



Zoetis Australia Pty Limited
ABN 94 156 476425

Zoetis Australia Research & Manufacturing Pty Limited
ABN 32 158 433 053

17 December 2025

To whom it may concern

Modern Slavery Statement 2025

A. Introduction

1. Zoetis Australia Pty Limited ACN 156 476 425, Zoetis Australia Research & Manufacturing Pty Limited ACN 158 433 053, and Jurox Pty Limited ACN 000 932 230 (together, **Zoetis**) are reporting entities within the meaning of the *Modern Slavery Act 2018* (Cth) (**Act**).
2. This joint Modern Slavery Statement is submitted by the entities comprising Zoetis in accordance with section 14 of the Act for the period between 1 July 2024 and 30 June 2025 (**Reporting Period**).
3. This is the sixth annual Modern Slavery Statement submitted by Zoetis.

B. Structure, operations and supply chains of Zoetis

Structure and operations

4. The reporting entities submitting this joint Modern Slavery Statement are wholly owned subsidiaries of their ultimate parent company, Zoetis Inc which is listed on the New York stock exchange and is the world's largest producer of medicine, vaccine, diagnostic, biodevice and genetic goods and services for pets and production animals, including fish (**Products**).
5. Members of the Zoetis Inc group sell the Products in more than 100 countries. During the Reporting Period, Zoetis Inc's manufacturing network comprised 23 sites in 11 countries. Each Zoetis manufacturing site is designed to meet chemical and infectious agent safety regulatory requirements. Some manufacturing facilities are sometimes co-located with research and development operations which allow new products to be developed and rigorously tested before then moving to commercial production.
6. In Australia, Zoetis Inc, through its wholly owned subsidiaries, is comprised of:
 - a. Zoetis Australia Pty Limited, which is Zoetis' primary 'commercial' function, handling areas including Product sales, distribution, marketing, personnel, and operations;
 - b. Zoetis Australia Research & Manufacturing Pty Limited, which has two principal functions; (1) a research function (part of the global research and development function known as

Veterinary Medical Research & Development or VMRD), and (2) a manufacturing function (part of the global manufacturing and supply function known as GMS); and

- c. Jurox Pty Limited (**Jurox**), which formulates, manufactures, and distributes companion and commercial animal health Products principally manufactured and developed from its production facility in Rutherford, New South Wales. Jurox's Products are distributed in approximately 22 countries worldwide, including Australia and the United States. Jurox was acquired by Zoetis in 2022 and is now a wholly owned subsidiary of Zoetis Australia Pty Ltd.

Supply chains

7. Zoetis' supply chains are comprised of:
 - a. Zoetis Inc and its subsidiaries, which is its largest supplier; and
 - b. various domestic and international suppliers.
8. Jurox has maintained its own discrete supply chain which consists of domestic and international suppliers (including some based in China, India, Taiwan and Mexico). As foreshadowed in our previous report, the modern slavery risk assessment processes adopted in the previous reporting period and outlined in this statement, were applied to Jurox suppliers in the current Reporting Period.
9. All Zoetis businesses in Australia are subject to the global supply policies implemented by Zoetis Inc. This includes the global policies in relation to modern slavery compliance. Zoetis Inc, has a dedicated compliance function, including an internal audit team that oversees global policies.
10. In the Reporting Period, Zoetis engaged 25 new suppliers in its operations for the purpose of supply and manufacture of laboratory equipment, raw materials, pharmaceuticals, chemicals, and other related services.

C. Risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls

11. Zoetis believes that the modern slavery risk to its business operations is low, for the reasons outlined in this report and summarised below:
 - a. Zoetis maintains robust compliance mechanisms against modern slavery risk, including due diligence checks, formal contractual engagement of suppliers, global compliance policies that extend to Zoetis' suppliers, and clauses prohibiting modern slavery in standard supplier and service provider contracts;
 - b. the contractors engaged by Zoetis are generally engaged in highly skilled professional roles in the pharmaceutical field;
 - c. the majority of Zoetis' suppliers in its direct supply chains are situated in geographic locations that are deemed as having a 'low' risk of Modern Slavery (i.e. Australia and other western European countries);
12. However, Zoetis recognises that potential risks may still arise, and has identified that, to the extent that Modern Slavery risk may apply to Zoetis, this would most likely be prevalent in the

engagement of suppliers whose supply chains are situated in geographic locations that are deemed as having a 'high risk' of Modern Slavery (for example, China).

13. Whilst these industries and regions are commonly categorised as having a 'high' risk of modern slavery practices based on general indicators and criteria for modern slavery, Zoetis' assessment has determined that, when considered in the context of its specific suppliers and the controls applied, they do not present an actual heightened risk within Zoetis' supply chains. Further explanation of Zoetis' assessment is found in this Statement at paragraphs 17-22.

D. Actions taken to assess and address risks, including due diligence and remediation processes.

14. Zoetis has several mechanisms in place to assess and address risks of modern slavery occurring in its supply chains. These are outlined in the following paragraphs.

Refinitiv World check record and Screening

15. In continuing its practice of supplier screenings adopted in the previous reporting period (2023-2024), Zoetis screened its suppliers through the World-Check record which is a database run by Refinitiv, a subsidiary of Thomson Reuters, in its capacity as one of the world's largest providers of financial markets data and infrastructure (**Refinitiv Screening**). The Refinitiv database platform is a comprehensive risk intelligence tool used to screen and monitor entities for their risk profiles, amongst other things. Zoetis ran a list of 76 suppliers through the World-Check database. These 76 suppliers comprised 25 new suppliers engaged in the Reporting Period, and a further 51 suppliers engaged in the previous reporting period (2023-2024) but that had not yet been screened.
16. The World-Check database holds millions of profiles of entities compiled from public sources and proprietary research that is continually updated for accuracy. Crucially, the database turns up details of any adverse media, criminal activities, or reports of Modern Slavery against each entity searched through the platform. In addition, the platform runs our supplier list against information from global sanctions lists, law enforcement agencies, and regulatory bodies, which assists Zoetis to identify suppliers that may be subject to sanctions or other legal restrictions.
17. The Refinitiv Screening produced a Modern Slavery Risk Matrix which incorporates details from the World-Check Screening Results. Of the 76 suppliers subject to the Refinitiv Screening, The Risk Matrix flagged:
 - a. 2 suppliers deemed 'high' risk (situated in China and Finland respectively); and
 - b. 1 supplier deemed 'moderate' risk (situated in Australia); and
 - c. 4 suppliers deemed 'low' risk (situated in Australia, Germany, France and UK respectively).

The remaining suppliers were not flagged as posing modern slavery risk on the basis of the data available in the World-Check database.

18. Zoetis further scrutinised these suppliers flagged with regard to whether they pose an actual threat of Modern Slavery risk in Zoetis' supply chains and came to the following conclusions.

19. First, in relation to the entities categorised as ‘high’ risk, Zoetis has come to the view that neither presents a meaningful threat to Zoetis’ supply chains. The Chinese supplier’s risk rating appears driven solely by its state ownership structure, not by any evidence of modern slavery practices. The Finnish supplier, meanwhile, is a government regulatory authority whose role involves oversight rather than production or distribution. Accordingly, despite the high-risk designation based on the state-ownership status of the entities, there is no indication that either entity presents a material modern slavery risk to Zoetis’ supply chain.
20. Second, in relation to the supplier categorised as having ‘moderate’ risk, the reports in the screening results relate to historical incidents including environmental fines in Australia in 2017, and overseas regulatory or competition law breaches, rather than labour practices or forced labour. While some of its international subsidiaries have faced past legal issues, none of the reported matters indicate exploitation of workers, coercive practices, or unsafe working conditions that would pertain to modern slavery risk for products or services supplied to Zoetis.
21. Lastly, although four suppliers have been flagged as having a risk of modern slavery in their supply chains (albeit low), there is no indication that they pose a modern slavery risk to Zoetis’ supply chains. The issues noted relate to historic competition-law breaches, cartel conduct, and local licence terminations, and more recently, high level corporate governance or market conduct. None of the incidents relate to labour practices or suggest exploitation of workers, forced labour, or unsafe working conditions.
22. As such, from a modern slavery perspective, the suppliers flagged above do not present a meaningful risk of modern slavery in Zoetis’ supply chains. Nonetheless, Zoetis will monitor these suppliers on an ongoing basis.

Global Corporate Compliance Program

23. Zoetis’ Global Corporate Compliance Program comprises several key policies and documents that Zoetis Australia has adopted which relevantly include:
 - a. Code of Conduct (Global);
 - b. Global Compliance Helpline;
 - c. Education Program;
 - d. Human Rights Policy (last updated 2023). Relevantly, this policy stipulates that Zoetis operates a zero-tolerance policy with respect to all forms of modern slavery. It notes that standard contracts with suppliers requires them to comply with all applicable laws, including modern slavery laws. The Human Rights Policy also refers to Global Compliance Helpline operated by specifically trained third-party representatives, provides email address and phone number, and makes clear that concerns can be reported anonymously;
 - e. Supplier Conduct Position Statement (Global); and
 - f. Supplier Conduct Principles.

Australian Supplier Code of Conduct

24. To supplement its parent company’s code of conduct, Zoetis introduced an Australian Supplier Code of Conduct. The Australian Supplier Code of Conduct explicitly requires that Zoetis suppliers and contractors to not engage in modern slavery practices, and encourages them to have their own policies opposing and prohibiting modern slavery in their own business

operations and supply chains. It also requires that suppliers and contractors confirm their compliance in writing and provide Zoetis with requested materials confirming such compliance.

Modern Slavery Compliance Meetings

25. Currently, Zoetis Australia's modern slavery risk is assessed by a cross-functional management team for modern slavery risks, including its senior management team and Senior Legal Director, assisted by its external legal advisors. Together, they conduct an annual review of the modern slavery compliance within Zoetis (**Modern Slavery Compliance Committee**).
26. The Modern Slavery Compliance Committee met twice in the Reporting Period to assess the status of its various compliance activities and policies and consider what further actions could be implemented over future reporting periods. This has included developing materials for Modern Slavery compliance training for its staff, which it intends to implement over successive reporting periods.

Modern Slavery Questionnaire

27. As part of its supplier due diligence processes to identify and mitigate modern slavery risks, Zoetis issued Modern Slavery questionnaires to a selection of new suppliers in the Reporting Period. These questionnaires requested information regarding the suppliers' policies, practices, and controls to prevent modern slavery and human trafficking within their operations and supply chains. All suppliers who completed the questionnaires confirmed that they have policies and procedures in place to comply with applicable modern slavery laws and standards. No concerns or indicators of modern slavery practices were identified through this process. Zoetis will continue to monitor its supplier relationships to address emerging risks.

Future compliance activities

28. Zoetis is committed to continuing enhancing its modern slavery mitigation efforts. Over successive reporting periods, it intends to implement the following initiatives:
 - a. **Development of Modern Slavery Training for Staff.** Zoetis is in the process of developing comprehensive training materials in collaboration with external legal advisors and internal compliance teams. The training will aim to raise awareness among staff of modern slavery risks, outline reporting obligations, and provide practical guidance on identifying and responding to potential issues within the business.
 - b. **Modern Slavery Bulletin Updates.** Since the release of its first Modern Slavery Bulletin to staff in the previous (2024) reporting period, Zoetis has updated the bulletin to highlight updates and regulatory developments in Australia's modern slavery space and intends to release this updated bulletin in the next reporting period.

E. Assessing the effectiveness of such actions

29. In the Reporting Period, Zoetis continued to assess and strengthen the effectiveness of its modern slavery actions. This assessment is conducted through regular audits of Zoetis' Modern Slavery compliance mechanisms carried out by its internal audit team with input from its external legal advisors where appropriate.

30. Modern slavery compliance meetings (as mentioned in paragraph 25 above) are a key component of this process, providing a forum to review current policies, procedures, and risk management practices. These meetings also facilitate discussion of the organisation's modern slavery risk matrix, which evaluates the likelihood and potential impact of modern slavery risks across different parts of Zoetis' operations and supply chains. Through this combination of audits, policy reviews, risk assessments, and supplier screeners, Zoetis maintains a structured and proactive approach to monitoring and improving the effectiveness of its modern slavery compliance framework.

F. Process of consultation with any entities that the reporting entity owns or controls

31. As set out in paragraph 4 of this Modern Slavery Statement, the Reporting Entities are wholly owned subsidiaries of their ultimate parent company, Zoetis Inc. The policies of Zoetis Inc. are adopted by all of its subsidiaries. Throughout the Reporting Period, the entities endeavour to cross-integrate their policies, systems and processes.

G. Conclusion

32. This statement was created at the direction of the boards of each of the reporting entities covered by this statement. The boards gave that direction and the report was completed and approved by each reporting entity in December 2025. The below signatory is a member of the board of both the reporting entities and is signing in this capacity.

Yours sincerely

Arvin Sharma

Arvin Chand Sharma
Director