Terumo Australia Modern Slavery Statement 2024

TERUMO

Contributing to Society through Healthcare

Contents

Disclosure Note

The submitting entity is Terumo Australia Pty Ltd. This statement has been made on behalf of Terumo Australia Pty Ltd. Terumo Australia does not own or control any other entities.

This statement covers financial year (FY) 2024 from 1 April 2024 to 30 March 2025.

This statement has been approved by the Board of Terumo Australia Pty Ltd in their capacity as principal governing body of Terumo Australia Pty Ltd. ABN 34 158 693 595

All dollar figures presented in this Statement are in AUD unless otherwise indicated.

Reporting Criteria A: Reporting entity

The submitting entity is Terumo Australia Pty Ltd. This statement has been made on behalf of Terumo Australia Pty Ltd. Terumo Australia does not own or control any other entities.

About Terumo Australia

Terumo Australia Pty Ltd is a wholly-owned subsidiary of Terumo Asia Holdings Pty Ltd, a subsidiary of the Japanese multinational Terumo Corporation. Terumo Corporation is a global medical device company originating from Japan. We pursue reliable quality and technology to contribute to healthcare in more than 160 countries and regions around the globe. At Terumo, we reduce patients' difficulties both mentally and physically, while delivering solutions that help solve various issues in medical settings. We promise to walk alongside healthcare professionals to continue to make a great contribution to society, now and into the future.

Terumo Australia has partnered with healthcare professionals in Australia since 1973. We strive to be a trusted partner to patients and medical professionals throughout Australia and New Zealand. Terumo is active in medical fields such as cardiovascular, peripheral vascular, cardiology, and the general hospital arena. Terumo Australia operates with an extensive warehousing and distribution network, customer relations; and quality and regulatory functions.

Our Values

Since its establishment in 1921, Terumo operated under an unchanging Group Mission of "Contributing to Society through Healthcare" which makes earning trust essential to achieving our business goals. Terumo Group associates, suppliers and business partners are connected to this mission by our Core Values of Respect, Integrity, Care, Quality and Creativity.

Terumo, together with its all associates, strives to protect its reputation, which is an invaluable asset, and further build trust from society. Terumo makes every effort to ensure that all associates around the world, not only directors and officers, pursue fair business, abide by laws and regulations, and follow the highest ethical standard for serving patients and healthcare professionals who use Terumo products. Terumo Group Code of Conduct is a guide for Terumo associates to make the right decisions in their everyday actions.

Reporting Criteria B: Structure, operations and supply chains

Terumo Australia Structure

Terumo Australia Pty Ltd is a wholly-owned subsidiary of Terumo Asia Holdings Pty Ltd, a subsidiary of the Japanese multinational Terumo Corporation.

Terumo Corporation (Tokyo Stock Exchange: 4543) ("Terumo Group") is a global leader in medical technology , based in Tokyo and operating globally. Terumo group employs more than 30,000 associates worldwide to provide innovative medical solutions in more than 160 countries and regions. The company started as a Japanese thermometer manufacturer and has been supporting healthcare ever since. Now, its extensive business portfolio ranges from vascular intervention and cardio-surgical solutions, blood transfusion and cell therapy technology, to medical products essential for daily clinical practice such as transfusion systems, diabetes care, and peritoneal dialysis treatments. Terumo will further strive to be of value to patients, medical professionals, and society at large.

Terumo Corporation is the ultimate parent company of each of the entities comprising Terumo Australia Pty Ltd (ABN: 34 158 693 595).

Cardiac and Vascular Company	TIS Division (Terumo Interventional Systems)	Expanding the potential of vascular treatment to raise patient comfort
	Neurovascular Division (MicroVention)	Revolutionizing neurovascular intervention with unique technologies
	Cardiovascular Division (Terumo Cardiovascular) / HeartSheet Division	Providing lifesaving technologies to cardiac surgery teams around the world
	Vascular Graft Division (Terumo Aortic)	Excellent technological synergy to bring patients optimal aortic treatment
Medical Care Solutions Company	Hospital Care Solutions Division	Solving issues hospitals face by providing solutions to help improve the quality and safety of healthcare
	Life Care Solutions Division	Standing together with patients to propose solutions to fit each patient's needs
	Pharmaceutical Solutions Division	Utilizing unique technologies to add value to pharmaceuticals and contribute to better drug delivery
Blood and Cell Technologies Company	Blood and Cell Technologies Division	Unlocking the potential of blood and cells for patients and their quality of life

Our Governance Framework

Terumo Group adopted the organisational design of a Company with Audit and Supervisory Committee, as described in the Companies Act of Japan, to achieve the following goals, further strengthen its corporate governance framework, and to enhance its medium- to long term corporate value.

Strengthen audit and supervisory functions: The members of the Audit and Supervisory Committee shall have voting rights in meetings of the Board of Directors.

Enhance transparency and objectivity in management: By increasing the proportion of independent directors on the Board, transparency and objectivity in decision making will be enhanced at the Board level by reflecting opinions of the independent directors, which represent the perspective of shareholders and other stakeholders.

Expedite decision-making process: By promoting the appropriate delegation of the Board's authority to directors, group executive officers and/or executive officers, Terumo will further expedite its decision-making process and business development through a shift toward a monitoring-based approach for the Board.

In addition to the Terumo group high-level governance framework stated above, Terumo Australia is governed by following governance framework:

1. **Board of Directors**
   The Board of Directors is defined in the Articles of Association of Terumo Australia. The Board is the ultimate decision-making body and has all powers, except for those reserved to the general shareholders' meeting by law or the Articles of Association and internal procedures of the Terumo group. The role of the Board is to pursue the long-term success of Terumo Australia by providing entrepreneurial leadership and enabling risks to be assessed and managed. The Board decides on Terumo Australia's values and strategy, its risk appetite and key policies.

2. **Serious Issues**
   Serious Issues, as defined in an internal policy, are reported to the Managing Director of Terumo Australia. Managing Director of Terumo Australia reports Serious Issues to the Chairperson of Internal Control Committee ("ICC") of Terumo Corporation, with copy to Audit/Supervisory Committee member nominated by the Audit/Supervisory Committee, the heads of the Terumo's Internal Control Departments.

3. **Supplemental provisions of Compliance Violations Reporting and Anti-Retaliation Policy for Terumo Australia**
   From 1 July 2019, the whistleblower protections in the Corporations Act have been expanded to provide greater protections for whistleblowers. Directors and other senior managers have obligations under the Corporations Act if they receive a report from a whistleblower. For complying with this legislation, a supplemental provision has been established. The supplemental provision has been made for supplementing the Terumo Global Compliance Violations Reporting and Anti Retaliation Policy.

4. **Quality management system (ISO 9001)**
   This quality system is designed and maintained to assure that all healthcare products and services Terumo Australia have provided comply with relevant standards, regulations, and customer requirements. This quality system aligns with

the strategic direction of Terumo Australia. External and internal issues relevant to the quality system are recognised and understood, with appropriate documentation maintained. All processes needed for the quality management system are listed under an internal quality manual, and the effectiveness of the processes are monitored through internal audits, management review, incident reporting systems, performance evaluations, external assessments, and risk management. All regulators shall be appropriately notified of plans for substantial changes to the Quality System or product range as applicable.

5. **Compliance Officer**
   The Compliance Officer shall monitor the laws, regulations, best practices and peer practices of the industry, and report on a regularly basis to the Board such changes as will be required to update the compliance program, the systems and procedures, and in general of Terumo Australia's business practices.

Terumo Group Policies

We have several Group policies and guidelines which require our associates (employees and contractors), suppliers and other stakeholders to protect and respect human rights as part of our day-to-day businesses. Policies apply to all Terumo Group entities including Australia, contribute to our Group Mission and are available on the Terumo Group website (see www.terumo.com). Summary information on our policies was provided in our 2021 Statement.

Terumo Australia Operations

Terumo Australia is a sales and marketing affiliate for Australia and New Zealand. Terumo Australia's main operations include distributing medical devices in our territory.

The products for which Terumo Australia has distributed are manufactured in and imported from countries outside Australia, such as Japan, the Philippines, Vietnam, China, and the United States. Terumo Australia's supply chain also comprises suppliers of indirect goods and services (information technology, professional services, sales and marketing agencies and facilities). Examples of the goods and services procured are described in the next section.

Number of staff	Facilities	Annual turnover	Number of suppliers
69 associates in Australia and New Zealand	Offices in Sydney, Brisbane and Melbourne and four warehouses (Sydney, Perth and Auckland)	≈AU$ 107M	237

Terumo Australia Supply Chain

To ensure safety and reliability in healthcare, we view each issue to find the optimal solution. As well as product quality, we pursue excellence in all we do, from product supply to customer care. Our approach to supply chain management supports our mission "Contributing Society through Healthcare" by providing valued products and services in the healthcare market and by responding to the needs of patients and healthcare professionals. Data at a glance:

Total spend: **$88.3M**	Total suppliers: **237**	Total categories: **10**
% spend on stock items: **79%**	No. of supplier countries: **12**	% suppliers in Australia: **86%**

Terumo Australia's annual procurement spend is $88.3 million with 230 direct suppliers across our goods and services categories.

Terumo Australia has agreements with other Terumo Group global entities for the supply of inventory stock items and goods for sale to our valued customers in Australia and New Zealand. Approximately 74% of our annual procurement spend is with seven Terumo Group entities located across 5 countries.

The other 26% of our spend is with non-Terumo Group suppliers which include:

- Original Equipment Manufacturers (OEMs)
- Other specialty manufacturers
- Equipment, consumable and material suppliers
- Service providers such as logistics, facilities management and professional services.

Seventy nine percent (79%) of our spend is on inventory stock items and goods for sale. Sixteen (16%) of our spend is on costs associated with logistics and warehousing of our inventory. The remaining five (5%) of goods and services are associated with supporting our operations across Australia and New Zealand, for example Professional Services, Office expenses and travel.

Approximately one fifth (19%) of our annual procurement spend and the vast majority (86%) of our suppliers either have a presence in or are based in Australia. Most of our international suppliers are in Japan, New Zealand, Singapore, South Korea and the United States. We also procure goods and services from a small number of suppliers in China, India, Philippines, Polandand the United Kingdom.

Our suppliers primarily operate in the following sectors:

- Accommodation and Food Service Activities
- Administration and Support Services

- Arts, Entertainment and Recreation
- Building services contractor
- Cleaning

- Construction
- Education
- Electricity, Gas, Steam and A/C supply
- Finance and Insurance

- Health and Social Work
- Information and Communication
- Labour hire
- Manufacturing
- Professional and Scientific Services
- Real estate
- Retail
- Security services
- Transportation and Storage
- Water supply, Sewerage and Waste Management
- Wholesale

Our suppliers also operate in many other locations across the world, including:

- Afghanistan
- Albania
- Algeria
- Andorra
- Angola
- Argentina
- Armenia
- Australia
- Austria
- Azerbaijan
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Benin
- Bhutan
- Bolivia (Plurinational State of)
- Bosnia and Herzegovina
- Botswana
- Brazil
- Brunei Darussalam
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Canada
- Central African Republic
- Chad
- Chile
- China
- Colombia
- Comoros
- Congo
- Congo (Democratic Republic of the)
- Costa Rica
- Croatia
- Curaçao
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Eswatini
- Ethiopia
- Fiji
- Finland
- France
- Gabon
- Gambia, The
- Georgia
- Germany
- Ghana
- Greece
- Guatemala
- Guinea
- Guinea-Bissau
- Guyana
- Honduras
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran (Islamic Republic of)
- Iraq
- Ireland
- Israel
- Italy
- Jamaica
- Japan
- Jordan
- Kazakhstan
- Kenya
- Kosovo
- Kuwait
- Kyrgyz Republic
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macau
- Madagascar
- Malawi
- Malaysia
- Maldives
- Mali
- Malta
- Marshall Islands
- Mauritania
- Mauritius
- Mexico
- Micronesia (Federated States of)
- Moldova (Republic of)
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar
- Namibia
- Nepal
- Netherlands
- New Zealand
- Nicaragua
- Niger
- Nigeria
- North Macedonia
- Norway
- Oman
- Pakistan
- Palau
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Qatar
- Republic of Korea (South Korea)
- Romania
- Russian Federation
- Rwanda

- Samoa
- San Marino
- Sao Tome and Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Sweden
- Switzerland
- Taiwan
- Tajikistan
- Tanzania, United Republic of
- Thailand
- Timor-Leste
- Togo
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Ukraine
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United States of America
- Uruguay
- Uzbekistan
- Vanuatu
- Venezuela (Bolivarian Republic of)
- Vietnam
- Yemen
- Zambia
- Zimbabwe
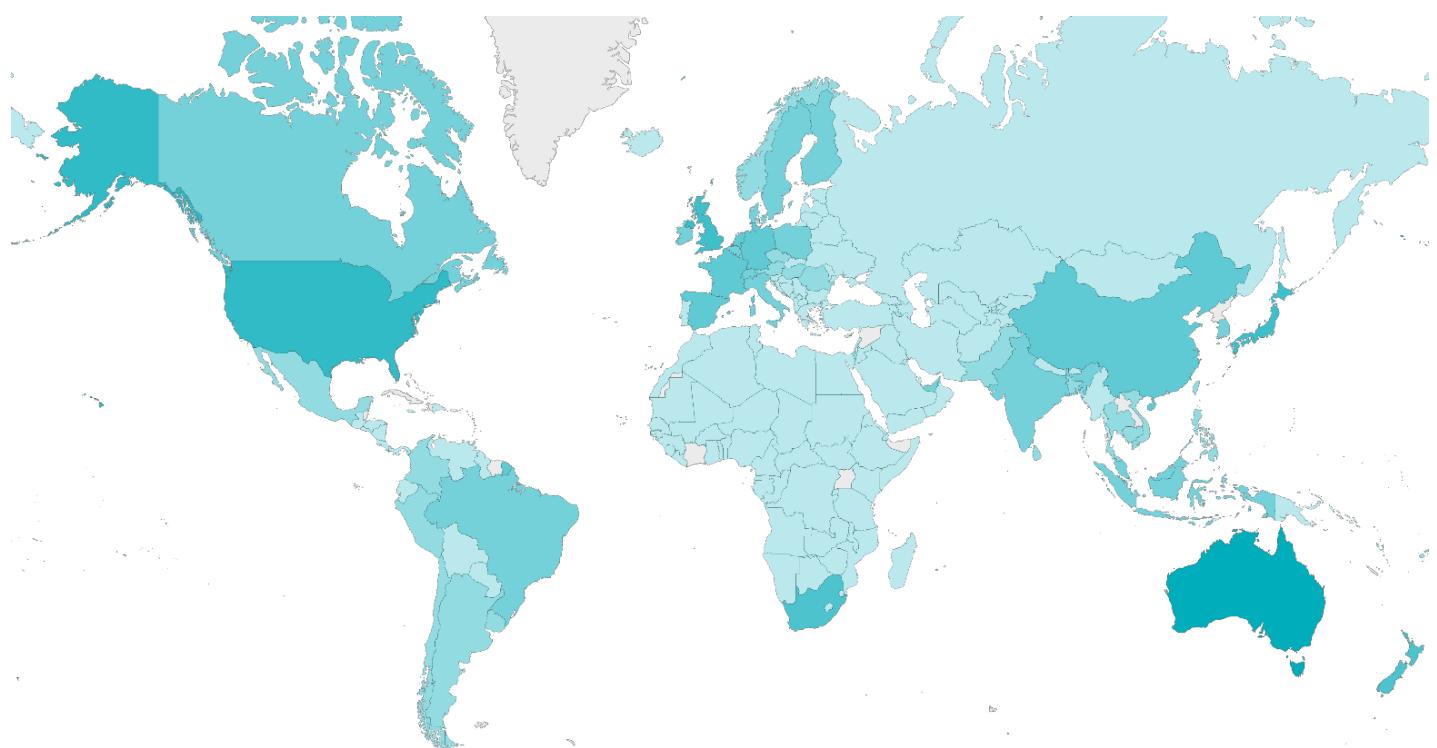
Reporting Criteria C: Modern slavery risks

Modern slavery refers to various forms of exploitation and coercive practices that deprive individuals of their freedom, rights, and dignity. It encompasses situations where individuals are forced or coerced into labour, servitude, or human trafficking against their will. Modern slavery can take different forms, including forced labour, debt bondage, forced marriage, human trafficking, and child labour.

The International Labour Organisation estimates that over 50 million people around the world are victims of modern slavery. In recent years, supply chain transparency is a key policy strategy used by governments to identify and prevent business practices that lead to modern slavery.

Operational Risks

Our 2021 Modern Slavery Statement documents the outcomes of the gap analysis undertaken by our Modern Slavery Working Group to identify our modern slavery governance maturity across five key areas:

- Management systems
- Human resources and recruitment
- Procurement and supply chain
- Risk management
- Customers and stakeholders

The analysis identified gaps and opportunities for better managing our response to modern slavery and human rights risks more broadly. The results of the Gap Analysis informed our Modern Slavery Action Plan and Roadmap, developed collaboratively with key representatives from across our organisation. We acknowledge that the Modern Slavery Gap Analysis was the starting point of an ongoing effort to identify and manage modern slavery risk and deliver against our global mission of 'Contributing to Society through Healthcare.'

As our business model has remained largely unchanged since publishing our 2021 Modern Slavery Statement, the identified low risk of modern slavery occurring in our direct business operations also remains unchanged. Despite this, we acknowledge that the risks of modern slavery remain through our supply chain, and business partnerships including those with other Terumo entities and other third-party relationships.

Importantly, our Board and leadership teams in Australia, APAC and Japan remains committed to identifying, assessing and addressing modern slavery risks in our operations and across our extended supply chain.

Supply Chain Risks

Our suppliers operate, produce, and source across several/ different sectors. Some of these sectors can be described as high-risk. High-risk sectors are those in which human trafficking activities are known to occur and were identified in the Global Estimates of Modern Slavery and child labour exploitation that were separately identified in Child Labour: Global Estimates 2020 Trends and the Road Forward (ILO and UNICEF, 2021).

The below graphics show the high-risk sectors of operation, production, and sourcing for our suppliers. The numbers in the following graphics describe how many suppliers are in the corresponding sectors.

Our Suppliers Operate in the following High-risk Sectors

Accommodation and Food Service Activities **2**		Manufacturing **5**	
Retail **2**		Transportation and Storage **3**	
Wholesale **2**			
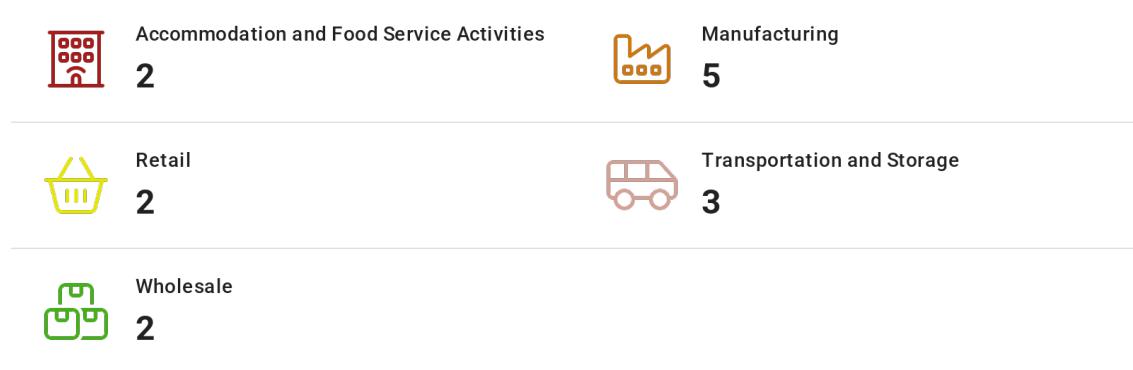
Our Suppliers Produce Goods and Provide Services in the following High-risk Sectors

Manufacturing **5**	Wholesale **1**

Our Suppliers Source Goods and Services from the following High-risk Sectors

Accommodation and Food Service Activities **3**	Building services contractor **1**
Cleaning **1**	Construction **2**
Labour hire **1**	Manufacturing **5**
Retail **3**	Security services **1**
Transportation and Storage **5**	Wholesale **3**
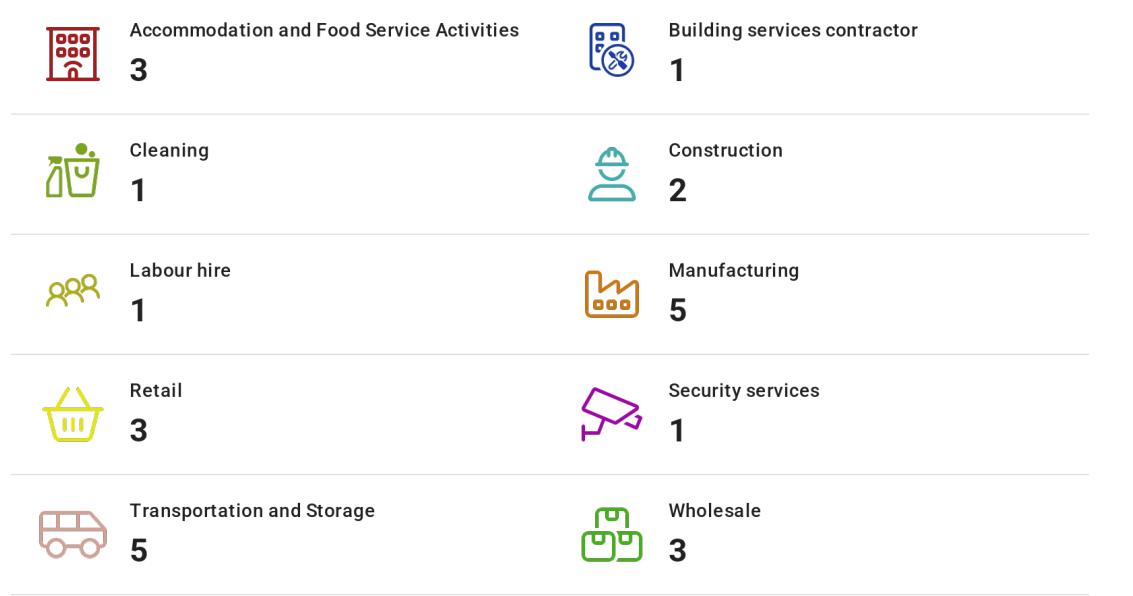
Some countries or regions where our suppliers operate can be described as high-risk due to the possibility of a link to human trafficking..

The geographical regions where our supply chain partners operate are shown in the map below. This map, and the supply chain maps that follow, have been overlaid with the colour tier system of the [Trafficking-in Persons Report](#).
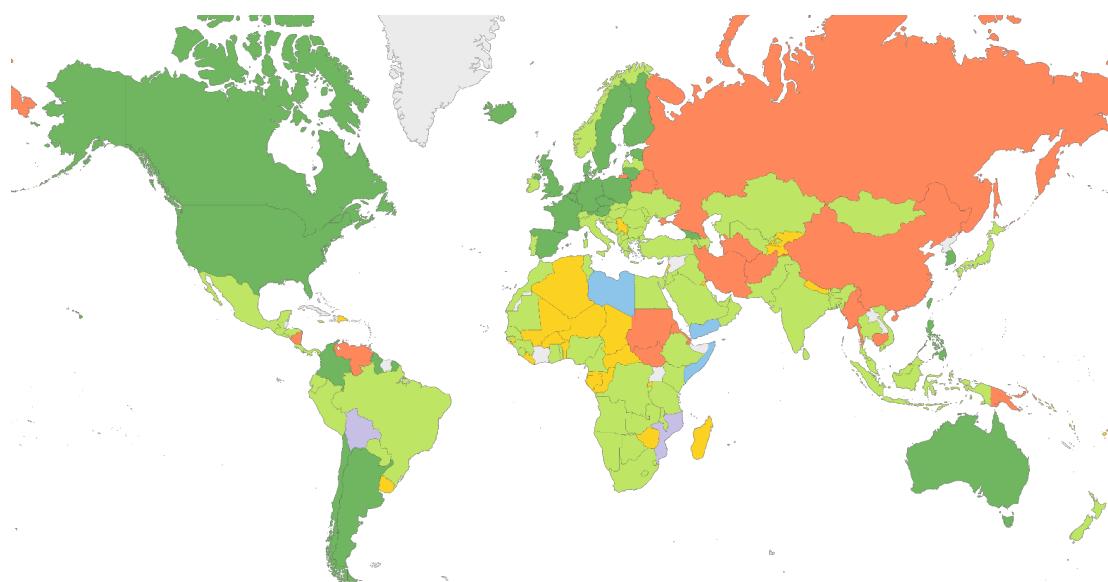
There is modern slavery risk associated with sourcing the following goods and services from the countries listed below:

- Australia
  - Building services contractor
  - Cleaning
  - Labour hire
  - Security services

Reporting Criteria D: Actions taken to assess and address risk

Actions to assess risk

Governance and Strategic Planning

Following the completion of our initial three-year roadmap (FY21–FY23), we undertook a comprehensive review of progress to date. This informed the development of a refreshed three-year action plan for FY24–FY26, ensuring alignment with our evolving risk profile and stakeholder expectations.

Our new action plan outlines a phased approach:

- **FY24**: Focused on evaluating past progress and strengthening internal education and awareness programs.

- **FY25**: Dedicated to refreshing our due diligence framework and enhancing internal capabilities.

- **FY26**: Aimed at expanding our due diligence efforts to include Tier 2 suppliers.

This structured approach ensures continuity in our commitment to human rights and allows us to build on existing foundations while adapting to emerging risks and stakeholder expectations.

Global Collaboration and ESG Integration

In FY24, Terumo Australia strengthened its global engagement on ESG and modern slavery by actively participating in cross-regional initiatives designed to foster collaboration, build capability, and align strategic priorities.

- **Global Legal & Compliance meeting**
  Terumo Australia attended and participated in a Terumo Global Legal and Compliance Conference bringing together Legal and Compliance Associates from across the globe. During this Conference, ESG including Modern Slavery was a key topic, fostering cross-regional collaboration and shared learning.

- **Global ESG Task Force and Interest Groups**
  Following on from this Global Conference was the establishment of a Global ESG Task Force to focus on expanding global awareness and capabilities. This taskforce if further supported by the ESG Interest Group, established to drive coordinated action and alignment across regions on modern slavery and broader ESG priorities. Terumo Australia has been a key contributor, sharing information and building networks in other entities which will support future efforts to expand our supplier due diligence internationally.

These initiatives have laid a strong foundation for future collaboration and continuous improvement in our global approach to modern slavery risk management.

iPro Modern Slavery Assessment

In 2024, Terumo Australia continued engagement with iPro, an Australian-based company that specialises in assessment and management solutions for Modern Slavery, ESG, CSR, risk, and compliance. Terumo Australia uses the [iPRO Modern Slavery Assessment Tool](#) to assess modern slavery risks in our operations and supply chain. Identification of the risks in the previous section were supported by this assessment tool. We engaged iPRO during the reporting period to conduct the assessments on our operations, provide advice and complete a bulk assessment of 34 of our suppliers. We intend to carry this process forward as an annual assessment of our operations and supply chain.

Participating suppliers were asked to complete a self-assessment questionnaire online. After each supplier completed and submitted the questionnaire, their responses were assessed to determine their modern slavery risk scores and associated risk category.

Each supplier that completed the assessment was assigned one of the following risk categories:

- High-risk (high levels of inherent risk)
- High-risk (inadequate risk control)
- Medium-risk (partial risk control)
- Low-risk (adequate risk control)
- Low-risk (low levels of inherent risk)

To determine the appropriate risk category, responses were first evaluated for risks inherent to a supplier's operations, production, and sourcing. This is referred to as the Inherent Risk Score. The Inherent Risk Score was calculated based on the geographical, type of goods, industry sector, and workforce parameters that the supplier indicated in the Modern Slavery Assessment Tool (MSAT).

Next, the Unmitigated Risk Score was evaluated. This score was calculated based on the policy and procedure responses on the questionnaire. A supplier's Unmitigated Risk Score determined whether they were categorised as having inadequate, partial, or adequate risk control.

Then, the risk scores for each assessed supplier were aggregated and averaged, resulting in an Aggregated Inherent Risk Score and an Aggregated Unmitigated Risk Score for the overall supply chain.

Terumo Australia also completed a self-assessment using the same process to determine a risk category for our operations.

Supplier due diligence response rates were analysed to identify engagement gaps. This helped inform follow-up strategies and risk prioritisation. A targeted risk assessment was conducted for suppliers who did not respond to due diligence requests, enabling prioritisation of mitigation efforts based on exposure. It was found that the vast majority of non-respondents were either very small local companies with anticipated lower Modern Slavery risk, or larger corporation who are actively publishing their own annual Modern Slavery statements.

Actions to address risk

Terumo Group Code of Conduct
The Terumo Group Code of Conduct was revised to include stronger references to human rights and modern slavery, reflecting our commitment to ethical conduct and responsible business practices. This is the document that informs behaviour and actions across the entire international Terumo Group.

Training and Communication

Terumo Australia continued to build internal awareness and capability through targeted training and communication initiatives that reinforce our commitment to human rights and modern slavery prevention.

- **Board of Director awareness and training**
  Targeted training was delivered to the Terumo Australia Board of Directors to reinforce governance oversight and ensure leadership remains informed and engaged on modern slavery risks.

- **Code of Conduct training focus on Human Rights**
  The revised Terumo Group Code of Conduct was rolled out globally, accompanied by training that emphasised human rights and modern slavery awareness for associates and managers. All Terumo Australia associates were required to complete this training.

- **Newsletter article**
  The Terumo Australia quarterly newsletter was utilised to reinforce messaging around human rights and modern slavery, supporting ongoing education and engagement across the business.

iPro Modern Slavery Resources

Suppliers that complete the self-assessment are given action items to complete post-assessment. The action items provided to each supplier were based on their responses to the questionnaire, and if implemented, will reduce the unmitigated risks identified during the assessment. Action items were also aggregated, giving Terumo Australia a focused view of the most impactful actions that could be taken by suppliers across the supply chain.

iPro have a number of resources available to suppliers to ensure they have the right policies and procedures in place to mitigate inherent risks in their business.

Summary

Together, these actions demonstrate Terumo Australia's commitment to embedding modern slavery awareness and ethical conduct across our operations. By strengthening internal governance, enhancing training and communication, and supporting suppliers with targeted resources, we are actively working to reduce risk and build a more resilient and responsible supply chain. These efforts form a critical foundation for the next phases of our modern slavery roadmap and reflect our ongoing dedication to continuous improvement.

Reporting Criteria E: Effectiveness Assessment

The measures taken to date establish a continuous improvement process to develop internal capabilities and iteratively improve our systems and processes.

We continue to implement a business-wide review process to ensure we are making tangible progress towards achieving our modern slavery risk management goals and actions.

- Modern slavery issues are addressed collaboratively across relevant areas of the business and Terumo Group Japan on an ongoing basis.
- Monthly Senior Management Meetings – Terumo Australia Senior Team meet on a monthly basis to discuss business updates and risks, providing a forum for ongoing discussion, review and collaboration.
- Update Terumo Group (Japan) on progress, issues and achievements of the Terumo Australia Modern Slavery Program (annually)
- Modern Slavery Statement is reviewed, approved and signed off by the Board as per mandatory reporting requirements (annually).

iPro Modern Slavery Assessment

We utilise the benchmarking and KPI's in the iPRO Modern Slavery Assessment Tool to assess the effectiveness of our actions. As this is the first year partnering with iPro, we have used the platform to conduct our assessments and due diligence. This will serve as a baseline to be able to objectively measure the effect when the assessments are completed during the next reporting period.

The main KPI's we are using to benchmark our efforts are the risk scores that are generated as part of the assessment process. Each organisation who completed the iPro assessment questionnaire was assessed and given 2 risk scores.

- Inherent Risk Score
- Unmitigated Risk Score

The Inherent Risk Score measures modern slavery risks that are intrinsic/built-in to the operations of an organisation. This is determined by asking which countries, regions, sectors, and high-risk goods are part of their operations, production, or supply chain.

The Unmitigated Risk Score measures the organisations risk that is still present (remains) after accounting for modern slavery risk controls that have been implemented. This is determined by asking suppliers about the policies, processes, and procedures in place to reduce modern slavery risks.

Terumo Australia has been provided an aggregated risk score of all the assessed suppliers, and we use this aggregated score to measure the risk on an overall supply chain level. We aim to continuously improve on these KPI's. As we take actions within our organisation, and with our suppliers, we will be able to assess the effectiveness of our modern slavery action plan to reduce the Unmitigated Risk Score by introducing relevant policies and procedures.

We also measure the effectiveness of our engagement with suppliers and will continue to encourage participation in our assessment programme to better identify and mitigate modern slavery risks in our supply chain.

2024 Benchmark scores

Operations Risk Scores	
Inherent Risk Score	40.00 / 100
Unmitigated Risk Score	39.33 / 100

Aggregated Supply Chain Risk Scores	
Inherent Risk Score	39.74 / 100
Unmitigated Risk Score	20.57 / 100

Supplier Assessment Completions	
Completions	19 / 34
Completion Rate	55.9%

Currently, on average, our suppliers have adequate risk control.

Continuous improvement

Addressing modern slavery risk remains a complex and evolving challenge. In FY22, we built on our 2021 initiatives by expanding our due diligence program, engaging internal and external stakeholders, and embedding risk management principles into our systems and processes.

In FY23, we took a significant step forward by partnering with modern slavery specialists iPro. This collaboration enabled us to conduct supplier self-assessments and identify targeted action items based on risk exposure. These insights have directly informed our FY24 activities and shaped the development of our refreshed three-year action plan.

In FY24, our focus shifted to evaluating the effectiveness of our previous efforts and laying the groundwork for future improvements. We reviewed our action plan, assessed supplier response rates, and initiated internal mapping to support future due diligence expansion. We also strengthened internal education and governance oversight, including targeted training for our Board of Directors and the global rollout of our revised Code of Conduct with a focus on human rights.

Terumo Australia continues to drive this work forward. We remain committed to integrating modern slavery risk management into all aspects of our operations and purchasing decisions.

As we move into FY25 and beyond, we expect our approach to evolve in response to new insights, stakeholder expectations, and global developments. Continuous improvement will remain central to our strategy as we strive to build a more ethical and resilient supply chain.

Reporting Criteria F: Process of consultation with entities

Terumo Australia does not own or control any other entities.

Terumo Australia is an entity owned and controlled by Terumo Group (Japan). We are working closely with Group procurement and sustainability teams to ensure a harmonised approach to managing modern slavery risk across the organisation and identify opportunities to share learnings from our program.

Reporting Criteria G: Additional Information

None required

MODERN SLAVERY ACT 2018 (CTH) – STATEMENT ANNEXURE

Principal Governing Body Approval

This modern slavery statement was approved by the *principal governing body* of

The Board of Directors of Terumo Australia Pty Ltd

as defined by the *Modern Slavery Act 2018* (Cth)[1] ("the Act") on	03/10/2025

Signature of Responsible Member

This modern slavery statement is signed by a *responsible member* of

The Board of Directors

as defined by the Act[2]:

Signed by:

Jeff Soo

6829DEBDF4E8437…

Jeff Soo, Managing Director

Mandatory criteria

Please indicate the page number/s of your statement that addresses each of the mandatory criteria in section 16 of the Act:

Mandatory criteria	Page number/s
a) Identify the reporting entity.	3
b) Describe the reporting entity's structure, operations and supply chains.	4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	9
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	13
e) Describe how the reporting entity assesses the effectiveness of these actions.	16
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultation with the entity covered by the statement).*	18
g) Any other information that the reporting entity, or the entity giving the statement, considers relevant.**	18

*   If your entity does not own or control any other entities and you are not submitting a joint statement, please include the statement 'Do not own or control any other entities' instead of a page number.

**   You are not required to include information for this criterion if you consider your responses to the other six criteria are sufficient.

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1. Section 4 of the Act defines a principal governing body as: (a) the body, or group of members of the entity, with primary responsibility for the governance of the entity; or (b) if the entity is of a kind prescribed by rules made for the purposes of this paragraph —a prescribed body within the entity, or a prescribed member or members of the entity.

2. Section 4 of the Act defines a responsible member as: (a) an individual member of the entity's principal governing body who is authorised to sign modern slavery statements for the purposes of this Act; or (b) if the entity is a trust administered by a sole trustee—that trustee; or (c) if the entity is a corporation sole—the individual constituting the corporation; or (d) if the entity is under administration within the meaning of the *Corporations Act 2001*—the administrator; or (e) if the entity is of a kind prescribed by rules made for the purposes of this paragraph—a prescribed member of the entity.