



## Viатris' Modern Slavery Statement

Viатris is a global healthcare company focused on making high quality medicines available to everyone who needs them. We believe every person matters and deserves the opportunity to live a healthy life. Viатris markets thousands of products in the majority of regions throughout the world. This policy statement applies to the 2023 calendar year, applies to Alphapharm Pty Limited (ACN 002 359 739), Viатris Pty Ltd (ACN 601 608 771), Upjohn Australia Pty Ltd (ACN 629 389 911), Mylan Australia Pty Ltd (ACN 126 990 029) and Mylan Australia Holding Pty Ltd (ACN 127 537 302) and is made pursuant to the *Modern Slavery Act 2018* (Cth), which requires public disclosures regarding our efforts to eradicate slavery and human trafficking from our supply chains and businesses.

Viатris is a signatory to the United Nations Global Compact and is committed to the Compact's ten principles related to human rights, labour, environment, and anti-corruption. We are committed to conducting business in accordance with the highest degree of integrity and in compliance with applicable laws, which includes recognising and respecting human rights. Partnerships and collaboration are essential for real progress and impact. Viатris is a full active member of the Pharmaceutical Supply Chain Initiative (**PSCI**), an organisation of pharmaceutical companies, whose purpose is to define, establish, and promote responsible supply chain practices, human rights, environmental sustainability and responsible business. PSCI's Principles state, among other things, that suppliers shall uphold the human rights of workers by not using forced, bonded labour, indentured or child labour. The PSCI Principles are available online at: <https://pscinitiative.org/resources>. Viатris prohibits all forms of slavery and human trafficking within our own operations and in our supply chain and businesses as described in this policy statement and our Global Policy on Combating Trafficking in Persons which is available on Viатris.com. This commitment is also reflected in our Code of Business Conduct and Ethics, which outlines the ethical standards we follow to conduct business throughout the world; and in Viатris' Supplier Code of Conduct (the "Supplier Code"). The Supplier Code prohibits our suppliers from using forced, bonded, indentured, or illegal child labour; requires suppliers to respect workers' freedom of association; and requires adherence to all applicable laws regarding wages, benefits, hours of work, and working conditions. The Supplier Code also prohibits our suppliers from supporting, promoting, or engaging in slavery or human trafficking. Viатris' annual Sustainability Report describes Viатris' commitments relevant to the aforementioned. Viатris' above-mentioned policies and Sustainability Report are publicly available on Viатris.com.

### Verification

We require all employees to certify that they have read, understood and agree to comply with Viатris' Code of Business Conduct and Ethics. We track direct and indirect suppliers who receive the Supplier Code. Our standard supply agreement template includes sustainability language, reference to our Supplier Code and clear language on the right to follow up as needed. Any potentially high-risk business partners undergo a due diligence review and annual monitoring. Viатris' third-party due diligence process involves an assessment of any issues

(environmental, legal, social, or otherwise) that have been brought to light in the public sphere regarding a supplier or any other third party. Viatris has a supplier risk assessment program covering the risk of slavery and human trafficking, as part of wider efforts to promote sustainable practices in the supply chain.

### **Supplier Audits**

Viatris continues to scale up its program for supplier sustainability and risk assessment. As part of this program, suppliers are subject to risk assessments and audits with relevance to slavery and human trafficking. As part of PSCI, we work together with other pharmaceutical businesses to conduct supplier audits utilising a common standard audit process. Viatris and its affiliates are devising their own audit plans based on legislative requirements and local risk profiles to independently assess supplier compliance.

### **Certification**

Viatris expects that our suppliers adhere to the Supplier Code which provides guidance and requirements for doing business with Viatris. In addition, suppliers are also required to comply with the terms and conditions of applicable contracts and purchase orders entered between the parties. Each supplier doing business with Viatris under these terms and conditions agrees it will comply with all applicable laws and regulations in its performance of the contract. We reserve the right to assess suppliers' compliance with the Supplier Code through use of Viatris personnel or third parties. Viatris provides our Supplier Code to suppliers for their acknowledgement as part of the new source selection process for direct materials or renewal of existing supply agreements for direct raw materials and finished dose products.

### **Internal Accountability**

Viatris' Code of Business Conduct and Ethics, and other policies, subject employees and contractors who violate law or policy to discipline, including termination of employment or contract.

Employees and external stakeholders are encouraged to report concerns about potential violations of company policy and are provided numerous tools for doing so as described in the Code of Business Conduct and Ethics and the Supplier Code.

### **Training**

Viatris ensures that all employees receive communications and training on our Code of Business Conduct and Ethics and certify their compliance with it. Most Viatris employees, including all employees involved in managing our procurement and supply chain activities have mandatory training on Viatris' Supplier Code, including training on the topic of Labour and Human Rights. Viatris' internal communication and certain market-specific training instructs employees how to identify risks concerning all forms of slavery and human trafficking, and how to report any suspected illegal activity. Through PSCI, Viatris' suppliers are encouraged to participate in additional training.

### **Australian subsidiaries specific update**

Viatris consulted the relevant companies we own or control in the development of this statement.

Viatrix group in Australia operates in the pharmaceutical wholesaling industry in Australia and characterised as a wholesale distributor of branded and generic pharmaceutical products and vaccinations, which includes both prescription and over-the-counter (OTC) medicines. In addition, Viatrix group in Australia has a manufacturing facility in Carole Park, QLD.

Viatrix group in Australia purchases products from international related parties and is responsible for the marketing and distribution of these products in the Australian market. With respect to the products manufactured in Carole Park, they are sold to international related parties and third party domestic customers in Australia.

We have implemented and continue to refine our modern slavery framework including leveraging Viatrix' membership of the PSCI. This framework establishes our business' processes in respect to supplier engagement and principles related to modern slavery and human trafficking concerns.

During this reporting period we have introduced a Modern Slavery Awareness Training program which is compulsory for all employees. We also analysed our supply chains and operations to identify modern slavery related risks and established a risk register of the key areas identified. Currently our focus area is offshore pharmaceutical active ingredients suppliers in various countries.

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. We will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

This statement was approved by the boards of each of the five reporting entities covered in this statement. The boards of Alphapharm Pty Limited (ACN 002 359 739), Viatrix Pty Ltd (ACN 601 608 771), Upjohn Australia Pty Ltd (ACN 629 389 911), Mylan Australia Pty Ltd (ACN 126 990 029) and Mylan Australia Holding Pty Ltd (ACN 127 537 302) approved this statement on 26 March 2024.



**Ludovic Laporte**  
**Director and Company Secretary**

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Viatrix Pty Ltd (ACN 601 608 771);  
Upjohn Australia Pty Ltd (ACN 629 389 911);  
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Dated: 26 March 2024