

Alexion Pharmaceuticals Australasia Pty Limited Modern Slavery Statement For the Year Ended 31 December 2023

Our Commitment

At Alexion, we are committed to acting with the highest ethical standards in all countries where we conduct business, and integrity is anchored in our culture. We do not allow modern slavery or human trafficking anywhere in our business and we are committed to high labour standards and human rights. Our people are empowered to make a difference, with their diversity of backgrounds and ideas being encouraged and embraced. We require our vendors to conduct their business in an ethical manner with high labour standards and human rights.

Alexion has a Vendor Code of Conduct which provides information to third parties who work with us about our commitment to ethics and compliance and the standards with which we expect all third parties to comply. Amongst other things, the Vendor Code of Conduct requires suppliers to comply with applicable labour laws and regulations and to treat workers with dignity and respect.

Our internal policies and procedures comply with all current national and international laws, regulations and codes to prevent human trafficking and slavery in our own business operations and our vendors are committed to our Global Standard on [Vendor Code of Conduct](#).

Alexion Pharmaceuticals Australasia Pty Limited (Alexion Australasia, or the company) is a company limited by shares, incorporated and operating in Australia. The immediate parent entity of the company is Alexion Holding B.V., a company incorporated and domiciled in The Netherlands. Alexion Holding B.V., owns 100% of the issued ordinary shares of the company. The company's ultimate parent entity is AstraZeneca PLC, a company incorporated and domiciled in the United Kingdom.

Alexion is a global biopharmaceutical group of companies that includes Alexion Australasia, and that focuses on development and provision of therapies for the treatment of rare and/or life-threatening disease.

Alexion is part of AstraZeneca and contributes to a global, science-driven biopharmaceutical landscape, focusing on the discovery, development, and commercialization of prescription medicines, particularly in the field of Rare Disease.

As a combined Alexion & AstraZeneca group (referred to as AstraZeneca in this document, which includes Alexion Australasia), we operate in a wide range of therapeutic areas such as Oncology, Biopharmaceuticals, which include Cardiovascular, Renal & Metabolism, Respiratory & Immunology, Rare Disease, Vaccines & Immune Therapies. In 2023, we had an active presence in around 85 countries, and our collective portfolio of innovative medicines is available in approximately 125 countries, assisting millions of patients worldwide.

AstraZeneca supports and adheres to the principles set out in the UN Declaration of Human Rights, and our employment policies detail our high standards of employment practice. These internal policies and practices include respecting diversity and, as a minimum, complying with national legal requirements regarding wages and working hours. We also support the International Labour Organization's standards regarding child labour and minimum working age.

Since 2018, AstraZeneca has been using the Fair Wage Network database on living wage thresholds (existing in more than 200 countries) to systematically compare average wages of the employees within our company to living wage thresholds. We provide further details regarding how this comparison data was used during this reporting period later in the statement.

This modern slavery statement is made by Alexion Pharmaceuticals Australasia Pty Ltd (ACN 132 343 036) which is a reporting entity under the *Modern Slavery Act 2018* (Cth) (**Act**).

Further information about our structure and operations is provided below.

Our Business

Structure

Alexion is headquartered in Boston, Massachusetts, USA and AstraZeneca is headquartered in Cambridge, UK with major hubs in Sweden and Spain. AstraZeneca group employs a highly skilled permanent and part-time workforce of approximately 89,900 employees across the world, but also use contractors and labour agents in sourcing a highly skilled workforce.

On 31 December 2023, Alexion Australasia employed 69 people in Australia with 12 field-based employees engaged in medical & selling activities and 12 employees in research and development via clinical roles. Alexion Australasia is an independent operating entity and AstraZeneca Pty Limited (another AstraZeneca Australian entity) has no ownership rights in Alexion Australasia. However, Alexion Australasia acquires certain operational services from AstraZeneca Pty Limited.

Operations

In Australia, Alexion Australasia is engaged in research & development (R&D) via clinical trials, marketing, sales and supply of more than 10 medicines across different therapeutic areas. Some of these medicines are not yet registered and commercialised. In 2023, Alexion Australasia registered an annual revenue of A\$106 million (2022: A\$97.3 million) through the commercial sales of Soliris®, Ultomiris®, Kanuma® and Strensiq®. Our financial audit for the year ended December 31, 2023 was completed in May 2024 affirming our position as a reporting entity, under the *Modern Slavery Act 2018* (Cth) (**Act**), based on having a revenue of at least A\$100 million in a reporting period. Therefore, this is our first year of reporting of the Modern Slavery Statement and we will continue to improve the quality of reporting in future years.

Supply chain

The AstraZeneca global supply chain supports all areas of our business with a wide range of goods and services, including raw materials (for example, the active pharmaceutical ingredients in some medicines and drug substance and/or finished drug product for some of biologics medicines), equipment, formulated drugs and packaging, and services, all of which are key to AstraZeneca's operations. As of 2023 the top 95% of AstraZeneca spend is with ~3,300 suppliers of which ~500 are small businesses. Many of our business-critical operations including certain R&D processes, IT systems, HR, finance, tax and accounting services have also been outsourced to third party providers. For more information on AstraZeneca business structure, workforce, and operations please refer to our annual report.

Alexion Australasia operations have approximately 227 suppliers with over 94% located in Australia. Outside of Australia, the supply chain includes suppliers in the United States, the United Kingdom, Ireland, Denmark, Switzerland, Spain, Italy, Poland, Netherlands, India and New Zealand.

Risks of Modern Slavery

Approach to identifying risk

We identify and assess potential modern slavery risks in our supply chain through our Third-Party Risk Management (3PRM) process that is described in the 'Actions' section below. This includes human and labour rights as a standalone risk area and assesses risks such as forced or bonded labour, child labour, wages and benefits, hours/rest period and leave, collective bargaining, grievance procedures, discrimination, and harassment. Alexion, including Alexion Australasia, adopted the 3PRM process in April 2024 following the harmonisation of systems. Prior to April 2024, Alexion utilised the Third-Party Due Diligence (TPDD) process which conducted similar checks via the vendor management system to screen vendors and assess and mitigate risk.

The potential risks posed to workers are continuously evolving and may have been exacerbated by increasing geopolitical tensions. AstraZeneca continuously review our approach to assessing risk in our global supply chains, to take account of emerging challenges and updated information sources. Also, during the 2023 reporting period, our Third-Party Risk Management framework was improved, as discussed further in the 'Due Diligence' section below. Organisationally, we also maintain dedicated internal compliance and audit resources that review the way we manage all forms of risk, including modern slavery risk (see the 'Our Governance / Risk Ownership' section below). For more detail regarding AstraZeneca's approach to reviewing how we assess risk in our global supply chain, refer to the 'Effectiveness' section of this statement.

AstraZeneca works to ensure our strategies and efforts to mitigate environmental issues do not negatively impact other human rights. In line with the requirements of the Corporate Sustainability Reporting Directive CSRD, in October 2023 we initiated a double materiality assessment to fully understand how the business is impacted by sustainability in addition to how AstraZeneca's activities impact society and the environment.

The areas of our business which are highest inherent risk for human rights and modern slavery issues continue to be construction, temporary resources, recruitment, facilities, logistics, hotels, the use of human biological samples, and sourcing of agricultural products and electronic components which are generally used to make or deliver our products to patients. These activities combined with the use of the Global Slavery Index geographic ratings help us identify, assess, and monitor high-risk engagements with third parties.

Operations & Supply Chain

Alexion Australasia is engaged in research & development (R&D) via clinical trials, marketing, sales and supply of more than 10 medicines across different therapeutic areas. Some of these medicines are not yet registered and commercialized in Australia. We do not manufacture in Australia; all our medicines are imported from different Alexion or AstraZeneca affiliates from countries where risk of modern slavery is low. Australia also has a low modern slavery risk from a geographic perspective. Sales, Marketing and

R&D (via clinical trials) are low-risk activities from a modern slavery perspective and involves a highly skilled workforce largely engaged on permanent contracts.

We acknowledge that our supply chain can potentially present a higher modern slavery risk, however, our supply chain only includes contracting with third party distributors to supply our products to hospitals and patients. Our employees are on permanent contracts, mitigating any risk of rights violation. Set out below are the areas of our tier 1 procurement that we have assessed to have the highest risk of modern slavery. AstraZeneca implemented Third-Party Risks Assessment in April 2022 which provides a more detailed approach to assessing risks, including modern slavery. AstraZeneca also launched EcoVadis in March 2022 which assesses sustainability ratings of suppliers, including modern slavery risks. The objective is to ensure that our top 95% of suppliers by spend are reporting via EcoVadis by 2025. We do acknowledge that the risk of modern slavery may be higher deeper in our supply chains. We continue to look at ways in which we can further understand and assess modern slavery risks beyond our direct suppliers.

Facilities Management

The facilities management industry and certain activities (e.g., security and cleaning) are known to present a risk of modern slavery practices. This is due to the frequent use of unskilled labour, temporary workers/short term contracts, and the use of foreign workers. These risks may be increased where the work in question is carried out at night and when the work is not well paid. Outsourcing and the related tendering activities also place downwards pressure on pricing which increases the risk of low pay and/or poor working conditions. While Australia is a low-risk jurisdiction from a modern slavery perspective which may reduce the risk of modern slavery in facilities management, we acknowledge that the risks still exist.

In August 2022, Alexion Australasia relocated its head office to AstraZeneca's office at 66 Talavera Road, Macquarie Park. AstraZeneca has significant facilities management requirements due to the size and nature of their operations and premises, in particular our manufacturing site. Facilities are currently outsourced to OCS – they have stated their commitment to Labour and Human rights in their report [OCS ANZ ESG Report 2023](#) (page 64).

Actions

AstraZeneca works to develop and maintain good relations with local workforces and work closely with our recognised national trade unions. We also regularly consult with employee representatives or, where applicable, trade unions, who share our aim of retaining key skills and mitigating job losses. According to our internal Human Rights survey carried out in 2022, 45% of countries in which AstraZeneca operates have a relationship with trade unions. Where trade unions do not exist in an area of operation, 95% have established arrangements to engage similarly with their workforce. The reduction in number of countries with relationships with trade unions from the numbers recorded in our 2020 report, resulted from a misunderstanding of the question in the 2020 survey.

Our Governance / Risk Ownership

The Global Risk Owner for modern slavery and human trafficking is the Executive Vice-President Operations & Information Technology, Chief Sustainability Officer. Their remit includes accountability for our Global Supply Chain & Strategy and Global Procurement functions. To support the Executive Vice-President, we have dedicated internal compliance and audit resources responsible for reviewing the way

we manage all forms of risk, including human and labour rights which cover modern slavery and human trafficking.

Alexion Australasia has a working Compliance Committee group, comprised of senior members of Compliance, Medical, Pharmacovigilance, Legal, HR and Finance functions, with oversight of all compliance and risk matters.

Our Values

AstraZeneca's (including Alexion) core values require all our employees to operate with integrity and high ethical standards at all times, along with respect for the individual and diversity: they require us to “Do the Right Thing”.

Our Values determine how we work together and the behaviours that are integral to our drive for success. Our Values guide our decision making, define our beliefs and foster a strong AstraZeneca culture.

Our Policies

AstraZeneca does not tolerate modern slavery or human trafficking in any part of our business or our supply chains. The [AstraZeneca Human Rights Statement](#), which applies to the Australian businesses, including Alexion Australasia, asserts our responsibility to respect the rights of all people, including in relation to modern slavery.

This commitment to respecting human rights is underpinned in our policies, our Values and in our relationships with third parties. Our [Code of Ethics](#) defines our Values at work and guides our behaviours. It contains a requirement for our employees to interact with others in an ethical and proper manner and highlights our employment principles and other ethical standards. It specifically prohibits the use of modern slavery or human trafficking in our business.

The Alexion [Vendor Code of Conduct](#) also informs our third parties that we do not tolerate the use of child labour and forced labour by third parties. This code states that Third Parties should never engage in, support, or condone any form of slavery or human trafficking. Further, through this policy, Alexion requires Third Parties to provide means for their employees to report concerns or potentially unlawful activities in the workplace without threat of reprisal, intimidation or harassment, and that these reports would be investigated.

AstraZeneca also committed to the International Labour Organization standards on child labour and minimum working age. Our internal policies (including those mentioned above) build on this commitment.

We have an established process and affiliated systems in place for employees to raise concerns and to protect whistle-blowers from retaliation and identification. We encourage anyone to report in good faith any concerns regarding slavery and human trafficking, as well as any other compliance risks. AstraZeneca takes such reports seriously and investigates all concerns raised, seeking to resolve matters in accordance with the Code of Ethics and applicable law. Our HR Australia Whistleblower policy provides an anonymous and confidential reporting mechanism for eligible disclosers to raise any concerns with the company where there may be reasonable grounds to suspect concerns of misconduct or an improper state of affairs in relation to AstraZeneca, and provide disclosers with protection from detrimental conduct, acts or omissions.

This policy reflects the requirements of Section 1317A(5) of the *Corporations Act 2001* (“The Corporations Act”). The company, as a Large Proprietary company is bound to treat Protected Disclosures in accordance with the provisions of The Corporations Act. Under our policy, whistleblowers can choose to report anonymously at <https://www.azethics.com/>. AstraZeneca's Global Investigations team triages cases received and engages appropriate functions depending on the nature of the cases reported.

In Australia, Alexion Australasia has responded to increased obligations for our employee's health & safety with our first Psychosocial Risk Assessment in 2023 which identified minimal concerns. Our action plan focuses on upskilling our people managers in relation to employee health & safety, including the reporting of hazards and incidents.

Due Diligence

When assessing third parties, the core AstraZeneca business uses activity and geography-based factors to identify, assess and document actions to mitigate risks to our human rights and labour right principles. These factors determine which third-party engagements are deemed to be high-risk and therefore require a deeper level of assessment. In practice, this means that vendors identified as being high-risk will be subjected to a further round of due diligence questions as part of the Third-Party Risk Assessment process discussed in more detail below. Where necessary, third parties are required to answer specific questions about the policy, procedures and controls they have in place to manage human rights and labour risks on AstraZeneca's behalf, including audits.

We operate with a first line business accountability for managing the risks in any engagement with a third party, meaning that there is clear ownership of the decision to work with a third party within AstraZeneca. This allows responsible management of relevant risks for each third-party relationship.

Our 3PRM Framework consists of processes, associated systems and outsourced support to deliver greater levels of automation, control and expertise. Migration from the previous 3PRM process occurs in line with the regular review of existing suppliers which is annually for high-risk suppliers and every three years for low and medium risk suppliers.

The 3PRM process also includes increased monitoring activities. This includes continuous process execution monitoring, ongoing adverse media screening and monitoring to ensure that vendors implement measures that they have agreed to as part of the 3PRM assessment. The approach is data-driven, in terms of geography, spend categories, the user base and third-party responsiveness to AstraZeneca requests.

Since initial implementation, 3PRM processes and systems have benefited from continuing cycles of constant improvement. The objectives have been:

- To make the process as accessible as possible for colleagues and suppliers and remove barriers to engagement.
- To allow users to understand where they are in the process and clearly see any outstanding actions.
- To increase capacity to ensure a fully supported 'helpdesk' capability to assist with enquiries or issues.

These initiatives have had the benefit of shortening timescales for execution, early identification of where issues are arising and improved reporting on performance.

Globally, of the 386 engagements with high risk of modern slavery, 40 assessments were reviewed through the second line compliance assurance process. We did not reject any engagements at onboarding due to human labour rights related risks, opting instead to work collaboratively with vendors to improve their processes where risks were identified. We continue to be firm on ending the relationship where no satisfactory improvement or resolution is reached or where the supplier cannot meet our high third-party expectations. We also provide enhanced real-time guidance to our contract managers during the due diligence process.

Within Australia, we have made the decision not to engage third parties from countries that are high-risk from a modern slavery perspective. Where possible, rights of audit are also included in supplier contracts.

Further management

We include modern slavery as an aspect of our human rights agenda. Human rights are one of the focus areas within our sustainability strategy that was selected through a prioritisation process by both internal and external stakeholders, including suppliers and non-government organisations. We commit to monitor our human rights performance, set targets, and share challenges and outcomes publicly. The annual [AstraZeneca Sustainability](#) report this information.

As Signatories of the United Nations (UN) Global Compact since 2010 and Participants since 2018, we commit to advance the Ten Principles on human rights, labour, environment and anti-corruption and the UN Sustainable Development Goals (SDG).

We share our progress against the UN SDG targets for Good Health and Wellbeing, Gender Equality, Decent Work and Economic Growth, and others in our annual [AstraZeneca Sustainability](#).

We conduct an internal labour rights survey every two years in the countries where we operate. In 2022, we launched another global Human Rights Labour Review, which focuses on the International Labour Organization's core themes, including freedom of association and collective bargaining, child labour, discrimination, working hours and wages. We also incorporated questions about family-friendly leave to support addressing global inclusivity in this area.

In response to the report coming out of 2022 Human Right survey, the HR leadership team agreed to address the four countries without an Employee Assistance program or equivalent by the end of 2023. An Employee Assistance Program is now in place for three of the countries with the remaining country still under review.

Each HR Director was also encouraged to review the family leave options with their local market to identify opportunities for more inclusive leave policies aligned to local regulations.

In Australia, we completed our review and updated our leave policies to be more inclusive in 2023. For example, our Parental leave policy conditions were increased to be market leading by offering 16 weeks paid leave for employees, regardless of their parental role for the newborn child. The policy terms also are inclusive of employees who experience stillbirth. The Family and Domestic Violence leave policy entitlements increased to be market leading, prior to subsequent increased legislative obligations for Australian employers.

In Australia, we have achieved Silver Accreditation for 2023 from the Australian Workplace Equality Index as an employer of choice for LGBTQ+ employers and candidates.

Additionally, all our HR policies include the following inclusivity clause: “Our policies are inclusive of all employees regardless of gender, race, age, ethnicity, nationality sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, pregnancy, breastfeeding or family responsibilities or other attributes protected by law. Alexion Australasia employs the services of an Employee Assistance Program for use by its employees. From 1 September 2022, the official provider was Benestar and more recently we are supported by Telus Health.

In addition to the survey, AstraZeneca also analyses our wage data with the Fair Wage Network who aim to improve wage levels and development mechanisms beyond minimum legal requirements for all industries. It collects available associated data from all countries’ economies and logs all locally recognised definitions of a ‘living wage’ to provide an average.

Our analysis of the updated database of the Fair Wage Network, which was issued in response to the cost-of-living crises, demonstrated that all employees are paid a fair wage with a small number of exceptions that have now been addressed. No further action is proposed, and a further analysis will be completed in 2024.

AstraZeneca is a member of Pharmaceutical Supply Chain Initiative (PSCI) Human Rights and Labour subgroup. PSCI is an industry collaboration that supports principles for responsible supply chain management for ethics, labour, health, safety, environment and related management systems.

We are also members of Business for Social Responsibility’s Human Rights Working Group, a global, cross-industry network from businesses focused on human rights challenges and sharing best practices.

Our Relationships with Third Parties

The principles and values contained in our [Code of Ethics](#) also apply to our suppliers and all other third parties we do business with. The applicable standards and requirements for third parties are explained in our [Vendor Code of Conduct](#).

To help our partners understand our values and what it takes to work with Alexion, our Vendor Code of Conduct sets out the values that Alexion holds important and provides a clear guide on our ethical position. We require our suppliers and other third parties to operate in line with internationally recognised human rights and promote and maintain a culture of respect and equal opportunities. This requires our suppliers and other third parties to not use any form of forced, bonded, involuntary, or indentured labour.

We hold suppliers to high standards whilst offering opportunities to build their own sustainability knowledge and capabilities. This published document is available on our website and referenced in all our Purchase Orders and Contracts, giving a legal standing to our expectations.

Training and Risk Awareness

In 2023 we delivered a global risk awareness module to all employees in risk gate-keeping roles in Operations, Human Resources and Compliance. The awareness training explained how to spot the signs of modern slavery, detailed the high-risk activities for the company and clarified the internal escalation process for concerns related to this risk. This training has also been made available to third parties. As of June 2024, the training has been rolled out to 3,627 employees and has a completion rate of 95%.

All AstraZeneca employees receive an annual Code of Ethics training. Rolled out globally in October 2023, the course was completed by 100% of active AstraZeneca employees (both In Australia and

globally), including all Alexion Australasia employees. As of May 2024, the training has been rolled out to 63 Australian employees and has a completion rate of 100%.

Stakeholder and industry collaboration and engagement

In 2023, AstraZeneca continued the engagement with Slave Free Alliance (Hope for Justice), and we have also participated in working groups with peer multinationals to benchmark our approach to risk identification and mitigation.

Recognising the rapidly evolving landscape in terms of legislation and the increase in cases of modern slavery reported as indicated by the updated Global Slavery Index, we undertook a review of our Human rights programme with Slave Free Alliance. We are working to pull together a cross-functional project team to address the gaps identified which will include updating and refining our human rights policy and strategies as well as working to implement the new human rights legislation with particular focus on the EU Corporate Sustainability Due Diligence Directive and Corporate Sustainability Reporting Directive.

Effectiveness

For the reporting year ended on 31 December 2023, over 9,000 third party assessments were conducted across AstraZeneca globally through our Third-Party Risk Management process. In this period, there were no recorded cases of human rights violations related to trafficking or slavery among the third parties assessed.

The number of third-party assessments continues to fall year-on-year as the number of new third parties entering our supply chain continues to reduce, reflecting ongoing supplier consolidation.

As part of the 3PRM process, all in-scope assessments underwent screening to identify any negative findings in the public domain. For this reporting period, one finding connected to human and labour rights was identified. This finding related to a third party that was accused by a US thinktank of connections with forced labour. AstraZeneca is undertaking a business transparency exercise with the third party to fully understand the risks and accuracy of the report.

In 2023 AstraZeneca received a report that a number of red flags were raised during our standard background screening for five IT contractors hired via a third party. Following investigation into the welfare of these contractors, the report was found to be unsubstantiated but did highlight some areas for improvement in the due diligence carried out on Tier 2 and beyond suppliers when onboarding contractors. AstraZeneca continue to work with the third party in question to assess the effectiveness of and improve these processes.

AstraZeneca's Global Ethics & Compliance function performs second line monitoring of Third-Party Risk Assessments through sample review to assure that all forms of risk, including human and labour risks, have been correctly identified and mitigated as appropriate. Our second line monitoring identified 21 engagements that required more in-depth review by a contract manager as a result of risks not being appropriately mitigated.

Within Australia, we have more than 210 vendors that were onboarded through our third-party due diligence (TPDD) process. This is a mandatory requirement of supplier onboarding. It is through this ongoing due diligence that we continue to monitor and review suppliers, and our findings dictate our measure of success. There were no reported cases of human rights violations, including those related to

trafficking or slavery. In addition, our stringent processes will continue to evolve and improve as we adopt AstraZeneca's 3PRM process as mentioned in 'Our Approach in Identifying Risk'.

Considering trends in the outcomes of the processes set out above is one way in which we are able to determine the effectiveness of our actions to address modern slavery risks.

Our governance committee, which has oversight of our Third-Party Risk Management process, and includes senior leaders in Compliance, Legal, Pharmacovigilance, Finance and Legal functions, is informed of any third parties exited as a consequence of human and labour rights risks identified through due diligence. In this way, our governance committee is able to assess the effectiveness of our Third-Party Risk Management process. We continue to undertake enhanced due diligence on carbon offset projects, working with external SMEs to ensure we fully understand the local risk profile and are not contributing to other issues in our efforts to reach carbon zero. This has led to collaborations with project management companies to increase awareness of human and labour rights topics and risks in relation to climate projects which will subsequently be used across all projects including non-AstraZeneca projects.

In addition to the management process outlined above, we continue to meet with our suppliers on a regular basis to ensure that they adhere to our ethical standards, drive innovation and help us build a long-term competitive advantage. Through this process of engagement, we are able to obtain feedback from suppliers on the effectiveness of our modern slavery controls.

AstraZeneca's Global Procurement function uses sustainability performance assessments to rate our top 95% of suppliers by spend using the EcoVadis platform, which rates our suppliers' Environment Social and Governance (ESG) performance against four themes: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. The Labour & Human Rights theme includes the elements of Child Labour, Forced Labour & Human Trafficking, Inclusion & Diversity, Discrimination & Harassment and Supplier Diversity. Higher ESG ratings via the EcoVadis platform should correlate strongly with lower risk Human Rights and Labour issues.

As of December 2023, 70% of our spend is with suppliers who have completed an EcoVadis ESG assessment, and 85% of these suppliers have achieved the overall target score of 45 or more for the Human Rights and Labour assessment category.

Our objective is to ensure that our top 95% of suppliers by spend are reporting via EcoVadis by 2025. We will continue to work with suppliers to address any gaps identified with tracked action plans. If this is not achievable, we will work towards moving business to alternative suppliers where this is feasible.

AstraZeneca has worked to implement responsible sourcing initiatives with particular focus on the sourcing of solar panels and mitigating the risks of modern slavery. Enhanced due diligence has been added to our RFP (request for tender) process, contract clauses have been updated obliging transparency, reporting and supply chain due diligence and educational materials have been produced.

Consultation

The reporting entity covered by this statement shares common processes and approaches to assessing and managing modern slavery risk as defined by AstraZeneca. In Australia, Alexion is an independent operating entity and AstraZeneca Pty Limited (an AstraZeneca Australian entity) has no ownership rights in Alexion Australasia. However, Alexion Australasia acquires certain operational services from

AstraZeneca Pty Limited. As noted, Alexion Australasia does not have any owned or controlled entities and so the consultation in section 16(1)(f)(i) of the Act does not apply in these circumstances.

In the course of preparing this statement, consultation has occurred between Finance, Legal, Compliance, Quality, Supply Chain and Human Resources, covering the operations and supply chains of the reporting entity.

Further Steps

Alexion Australasia will continue to evolve as we adopt and transition to additional AstraZeneca policies locally. We will continue to review and improve our practices to identify and, to the fullest extent practicable, eliminate the risk of modern slavery or human trafficking from our business. This includes continuous improvement of our Third-Party Risk Management Framework.

This statement has been reviewed and approved by the board of directors of Alexion Pharmaceuticals Australasia Pty Ltd pursuant to section 13 and is signed by Nicole Gaupset.



Nicole Gaupset
Director of Alexion Pharmaceuticals Australasia Pty Ltd and General Manager, Australia and New Zealand

Date: 28 June 2024