

# Australian Modern Slavery Statement

## for the financial year 1 January 2022 - 31 December 2022

This modern slavery statement has been prepared and submitted in accordance with the requirements of the Australian *Modern Slavery Act 2018* (Cth) (“Act”) and sets out the steps the Johnson & Johnson Family of Companies (“Johnson & Johnson” or “the Company”) has taken to strengthen our due diligence processes to identify and address modern slavery and human trafficking in our business operations and supply chain.

This modern slavery statement is made by:

- Johnson & Johnson (Australia) Pty Ltd (ACN 658 579 456); and
- Johnson & Johnson Pty Ltd (ACN 000 023 709),

(the “Head Companies”) both on their own behalf and on behalf of the following additional reporting entities:

- Johnson & Johnson Pacific Pty Ltd (ACN 001 121 446);
- Johnson & Johnson Medical Pty Ltd (ACN 000 160 403); and
- Janssen-Cilag Pty Ltd (ACN 000 129 975).

Each of these entities is a “Reporting Entity”, and together the Reporting Entities are referred to in this statement as “Johnson & Johnson Australia”.

This is Johnson & Johnson's Australia's third annual Australian modern slavery statement. This statement sets out the information required by the Act for the reporting period 1 January 2022 – 31 December 2022 (FY22).

In November 2021, Johnson & Johnson announced its intention to separate the Company's Consumer Health business into a new, publicly traded company. In September 2022, Kenvue was announced as the name for the planned New Consumer Health Company. Kenvue was part of Johnson & Johnson for all of 2022 (the reporting period for this 2022 Australia Modern Slavery Statement). Kenvue completed an initial public offering of 198,734,444 shares of its common stock on May 8, 2023. As of the closing of the initial public offering, Johnson & Johnson owned approximately 89.6% of the total outstanding shares of Kenvue common stock. The Company remains on track to complete the separation in 2023, subject to market conditions. In future reporting years, starting with the 2023 Australia Modern Slavery Statement disclosure, Kenvue data will not be included, nor re-stated.

As noted above, this 2022 statement is made by both Johnson & Johnson (Australia) Pty Ltd and Johnson & Johnson Pty Ltd. Johnson & Johnson Pty Ltd is the Kenvue Australian holding company for Johnson & Johnson Pacific Pty Ltd – a Kenvue legal entity. Johnson & Johnson (Australia) Pty Ltd will remain as part of the Johnson & Johnson Family of Companies and is the holding company for Johnson & Johnson Medical Pty Ltd and Janssen-Cilag Pty Ltd.

Each reporting legal entity is incorporated in Australia and headquartered in Sydney. Additional detail on these companies and their structure can be found below.

The work completed and in progress at the Enterprise level on human rights risks, including modern slavery and human trafficking, and related due diligence is applicable to Johnson & Johnson Australia, as part of the

multinational Johnson & Johnson, and the measures described below apply to Johnson & Johnson Australia and its controlled entities.

## About Johnson & Johnson

Johnson & Johnson is the largest, most diversified healthcare products company, headquartered in New Jersey, U.S. Our operating companies employ approximately 153,700 employees<sup>1</sup> in virtually all countries of the world, who are engaged in the research and development, manufacture and sale of a broad range of products in the healthcare field. We work with more than 46,000 suppliers and hundreds of external manufacturers to support the development and manufacturing of our products worldwide. The Company's product portfolio includes thousands of Pharmaceutical, MedTech and Consumer Health products that address the health and wellness needs of people every day.

## Our structure, operations and supply chain

### Our structure

Johnson & Johnson Australia has approximately 1,400 employees in Australia. Johnson & Johnson Australia is part of the multinational Johnson & Johnson.

Johnson & Johnson Australia has field offices across the country.

### Our operations

Johnson & Johnson Australia's key operations consist of:

- **Consumer Health (Johnson & Johnson Pacific Pty Ltd)** – Johnson & Johnson Consumer Health markets and sells consumer health products, offering families more than 650 trusted solutions for their most common health and well-being needs. Many of our brands have earned consumers' trust over generations. Our brands include JOHNSON'S<sup>®</sup>, JOHNSON'S BABY<sup>®</sup>, BAND-AID<sup>®</sup> BRAND ADHESIVE BANDAGES, NICORETTE<sup>®</sup>, CODRAL<sup>®</sup>, AVEENO<sup>®</sup>, NEUTROGENA<sup>®</sup>, LISTERINE<sup>®</sup> and CAREFREE<sup>®</sup>.
- **MedTech (Johnson & Johnson Medical Pty Ltd)** – Johnson & Johnson MedTech is one of the largest medical technology providers in Australia, working across public and private sectors. Johnson & Johnson MedTech supplies medical devices primarily for use by healthcare professionals, including in the fields of orthopaedics, surgery and interventional solutions.
- **Pharmaceutical (Janssen-Cilag Pty Ltd)** – Janssen Australia, the pharmaceutical division of Johnson & Johnson Australia, is dedicated to addressing and solving some of the most important unmet medical needs of our time, including oncology, immunology, neuroscience, infectious disease, and cardiovascular and metabolic diseases. Janssen Australia focusses on areas of medicine where it can make the biggest difference: cardiovascular and metabolism, immunology, infectious diseases and vaccines, neuroscience, oncology and pulmonary hypertension.
- **Charitable activities** – In Australia, Johnson & Johnson Australia aims to change the trajectory of health and well-being of those experiencing disadvantage in our communities by increasing health

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<sup>1</sup> Abiomed headcount is not included in this total employee number due to year-end acquisition timing and our Human Resources Information System integration processes.

equity and prioritising Aboriginal and Torres Strait Islander peoples and communities. We also focus on strengthening communities in Australia experiencing disadvantage through our disaster relief program; medical product donations to support surgical missions in the Asia Pacific region enabling essential surgery; and health worker training to provide better access to care.

- **Other activities** – Johnson & Johnson Australia also leases and owns property across Australia for the purposes of operating its business and undertakes research and development including clinical trials. Johnson & Johnson Australia does not engage in external financial lending activities as part of its operations.

### Our supply chain

Johnson & Johnson's global supply chain and supplier network support the acquisition of goods and services across Johnson & Johnson Australia's operations, including finished products and indirect goods and services to support its business operations. Johnson & Johnson Australia's key supply chain segments are:

- **Johnson & Johnson products** – Johnson & Johnson Australia acquires the finished products it supplies in Australia (across its Consumer Health, MedTech and Pharmaceutical business segments) through Johnson & Johnson's global supply chain.

Johnson & Johnson Australia obtains finished Johnson & Johnson products manufactured in regions including Europe, Middle East and Africa (EMEA), North America, Asia Pacific (APAC) and Latin America (LATAM).

- **Support functions** - Johnson & Johnson Australia obtains indirect finished goods and services (including product relabelling, facilities management, cleaning, transport, warehousing, IT, marketing, data and accounting services) for use in the ordinary course of its business. Johnson & Johnson Australia has over 590 active suppliers, both in Australia and based in other regions including EMEA, APAC and North America

### Modern slavery risks and the actions taken in our operations and supply chain

We take proactive steps to identify and address potential human rights risks, including modern slavery and human trafficking risks, in our extended supply base and own operations including through ongoing human rights due diligence, responsible sourcing and our Responsibility Standards for Suppliers ("RSS"), the availability and application of grievance and remediation processes, building human rights knowledge and capabilities, governance processes and enhancing our strategic approach to human rights.

The areas below have been identified as potential sources of human rights risks, including modern slavery and human trafficking, for Johnson & Johnson and Johnson & Johnson Australia:

- The scale and complexity of our supply chain and the broad range of products and ingredients we source (see more details in the Supplier Engagement section below); and
- The wide range of regions from which we source (see more details in Supplier Engagement section below);
- The use of palm oil derivatives sourced from upstream suppliers in the manufacture of a small number of ingredients used in products supplied by Johnson & Johnson Australia (see more details below); and

- Some of the minerals used in the manufacture of electronic and medical device products manufactured by Johnson & Johnson (see more detail below).

The measures described in more detail below apply to Johnson & Johnson Australia and its controlled entities.

## Policies and positions

Johnson & Johnson has a longstanding commitment to respecting human rights that is embedded in Our [Credo](#) and reflected throughout our organization in the way we conduct business. Our approach to human rights, including modern slavery and human trafficking, is outlined in both our Position on Human Rights and our Responsibility Standards for Suppliers; it is also reflected in our related [ESG Policies and Positions](#) and annual regulatory disclosures. Our Credo and these policies are equally applicable to Johnson & Johnson Australia.

We prohibit the use of any forced or bonded labour in the manufacture of any product, or any component of a product, by or for any of our businesses. We do not tolerate any form of trafficking or unlawful exploitation of individuals. We also prohibit the employment of young persons (under the age of 18) anywhere in our business, other than in compliance with International Labour Organization Conventions 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety. See also our Employment of Young Persons Policy and Anti-Human Trafficking Policy. These Policies and Positions apply to all our companies, including those in Australia.

- [Code of Business Conduct](#)
- [Position on Human Rights](#)
- [Anti-Human Trafficking Policy](#)
- [Employment of Young Persons Policy](#)
- [Position on Employment and Labor Rights](#)
- [Position on Employee Compensation and Benefits](#)
- [Position on Freedom of Association](#)
- [Position on Providing a Discrimination-Free Workplace](#)
- [Position on Providing a Safe and Harassment-Free Workplace](#)
- [Position on Environmental Health and Safety Management](#)
- [Environmental Health and Safety Policy](#)
- [Position on Responsible Supply Base](#)
- [Responsibility Standards for Suppliers](#)
- [Position on Conflict Minerals](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Wood-Fiber Product Sourcing Policy](#)
- [Position on Resolving Employee Grievances](#)

See the ESG Policies and Positions on our website for more information [here](#).

Our commitment to respecting and promoting human rights, including modern slavery and human trafficking, applies to all Johnson & Johnson locations, operating companies and business operations worldwide, including those in Australia. We recognize that human rights due diligence is a continuous process, and we have policies, processes, training and monitoring management systems in place in furtherance of this commitment. We expect our business partners - including suppliers and customers - to share our commitment to respect human rights. All suppliers shall comply with our RSS, which set forth our requirements around

business practices. Processes are in place to identify and manage human rights risks associated with our supply base. We have also established due diligence processes to assess and monitor compliance of our suppliers with labour, employment, environment and business ethics provisions of the RSS.

## Improving human rights due diligence

We continually evolve and strengthen our broad-based human rights due diligence process. In 2022, we worked with ERM, an independent sustainability consultancy, to develop a risk identification tool to better identify geographies and sites at a potentially higher risk of adverse human rights impacts within Johnson & Johnson's own operations and facilities. The tool will be deployed in 2023 to prioritize targeted due diligence reviews.

In 2022, we established a global Anti-Modern Slavery work stream to advance our due diligence efforts in this area. We worked with Impact—a consulting firm specializing in ethical trade and human rights—to support us in developing a suite of modern slavery due diligence materials such as training materials, a supplier assessment questionnaire and investigation guidelines. We also integrated Verisk Maplecroft risk indicators on Modern Slavery into our Supplier Risk Management system to identify potentially higher-risk suppliers. This work will inform further due diligence in 2023.

## Responsible sourcing

Throughout our global business, we source commodities and raw materials, some of which require heightened procurement focus due to critical environmental or biodiversity concerns or elevated human rights risks in the supply chain. We work to understand the potential risks and impacts of our procurement activities in these areas and define appropriate standards and controls in responsible sourcing of commodities and raw materials of concern.

In particular, we maintain multiple multiyear forest partnerships to enable the protection of tropical rainforests that are critical for climate mitigation, wildlife conservation and long-term community well-being. We focus on palm oil, working with the Earthworm Foundation and BSR's Action for Sustainable Derivatives initiative, and wood-fiber products, working with the Rainforest Alliance, to build transparency in our sourcing and supply and engage our suppliers in responsible practices.

Conflict minerals: As members of the Responsible Minerals Initiative and in line with regulatory requirements, we remain committed to taking steps to determine the use, country of origin and source of tin, tungsten, tantalum and gold in our global product portfolio.

## Supplier Engagement

We recognise the potential for human rights risks, including modern slavery and human trafficking, for Johnson & Johnson and Johnson & Johnson Australia, in our supply base. As such, we continued to assess human rights risks in our supply chain through the use of tools such as EcoVadis self-assessments from suppliers in our Supplier Sustainability Program (SSP) and supplier audits. We also updated our RSS, which strengthened guidance on how suppliers should establish policies and management systems to identify and address human rights impacts, and we provided training for suppliers on the RSS updates.

We continued to strengthen our processes and tools to assess, verify and address risks in our supply base as part of our compliance with laws and regulations and to check conformance to the Human and Labor Rights

section of our RSS. Our human rights in the supply base work included targeted due diligence of existing and potential suppliers, including the use of on-site SMETA (Pillar 4) audits and fuller investigations of potential high-risk commodities and supply chains. We also deployed two tech-enabled risk assessment tools: (i) using AI to gain upstream supply chain visibility of potential high-risk commodities, and (ii) embedding third-party modern slavery metrics in our SSP to assess potential supplier risks.

#### *Addressing non-conformance*

We categorize supplier non-conformances for both EH&S and social audits as critical, major and minor, and we communicate the findings and how we categorize them to each supplier with our expectations for a documented plan of time-bound corrective actions and demonstrated improvement. When critical findings are identified during audit, we expect immediate mitigation of the risk. We aim to maintain long-term relationships with suppliers and prefer to work with them to resolve audit findings and drive continual improvements in standards. If significant non-conformance with our standards cannot be sufficiently resolved, we withdraw business from that supplier or decline to start business with a potential new supplier.

#### *Post-audit support*

We provide the following forms of support for post-audit supplier improvement:

- Follow-up technical visits that include expert training and best practice sharing
- Business reviews with direct coaching and guidance
- Supplier conferences, webinars and other resources

## **Grievance mechanisms**

Johnson & Johnson Australia has access to a number of mechanisms through which employees and third parties can report concerns of suspected or actual illegal activity, including in relation to modern slavery. The primary mechanisms are:

- **Whistleblower Policy** – Johnson & Johnson Australia is committed to conducting business with honesty and integrity. Johnson & Johnson Australia encourages the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving its businesses. Johnson & Johnson Australia's Whistleblower Policy sets out the circumstances in which a person can make a whistleblowing disclosure, the process Johnson & Johnson Australia will follow in dealing with the disclosure and the protections that will apply to a whistleblower.
- **The Johnson & Johnson [Our Credo Integrity Line](#)** – The Johnson & Johnson Our Credo Integrity Line provides a global, accessible channel for reporting concerns and is available 24 hours a day, 7 days a week and in 24 languages. It is independent, secure and confidential, offering a safe mechanism for anonymous reporting (where permitted by local law) of suspected concerns or potential violations of our policies or the law. We do not tolerate threats or acts of retaliation in any circumstance. We communicate the Our Credo Integrity Line so that employees and other stakeholders such as workers in our supply base can access this channel to raise grievances at any time.
- **Escalation policy** – Johnson & Johnson Australia follows an internal escalation policy designed to ensure the appropriate people become aware of issues and can respond to them in a timely fashion and includes dispute clauses in its standard third-party supply agreements to facilitate the effective and efficient resolution of disputes and related supply issues.

## Building human rights knowledge and capabilities

All Johnson & Johnson employees and certain categories of contingent workers (in each case, including those in Australia), are assigned and required to complete the Code of Business Conduct training, available in 27 languages, every two years. This training includes guidance related to human rights. Furthermore, our Foundational Human Rights Learning and Education course is available to all employees globally. At the end of 2022, more than 3,400 employees and contingent workers key to our human rights program had completed the module. The Foundational Human Rights Learning and Education course (or substantively similar face to face training based on the same material) was also targeted to employees in our Australian MedTech, Pharmaceutical and Consumer Health leadership teams, who play a role in delivering on our commitment to respecting human rights in Australia.

In 2022, we held the first dedicated human rights training session as part of our Onward Sustainability Training Program—launched in 2021 and part of our SSP—for suppliers, providing guidance on developing human rights policy commitments.

We continue to participate in various external platforms to share insights and good practices across industry, including Shift's Business Learning Program, BSR's Human Rights Working Group and the Pharmaceutical Supply Chain Initiative Human Rights and Labor Working Group.

## Governance

Our Enterprise Human Rights Governance Council ("EHRGC") leads our global approach to human rights due diligence and management. EHRGC members are senior leaders representing key functions across our business, including Human Resources, Procurement, Office of the Chief Medical Officer, Commercial Representation, Government Affairs and Policy, Legal, Corporate Affairs and the Enterprise ESG Program Office. The EHRGC coordinates with other governance bodies that have relevance to our approach to human rights.

Two members of the Johnson & Johnson Executive Committee, the Executive Vice President, Chief Human Resources Officer and the Executive Vice President, Chief Technical Operations & Risk Officer serve as executive sponsors of our human rights program and provide executive support and oversight. The Regulatory Compliance & Sustainability Committee of the Johnson & Johnson Board of Directors provides oversight of management's approach to human rights.

## Measuring the effectiveness of our actions

Johnson & Johnson Australia, as part of the Johnson & Johnson Family of Companies globally, is included in the company wide policies and processes to identify and manage human rights risks, including modern slavery and human trafficking, by:

- Regularly reviewing current business practices with respect to Johnson & Johnson's response to modern slavery and identifying lessons learnt;
- Engaging on operational and supply chain policies and practices, with a view to enhancing them over time as needs change;
- Listening and responding to concerns raised by customers and other stakeholders on a wide range of issues in a responsible manner. This includes how we manage our operations and supply chain;

- Providing training for key executives on whistleblowing processes and how to handle protected disclosures (which would include any potential modern slavery instances);
- Working with suppliers to check how they are progressing any actions they take to address modern slavery risks to ensure they are compliant with Johnson & Johnson's RSS; and
- Participating in ongoing auditing of suppliers to ensure they meet appropriate standards.

## Conclusion

Johnson & Johnson Australia is committed to continuous improvement in our efforts to identify, prevent and remedy human rights abuses in our supply chain. As we make further progress in the above areas, we will report on that progress through subsequent versions of this statement.

## Consultation and approval

Each Johnson & Johnson Australia Reporting Entity has an executive team responsible for its business (and the entities it controls). Each of Johnson & Johnson (Australia) Pty Ltd and Johnson & Johnson Pty Ltd, as the Johnson & Johnson Australia holding companies, has an executive team drawn from the Reporting Entities it controls.

In preparing this statement the executive team of each Reporting Entity, along with key functional support staff, were consulted to ensure the statement appropriately reflects the practices of each Reporting Entity (and the entities they control). The statement was approved by each Reporting Entity.

This statement has been approved by the Board of each of Johnson & Johnson (Australia) Pty Ltd and Johnson & Johnson Pty Ltd, in accordance with the Australian *Modern Slavery Act 2018* (Cth).



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