

HARTMANN



Modern Slavery Statement

PAUL HARTMANN PTY LIMITED

June 2026

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1. Introduction

This statement describes the steps taken by Paul Hartmann Pty Limited to assess and address the risks of modern slavery including human trafficking, child labour, forced labour, slavery, servitude, debt bondage, and deceptive recruiting for labour or services in our business and in our supply chain.

This Modern Slavery Statement has been developed by, and is published by, Paul Hartmann Pty Limited (ABN 35 000 099 589) in accordance with Modern Slavery Act 2018. This statement relates to the calendar year ending 31 December 2025 and sets out the approach taken by us to prevent modern slavery in our operations and supply chains.

2. Reporting Entity (criteria 1)

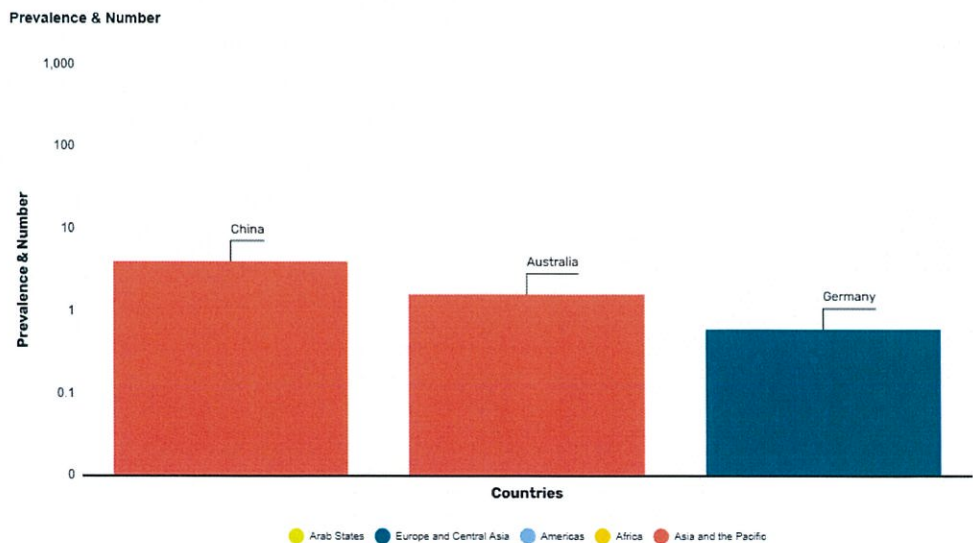
This is a single statement of Paul Hartmann Pty Limited (ABN 35 000 099 589) pursuant to the Australian Modern Slavery Act 2018.

3. Structure, Operations, and Supply Chain (criteria 2)

With over 200 years of experience, HARTMANN is a leading provider of healthcare solutions in Australia and around the world. We are known for our commitment to quality and care, delivering innovative products and solutions to hospitals, clinics, and homes. We believe that health can empower people to make a positive difference in the world.

HARTMANN’s product portfolio is across its three business areas of Wound Management, Incontinence Management and Skin Care. Our direct suppliers of products and service are located in Germany, China and Australia and we distribute products nationally through our 3rd party logistics provider.

4. Risk in Supply Chain and Operations (criteria 3)



Walk Free 2023, Global Slavery Index 2023, Minteroco Foundation. Available from: <https://www.walkfree.org/global-slavery-index/map/#mode=DATA;dimension=p;filter=all;prevalence-unit=per-thousand-view-mode=bar;compare-countries=CHN-AUS-DEU>



Modern Slavery Statement



HARTMANN Australia

HARTMANN Australia conducts its operations with integrity and honesty. The principles are embodied in the Code of Conduct, which establishes the guidelines for the behaviour of HARTMANN Australia employees. Every employee at HARTMANN Australia is required to respect and comprehend applicable laws, the Code of Conduct, and relevant Group and company policies and procedures. The risk of modern slavery practices within HARTMANN is low due to the fact that employees are hired directly, and frequent evaluations are conducted to verify that our working conditions and remuneration match regulatory standards.

Warehousing and Logistics Service Provider in Australia

Our warehousing and logistics supplier in Australia has a large owner-driver network, as well as subcontractors, agencies, and external suppliers, most of whom are based near capital cities, with a few located in regional areas. Additionally, the supplier does not prioritize using ethical recruitment firms certified by reputable assurance schemes or employ recruiters to hire subcontractors to recruit workers.

Although our supplier's employees have access to independent whistleblowing, there is a risk that they are not specially trained to identify, evaluate, and address modern slavery situations. However, their Compliance team is aware of significant risks that might raise the likelihood of modern slavery, such as a subcontracted driver not possessing a valid visa. In these cases, the management board and staff would be made aware of the issue by their Compliance team and conduct the necessary investigations in every state.

The supplier is well aware that a formal screening procedure designed specifically for these responsibilities will be implemented, even if they do not currently formally monitor all of their suppliers for human rights violations or modern slavery in their supply chains. Since they have a contractual right to audit the facilities and records of their main suppliers in order to identify instances of modern slavery in the supply chain and, if discovered, disclose such cases, they are able to implement changes that lower the overall risk of modern slavery.

Manufacturer in China

One of our wound care product manufacturers in China has high levels of supply chain visibility and has mapped the entire supply chain for key products and services. For instance, their supplier survey and evaluation form, which was sent to suppliers, covered social responsibility, child labor, forced labor, and discrimination. However, they do not have a team or individual in charge of monitoring the risk of modern slavery, as well as staff training and policies on how to recognize, evaluate, and address such risks. In the event of a modern slavery allegation, the business would conduct its operations in full accordance with the People's Republic of China's labor laws and regulations.

Furthermore, they do not hire subcontractors for recruitment, provide independent whistleblower protection, and undertake continual screening and evaluation to ensure compliance with the People's Republic of China's Labour Law.

Manufacturer in Germany

Our primary supplier of incontinence aid, wound care, and skin care products in Germany, which sources products and services from Germany, Türkiye, France, India, Spain, China, and Poland, has a Policy Statement (German Supply Chain Act), Code of Conduct, and Supplier Onboarding Process in place to ensure that the business complies with laws like the German Labour Law and that all employees are trained to recognize, evaluate, and respond to risks of

modern slavery. Screening is an aspect of the automated supplier onboarding process, and its contractual terms and conditions require their suppliers to affirmatively conform to its policy.

In compliance with the German Supply Chain Due Diligence Act (IkSG), the company also performs a group-wide risk analysis of all suppliers. High-risk suppliers must qualify using EcoVadis or a similar sustainability tool (which includes tracking of improvement), and on-site audits may be carried out for a selected number of suppliers. If the organization discovered any evidence of child labor, human trafficking, or slavery, it would publicly disclose the information if required.

5. Actions to Assess Risks (criteria 4)

Annual questionnaires

Issuing an annual Modern Slavery Statement Questionnaire to important suppliers, track completion, and follow up for further information as needed.

Monitoring existing suppliers

Monitoring current suppliers' social responsibility, which includes human rights, discrimination, workforce disputes, and health and safety concerns. We rely on continuous analysis, monitoring, and risk-based approach.

Verifying new supplier

Assessing new suppliers' compliance with social responsibility standards concerning workplace conflicts, human rights, discrimination, and health and safety issues.

Mandatory clause in contracts

Including modern slavery model clauses in all contracts with suppliers to prevent and address modern slavery risks.

6. Actions to Address Risks (criteria 4)

Code of Conduct

Our Code of Conduct applies to all HARTMANN employees and establishes the expectations of employee behavior.

Whistleblower Policy

HARTMANN Australia has a Whistleblower Policy, which allows employees to submit issues directly with the Global Compliance Management process. HARTMANN Australia encourages its employees and other relevant disclosers to feel comfortable raising concerns by providing them with access to an objective and confidential reporting and inquiry procedure in which they are protected from reprisal.

Ethical Sourcing and Modern Slavery Policy

This policy applies to all HARTMANN Australia employees in any capacity, including contractors, consultants, and third-party representatives, to ensure that HARTMANN complies with applicable laws and regulations, sources products and services in accordance with legal obligations, and takes steps to prevent and mitigate modern slavery in our operations and supply chains.

Training and Communication

We assign mandatory training to employees for completion using our online learning management system, which is accessible to all HARTMANN Australia employees.

7. Assessment of Effectiveness of Actions (criteria 5)

During the 2025 reporting period, we aimed to obtain a deeper knowledge of our modern slavery risks and how they might be prevalent in our operations and supply chain. We have begun and will continue to work on developing frameworks and processes to allow us to evaluate the effectiveness of the activities we are taking to assess and address modern slavery threats in our operations and supply chains.

8. Consultation (criteria 6)

We do not own or control any other entities and therefore this criterion is not applicable.

9. Future action plan

HARTMANN Australia works diligently to find areas for enhancement and improvement in our global compliance programs. We will continue to examine our performance and procedures in relation to modern slavery and human trafficking, as well as comply with the Modern Slavery Act 2018 (Cth).

10. Approval

The Board approves this Modern Slavery Statement for publication by Directors Resolution dated:



Jennifer Luke
Managing Director