

MODERN SLAVERY STATEMENT

This Modern Slavery Statement (“**Statement**”) is issued by Cipla Australia Pty Ltd (“**Cipla Australia**” or “**the Company**”), an entity incorporated under the laws of Australia with ABN 46 132 155 063.

Introduction

Cipla Australia is dedicated to upholding human rights and demonstrates a strong commitment to implementing effective measures within its operations and supply chains to address modern slavery. The organisation acknowledges the complex nature of modern slavery, including forms such as human trafficking, slavery, servitude, and forced labour, and maintains a zero-tolerance approach toward these practices. Accordingly, although Cipla Australia is not required to comply with the Australian Modern Slavery Act 2018 (Cth) (“**the Act**”), it has voluntarily submitted this Statement. This Statement outlines the actions undertaken by Cipla Australia to prevent modern slavery within its operations and supply chains during the reporting period from 1st April 2024 to 31st March 2025 (“**Reporting Period**”).

Cipla Australia’s business and supply chains

Cipla Australia is a stepdown subsidiary of Cipla Limited, an Indian multinational pharmaceutical company. It focuses on marketing, sales, and distribution of pharmaceutical products in Australia, both for Cipla Limited and third-party manufacturers. Cipla Australia also provides business support services to Cipla Limited, including marketing, customer management, and regulatory support, with the goal of strengthening Cipla Limited's presence in the Australian market.

Cipla Australia delivers affordable, quality medicines across Australia through TGA-approved processes, utilizing global manufacturing networks to offer a diverse product range. The Company streamlines its operations, particularly in supply chain, risk management, and employee training, to ensure responsible business practices and reduce modern slavery risks. Cipla Australia upholds legal and ethical standards in all supplier engagements.

Actions Taken to Address Modern Slavery Risks

Cipla Australia is dedicated to maintaining the highest standards of conduct and ethical behavior across all of its business operations. The Company is committed to fostering a culture rooted in honesty, ethical conduct, corporate compliance, and governance. Recognizing its responsibility to identify and address the risks associated with modern slavery, Cipla Australia has established several internal policies designed to mitigate these risks and clearly communicate expectations to all employees regarding the application of the Company's values in their daily activities. The applicable policies are: (i) Code of Conduct; (ii) Human Rights Policy; (iii) Anti-Harassment and Anti-Bullying Policy; (iv) Health Safety and Environment Policy; and (v) Whistle-Blower Policy.

Cipla Australia and its affiliates use information from potential suppliers during onboarding to evaluate their practices and ensure alignment with Cipla values.

Assessment of modern slavery risk

We assess our direct workforce as low risk for modern slavery due to strict industry regulation, a skilled employee base, robust workplace policies, and regular staff training.

Our supply chain may face modern slavery risks, especially among overseas suppliers and distributors in regions with limited oversight and human rights protections.

Measures taken for risk mitigation

Cipla Australia is committed to minimising modern slavery risks in our business and supply chain, with human rights as a core focus.

We aim to raise awareness of modern slavery among employees through communication and additional training, enabling them to identify and address potential risks.

We take responsibility for identifying and reducing modern slavery and human trafficking risks in our supply chains. Contractual agreements require counterparties to comply with relevant laws, and employee services conform to legal standards. All products are manufactured at sites that meet TGA Good Manufacturing Practice (GMP) requirements.

Governance

Cipla Australia's human rights compliance, including modern slavery compliance, is overseen by our Compliance and Human Resource Department.

Reporting and investigating concerns

Cipla Australia encourages all employees to report any concerns about potential breaches of company policies or suspected violations of laws and regulations. The Whistleblower Policy supports employees in reporting any suspected unethical, illegal, fraudulent, or inappropriate behaviour related to Cipla Australia's business operations. This policy also ensures that anyone who makes a report can do so confidentially and is protected from intimidation, disadvantages, or retaliation.


Effectiveness of Actions

Modern slavery represents a multifaceted challenge that necessitates coordinated action and continuous engagement with stakeholders and suppliers. Cipla Australia remains committed to increasing awareness and formulating effective strategies to enable its employees to recognise the risks associated with modern slavery and address them appropriately.

DECLARATION

I, Jigneshkumar Desai in the capacity of sole Director of Cipla Australia Pty Limited hereby state and confirm that this modern slavery statement is accurate to the best of my knowledge and information.

DocuSigned by:


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For **Cipla Australia Pty Limited**

Authorised Signatory

Name:

Mr. Jigneshkumar Desai

Title:

(Sole) Director