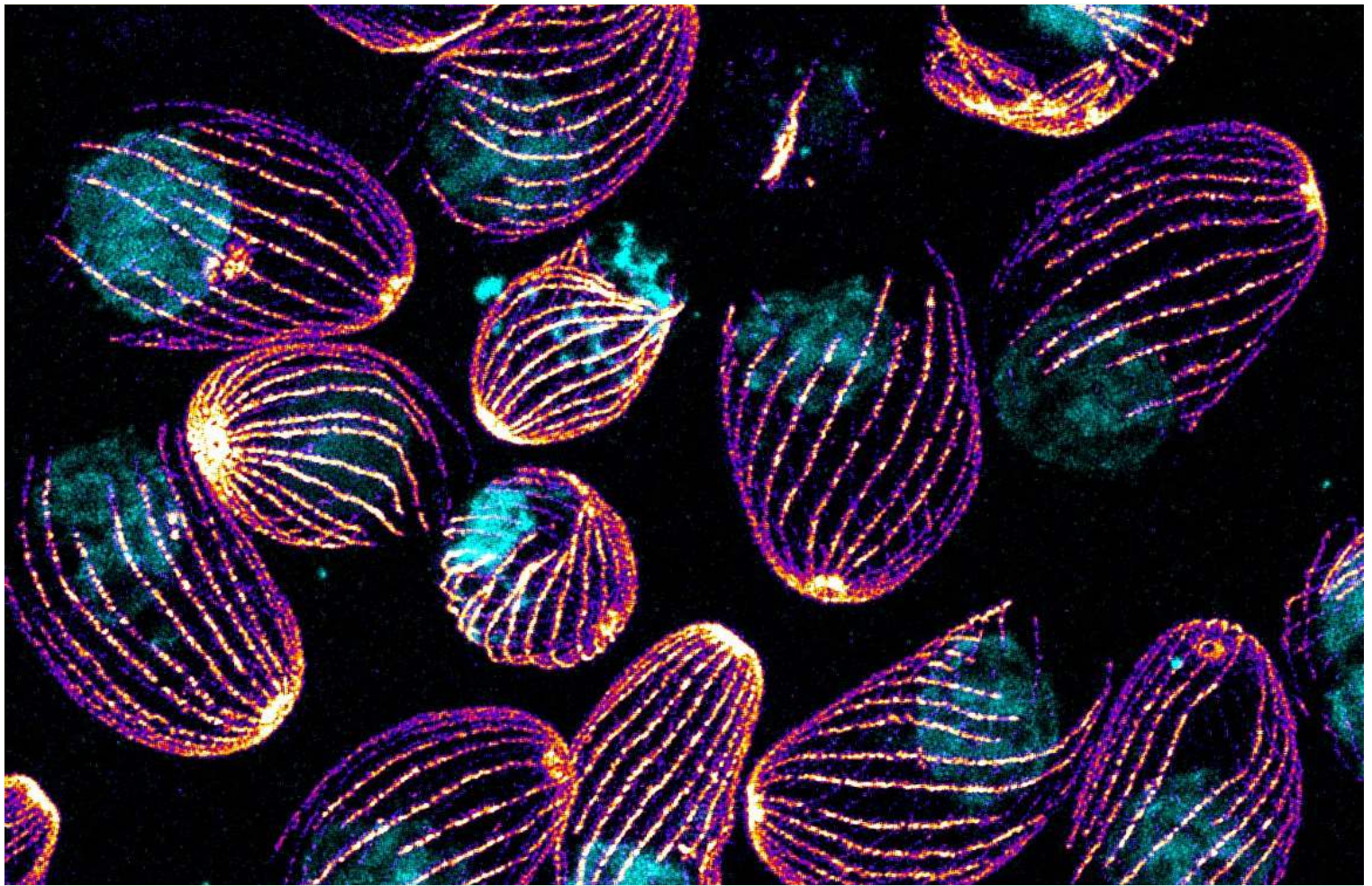




2025

WEHI Modern Slavery Statement

WEHI Modern Slavery Statement – 2025

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WEHI's 2025 Modern Slavery Statement

WEHI (Walter and Eliza Hall Institute of Medical Research) is committed to respecting human rights, including the right to be free from slavery, exploitation, forced labour, domestic servitude and illegal forms of child labour.

Our modern slavery commitments enhance our broader ethical and sourcing commitments in relation to global and local supply chains, Indigenous businesses, sustainable supply and building broader ESG awareness.

This Modern Slavery Statement (**Statement**) has been prepared in accordance with the Modern Slavery Act 2018 (**Act**). It sets out the steps we have taken to assess and address modern slavery in our operations and supply chains during the 2025 reporting period.

In 2025, WEHI began a period of operational change. However, our operational modern slavery risks and the types of goods and services we procure through our supply chains remain the same.

A highlight of our 2025 modern slavery program was participating in an initiative to streamline modern slavery compliance within the medical research institute sector. This has enabled better reporting and more robust benchmarking, and continues to form part of an ongoing, wider ethical sourcing programme.

About WEHI

WEHI is one of Australia's leading biomedical research organisations. It has a strong national and international reputation for conducting highly influential basic and translational research.

WEHI's research focuses on improving the understanding, treatment and prevention of important health challenges, focusing on cancer, immune and infectious diseases, developmental disorders and age-related conditions.

WEHI is an Australian not-for-profit public company limited by guarantee and a registered charity with the Australian Charities and Not-for-Profits Commission (**ACNC**) (ABN 12 004 251 423). Our charitable purpose is 'advancing health'.

WEHI is governed by a board of directors appointed under the WEHI constitution. Operational management is delegated to the Director of WEHI. In 2025, WEHI employed approximately 900 staff.

Our modern slavery risks

Our approach

WEHI's Modern Slavery Working Group (**Working Group**) is led by the Procurement and Risk & Compliance teams and reports to the Audit, Risk & Compliance Committee and the WEHI Board.

We take a risk-based approach to determining whether we are likely to cause, contribute to or be directly linked to modern slavery in our operations and supply chains.

Operations

We operate within the health and medical research sector in Melbourne, Australia. Our operations primarily involve the following:

- › Health and medical research
- › Education
- › Provision of medical research products and services
- › Commercialisation

Our main facility is in the Parkville Biomedical Precinct, a vibrant and collaborative life science research, education and healthcare hub. We also have offices in central Melbourne and research facilities in Bundoora and Kew.

Overall, our operational activities continue to pose a low risk for modern slavery:

- › Our staff, students and domestic collaborators must meet Australian legal requirements including the ACNC External Conduct Standards.
- › WEHI researchers, whether operating in Australia or overseas, must meet Australian ethical obligations, including those established by the National Health and Medical Research Council including the National Statement on Ethical Conduct in Human Research (**National Statement**).
- › WEHI's human research projects are subject to internal governance reviews that include a risk assessment that considers compliance risks.
- › WEHI's collaborations are formalised contractually (with embedded compliance obligations).
- › Where overseas collaborations occur in countries with high vulnerability scores for modern slavery, in addition to contractual requirements and reporting, these risks are mitigated by due diligence and Foreign Risk Reviews mandated under WEHI's Foreign Engagement Policy.

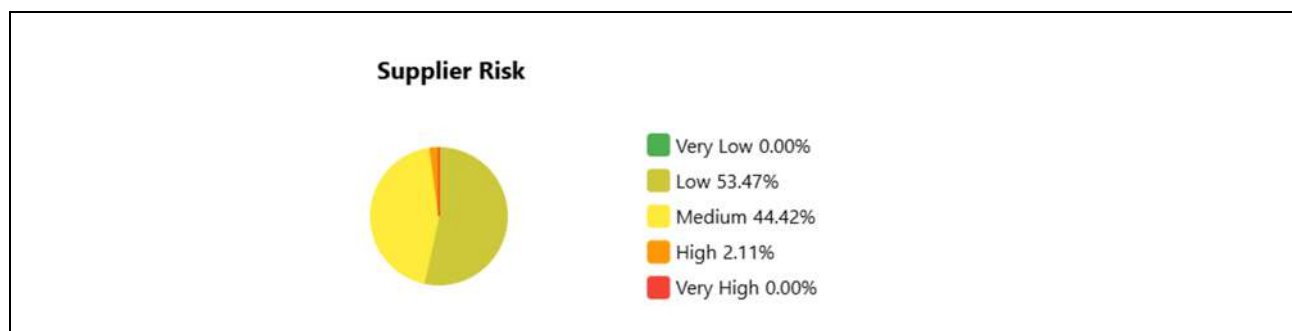
Supply Chain

WEHI procures a range of products and services to support our activities. Our modern slavery supply chain risks are now managed through a shared platform with other medical research institutes, described below.

Our current supplier risk profile is generally stable, with 53.47% low risk and 44.42% medium risk. A small cohort (2.11%) is flagged as high risk. We intend to review these suppliers in detail in 2026.

Our primary sector exposure remains in Health Care (41.58%), but we are now monitoring high-risk sectors like Industrials (20.79%) and IT (11.88%) more closely.

WEHI draws from domestic and international supply chains to ensure provision of ethically sourced, high-quality components and supplies. Products and services sourced from India and China pose the highest risks for WEHI in terms of geographic location.



Modern Slavery initiatives

WEHI is committed to applying a continuous improvement approach to modern slavery compliance. The activities described below represent an ongoing process.

AAMRI Modern Slavery Consortium

In 2024, WEHI partnered with other medical research institutes to share modern slavery compliance data across their common suppliers. This led to the development of a modern slavery consortium utilising the Informed365 Platform (**Consortium Platform**).

The Consortium Platform has been a resounding success, fundamentally elevating how we approach ethical procurement. By joining forces with The Kids Research Institute Australia, St Vincent's Institute, Murdoch Children's Research Institute, Olivia Newton-John Cancer Research Institute and The Florey, we have established a collective influence that is setting a new benchmark for the sector. This collaborative excellence was recently recognised, where the consortium was named Runner Up for 'The Nigel's' Most Impactful ESG Project at the 2025 Procurement and Supply Australasia (**PASA**) Confex.

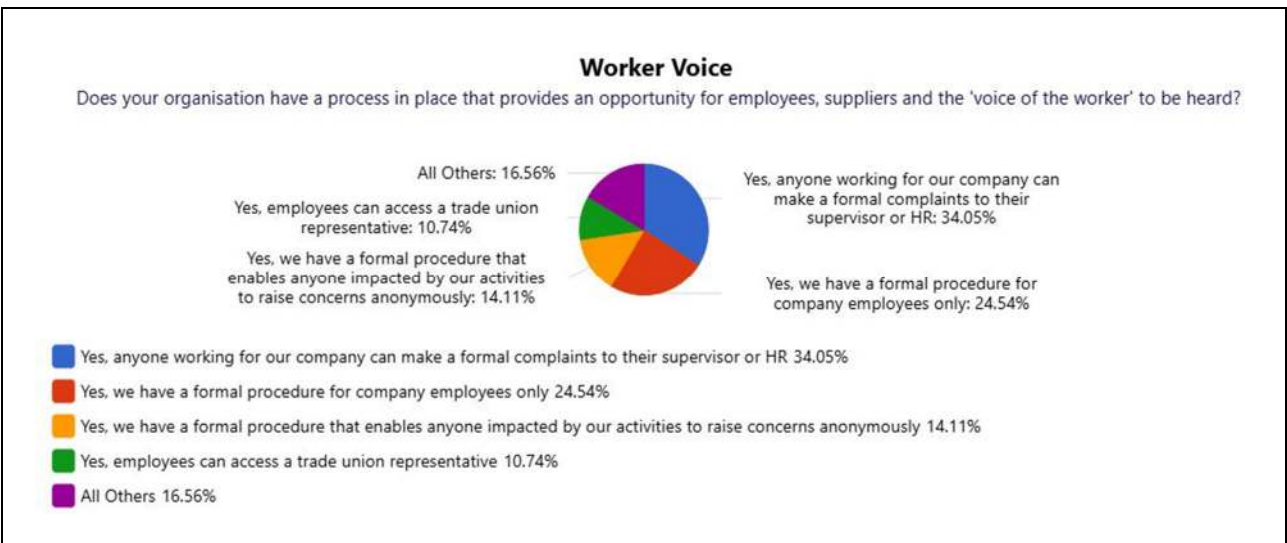
The implementation of a centralised platform has not only delivered automated risk scoring and data-powered insights, but it has also led to a significant reduction in duplicate supplier engagement. This has directly resulted in superior data quality, enabling consistent and credible risk identification across our shared supply chain. This partnership also provides a robust foundation for our broader ESG ambitions, paving the way for vital initiatives in environmental sustainability through a proven, collaborative framework.

Worker voice

One of the benefits of the Consortium Platform for 2025 was an improved understanding of worker grievance mechanisms across suppliers.

34.05% of our surveyed supply chain allows any worker to raise formal complaints to supervisors/HR, and 14.11% have anonymous reporting procedures. This addresses the "Worker Voice" gap.

While we have strong baseline awareness, the data indicates a split in supplier training maturity. We will use this year to identify the barriers for the 42.7% of suppliers currently without formal training programs.





Supplier engagement

New suppliers continue to be screened using our established modern slavery due diligence processes. This includes registering with and answering our modern slavery questionnaire in the Consortium Platform.

As set out in previous statements, most of our suppliers are not directly subject to the Act or its equivalent (in Australia or otherwise).

Supplier monitoring

WEHI continues to work with key suppliers to ensure alignment exists around organisational values, including the elimination of modern slavery.

Under WEHI's Supplier Code of Conduct, suppliers must ensure there is no modern slavery in their supply chains and operations and comply with modern slavery laws, rules and regulations. Suppliers must let us know if any modern slavery issues arise and take steps to address those issues.

Media monitoring

WEHI uses a media monitoring service to alert us to reports of high-profile modern slavery concerns. WEHI also receives more tailored updates through the Consortium Platform. These are assessed by the Procurement team.

Sector engagement

The Procurement team engages with sector-led initiatives to support best practice in modern slavery compliance, such as through professional bodies, including Procurement and Supply Australia (**PASA**), Procurement Australasia (**PA**) and HealthShare Victoria (**HSV**).

Risk & Compliance

WEHI has had a Modern Slavery Policy since 2022. It is publicly available on our website. This is supported by a Foreign Engagement Policy implemented in 2024.

Modern Slavery risks are captured and monitored through our risk and compliance system.

WEHI's template agreements include compliance clauses as standard, with specific modern slavery clauses in agreements for the acquisition of goods and services.

Training

WEHI personnel with purchasing responsibilities, or who are responsible for high-risk research activities overseas, are provided with training on modern slavery risks, including the Supplier Code of Conduct and preferred contractual terms, where appropriate.

Assessing the effectiveness of our actions

Annual review

The Working Group completed an annual review of our modern slavery activities in preparation for drafting this Statement and to set the priorities for the next reporting period.

Remediation

In 2025, WEHI was notified by a supplier of an issue with one of their contractors in Malaysia relating to workers' rights. WEHI met with the supplier and received a formal statement outlining the remediation steps. We are maintaining the relationship under active monitoring to align with the Scheme's preference for constructive remediation.

Other than this, we have not identified any modern slavery impacts in our operations or supply chains requiring remediation.

Looking forward – to 2025 and beyond

ESG criteria

WEHI's Procurement team continues to be involved in various aspects of environmental, social and governance (**ESG**) compliance. WEHI wishes to engage with suppliers who share similar values and with like-minded organisations who can support us in acting on these values.

WEHI looks at Modern Slavery as part of the broader ESG program which also addresses supplier sustainability and Reconciliation Action Plan initiatives.

Modern Slavery review

Following operational changes across WEHI, we will review our Modern Slavery compliance approach in 2026, to ensure that it continues to align with our strategy and values.

Consultation with controlled entities

In 2025, WEHI controlled five entities: WEHI Ventures Pty Ltd (ACN 668 196 932) as trustee of the 66Ten Unit Trust, Nelcanen Therapeutics Pty Ltd (ACN 659 824 147), Research Code Pty Ltd (ABN 66 667 575 813), Ternarx Pty Ltd (ABN 82 667 537 254) and Togglelux Therapeutics Pty Ltd (ABN 24 692 375 394).

Operational activities are predominantly managed through WEHI via contractual arrangements or otherwise. To the extent that these entities procure goods or services, WEHI's existing processes are utilised as described above.

WEHI consulted these entities in the development of this Statement.

Statement approval

This Statement was reviewed and approved by the WEHI board of directors on 14 May 2026.

A handwritten signature in black ink, appearing to be 'J. Dyson', written over a light blue grid background.

[Signature]

John Dyson, Chair

Contact us

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