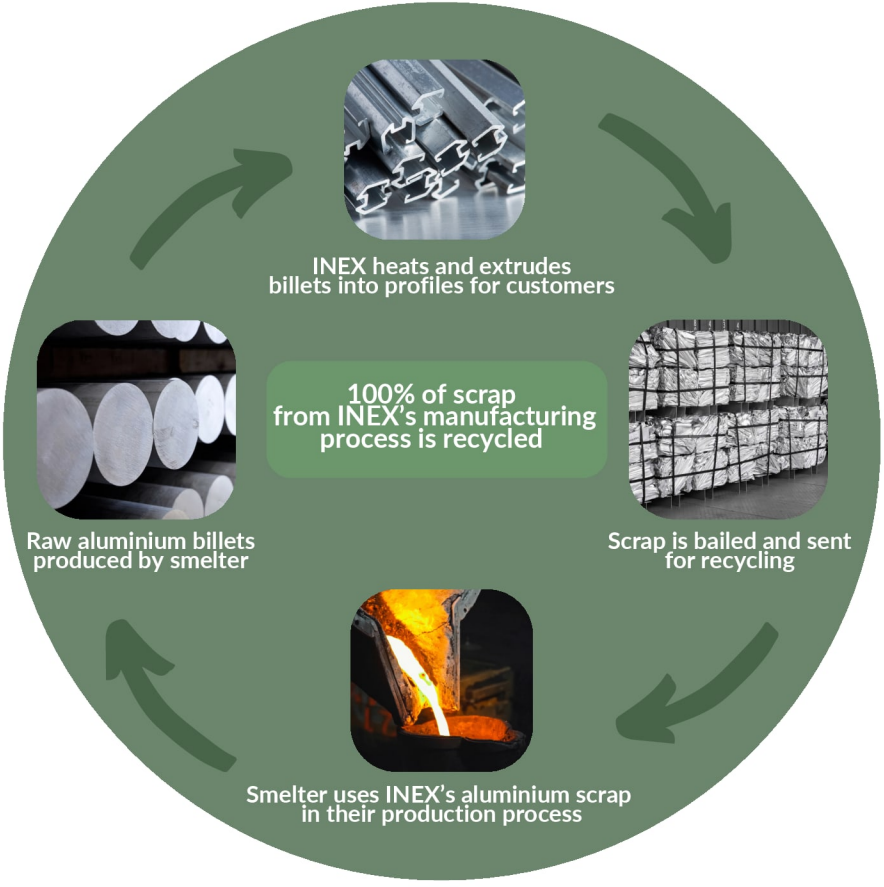
Our commitment to reusing and recycling materials spans our entire operation, including unavoidable aluminium scrap generated during production.

In 2025, we continued our commitment to reducing aluminium waste and maximising recycling. As in previous years, none of our aluminium scrap was sent to landfill. All offcuts and surplus material were collected, sorted and returned for recycling.

Around 90% of scrap was sent to the New Zealand Aluminium Smelter (NZAS) for reprocessing, an increase on 2024 and a reflection of our focus on strengthening the recycling loop with our billet supplier. The remaining 10% was processed through a local recycler.

We proactively track where scrap is generated across our operations to help reduce it at source, not just recycle it downstream. Improving efficiency while maintaining product quality remains a key priority.

By maintaining 100% recycling of aluminium scrap and strengthening our circular approach, INEX continues to support responsible aluminium production and more sustainable outcomes.



Emissions to air

Over the past year, we have taken meaningful steps to better understand and reduce emissions to air. Independent assessments of air quality, dust and noise provided a clearer picture of where we are doing well and where improvements were needed.

Reducing dust exposure in operational areas was an early priority. We upgraded ventilation and filtration systems, improved cleaning methods, and strengthened day-to-day operational practices. Follow-up monitoring confirmed that these changes have reduced exposure and improved working conditions. Dust control is now more consistent, better monitored, and embedded into routine operations.

Noise management was also a key focus. Equipment upgrades, including improvements to cooling tower systems, have also helped reduce boundary noise and support compliance.

At a broader level, we strengthened how emissions are monitored and managed. We established a greenhouse gas baseline and started developing a long-term emissions reduction roadmap. This work marks a shift toward a more structured, forward-looking approach to emissions management.

While this represents important progress, our work is ongoing. In the year ahead, we will finalise our greenhouse gas reduction roadmap, continue refining ventilation and extraction systems, and complete remaining regulatory alignment activities. Monitoring will continue, with performance reviewed and reported.

Overall, the past year has been about completing baseline assessments and implementing practical improvements. By strengthening controls, investing in equipment upgrades, and embedding emissions management into everyday operations, INEX is building a more resilient and responsible approach to managing emissions to air.



Water

Water is an important shared resource, and we recognise our responsibility to care for it. On our journey to becoming kaitiaki (guardians), we aim to conserve water and use it responsibly. Our operations have the potential to impact water quality, so over the past year we have focused on strengthening how we manage and use water across our site. This has included assessing risks, improving planning, and putting practical controls in place for stormwater, spills, discharges and water use.

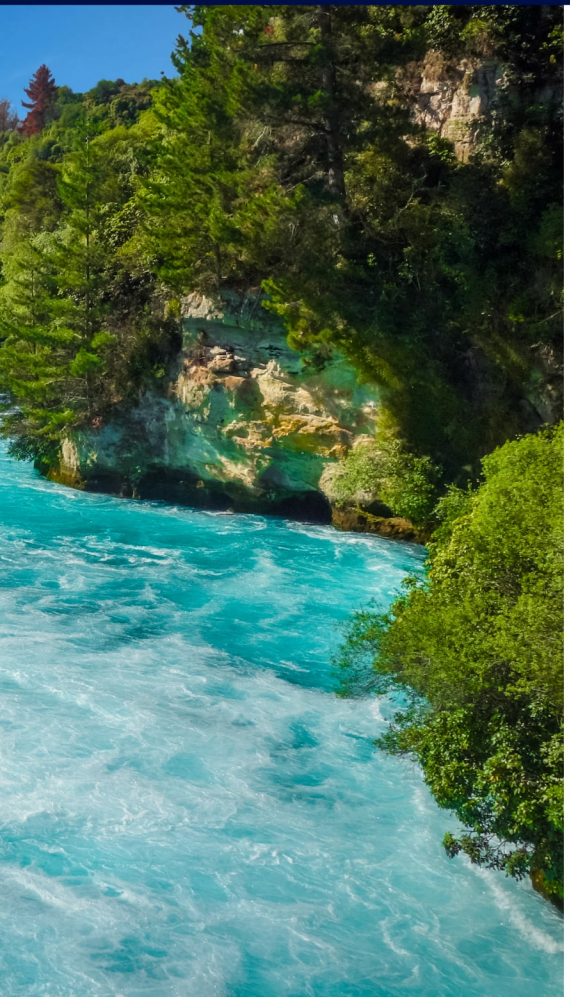
What have we done?

In 2025, we undertook an independent assessment of water quality and quantity at our Hamilton site to establish a comprehensive baseline for future monitoring. The assessment included detailed mapping of stormwater drainage pathways, identification of operational areas, and targeted sampling of stormwater leaving our site during rainfall events.

The assessment confirmed that stormwater from the site ultimately discharges to the Waikato River through Hamilton City Council's municipal network.

Monitoring results showed that stormwater quality was generally compliant, with some elevated mineral levels identified. These findings highlighted the importance of improved controls and regular operational maintenance to further enhance the quality of stormwater leaving our site.





Managing stormwater and discharges to water

We have established formal systems to manage stormwater, helping us identify potential risks and implement appropriate preventative controls.

This includes:

- routine inspections, monitoring and clear response procedures to ensure potential issues are identified early and addressed effectively.
- The development of a Discharges to Water Management Plan which consolidates recommendations from independent assessments and provides a structured framework for improving our performance and environmental outcomes.

With a focus on preventative controls, clear accountability and ongoing improvement, we prioritise practical, sitewide measures that support effective monitoring and sustainable operations.

Strengthening spill prevention

We completed a site-wide spill risk assessment to understand where spills or leaks could reach stormwater. This work mapped potential pathways for contaminants. Existing controls were reviewed and documented to ensure risks are clearly understood and effectively managed.

To further reduce potential risks, we strengthened spill prevention through improved containment and storage systems. These include upgraded bunding for bulk containers and waste storage, and the removal or isolation of unnecessary drains.

We also reinforced spill response capability through ongoing training and emergency drills, ensuring our team can act quickly and effectively to minimise any potential environmental impact.

Water use

Water used in 2025

Category	Source / process	Description	Volume (m^3) 2024	Volume (m^3) 2025
Water withdrawal	Hamilton City Council municipal supply	Total water supplied to site	5,505	5,091
Distribution	Cooling towers	Evaporation loss	3,363	3,110
Water use	Amenities	Wastewater discharged	1,224	1,132
Water use	Process use	Offsite disposal + evaporation	918	849

We are committed to using water more efficiently through making practical improvements across our site. This includes reviewing water use in our production processes and installing more water-efficient fixtures in amenities. We are also exploring opportunities to reuse water through rainwater harvesting. Together, these actions aim to reduce overall water use and lessen our reliance on the municipal supply.

Biodiversity

Our site is in an established industrial area assessed as having low inherent biodiversity value. In 2025, we completed comprehensive assessments, covering biodiversity risks. Independent specialists confirmed that our operations present a low risk to surrounding ecosystems, including from air emissions and noise.

We assessed our relationship with nearby ecological features, including gullies, streams and the Waikato River catchment. While these areas hold high ecological and cultural value, assessments confirmed that our activities do not materially affect these ecosystems. Existing controls and regulatory compliance remain effective in avoiding offsite impacts.

To prevent the introduction and spread of alien species, our third-party carriers maintain robust biosecurity and pest management measures. A specialist contractor delivers routine on-site pest management, including inspections, rodent control and weed prevention.

Our approach is formalised through a Biodiversity Management Plan that sets clear responsibilities, review cycles and integration with other environmental plans.

Planned actions include maintaining pest control and biosecurity practices, periodic biodiversity risk reviews, and annual specialist surveys for invasive insects. For any future site changes or development projects, we are committed to completing biodiversity risk assessments in advance to ensure no loss of biodiversity.

Our operations are not associated with adverse biodiversity impacts. Ongoing management is focused on maintaining this position through proactive monitoring, strong controls and continuous improvement.



Health and safety

We have recently reviewed and updated our health and safety risk register to improve the accessibility and usability of the information held about hazards onsite. This allows for greater focus on those critical controls required for higher-risk hazards, and the ability to assess and verify these faster and more accurately.

We've also refreshed how our teams are engaged in health and safety and participate in reducing the risk of harm across the site.

In the second half of 2025, we stood up a Health and Safety Committee to assist with the management of health and safety and further engage our team.

At INEX, we have a strong reporting culture. We have a dedicated channel for our team to report any injury-free events so we can be proactive and prevent them escalating. In 2025 we received 59 reports of injury free events.

Our lost time injury frequency rate (LTIFR) has reduced by 47% year-on-year, reflecting the impact of our safety systems, risk awareness and workforce engagement. In 2024, our LTIFR was 67.9 injuries per million hours worked. In 2025, it was 35.7. This is tracking down, towards an international standard of 3*.

47% reduction in lost time injuries at INEX in 2025.

3 **lost time injuries per million work hours - international standard.**



Comparative data: 2024/25

	2024	2025
Lost time injuries	16	8
First aid injuries	14	14
Medical treatment injuries	7	3

*United States Bureau of Labor Statistics

Caring for people

Modern slavery

INEX is committed to preventing modern slavery and upholding human rights across our operations and supply chain.

In 2025, we strengthened our approach by formalising a Modern Slavery Policy, aligned with our responsible sourcing guidelines. This policy clarifies expectations for ethical labour practices and supports consistent standards across our supplier network.

As part of our broader sustainability programme, we undertook a human rights due diligence assessment across our operations. While not a standalone modern slavery review, this assessment considered relevant labour rights factors, including:

- employment practices
- working conditions
- workforce profile and industry risk factors

The assessment identified our overall inherent human rights risk as low.

We recognise that modern slavery is an evolving area. We will continue to refine our processes to ensure modern slavery risks are specifically identified, assessed and managed over time.

Upholding human rights

In 2025, we reinforced our commitment to responsible and ethical business practices through the formalisation of the following policies:

- Human Rights Policy, aligned with the United Nations Guiding Principles on Business and Human Rights, Treaty principles and New Zealand legislation
- Gender Equity Policy, supporting fair, inclusive and respectful workplaces



These policies reinforce our responsibility to respect, protect and address human rights impacts.

Our human rights due diligence process assessed risks across:

- our operational footprint
- workforce profile
- supply chain exposure
- relevant industry risk factors

The assessment identified INEX as low risk for human rights impacts, reflecting our localised workforce, established employment practices and governance controls. Three priority areas were identified for continued focus - health and safety, contractors and supply chain and social programmes to support worker wellbeing.

Gender equity and women's empowerment

INEX is committed to fostering a workplace that upholds gender equity and supports women's empowerment. We recognise that gender equity is both a fundamental human right and essential to building a fair, inclusive and high-performing organisation.

In 2025, we implemented our Gender Equity Policy and developed a supporting Gender Equity Management Plan, providing a structured and measurable approach to improvement. This includes clear commitments across:

- leadership accountability
- inclusive recruitment and promotion practices
- targeted training and development
- mentoring programmes
- gender equity performance indicators

We have also committed to conducting regular pay gap analysis to support equitable remuneration. Where gaps are identified, we will take action to address disparities.

The development of gender equity metrics is underway and will be monitored and reviewed to support transparency, continuous improvement and informed decision-making.

While policies and plans set the foundation, we recognise that real progress is built on everyday behaviours, leadership commitment and an inclusive culture where diverse perspectives are valued.

Compliance and governance

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 team members to report any signs of unethical behavior through our confidential whistleblowing service.

Non-compliance and liabilities

We take our legal, social and environmental responsibilities seriously and continue to strengthen how we manage compliance across INEX. In 2025, we received no material fines or non-compliance penalties.

In 2024, we introduced ComplyWith, an online legal compliance tool that helps us stay informed when relevant laws or regulations change. This supports a proactive approach and helps ensure our obligations are identified and addressed in a timely way.

To support consistent follow-through, we also maintain a Compliance Register that records required compliance reviews and actions, clarifies who is responsible, and helps ensure activities are tracked and completed consistently.

In 2025, we established a Compliance Committee with representatives from across INEX to provide oversight of compliance activity and monitor how we meet our responsibilities.

Together, these tools and governance arrangements are designed to make compliance easier to manage, strengthen accountability, and provide greater assurance across the business.





20 Northpark Drive, Te Rapa
Hamilton, New Zealand

This report relates to actions undertaken by Independent Extrusions Ltd (INEX),
20 Northpark Drive, Te Rapa, Hamilton.