

Modern Slavery Statement 2025

Background

This Modern Slavery Statement is made pursuant to the Australian *Modern Slavery Act 2018* (Cth) and outlines the actions taken by Ferngrove Pharmaceuticals Australia Pty Ltd (“Ferngrove”) to assess and address the risks of modern slavery in our operations and supply chains for the reporting period ending 31 Dec 2025.

Ferngrove is committed to operating ethically and with integrity. We oppose all forms of modern slavery, including forced labour, child labour, human trafficking, and deceptive recruitment practices. This statement outlines our approach to identifying, managing, and mitigating these risks.

Our Structure, Operations and Supply Chains

Ferngrove Pharmaceuticals Australia Pty Ltd is an Australian-based TGA (Therapeutic Goods Administration) licensed contract manufacturer of pharmaceutical and nutraceutical products. We operate in South Granville, NSW, Australia and work with a network of suppliers and partners locally and internationally. Ferngrove employs more than 250 local people.

➤ Our Operations Include:

- Manufacturing and packaging of health supplements including soft gelatine capsules, tablets, hard capsules, powders, liquids and creams.
- Research and development
- Regulatory affairs and quality assurance

➤ Our Supply Chain Includes:

- Raw material suppliers
- Packaging suppliers
- Contract logistics and warehousing providers
- Business services

Our key supply chain geographies include Australia, New Zealand, China, India, USA, Norway and select Southeast Asian countries.

Risks of Modern Slavery Practices

Ferngrove recognises that certain parts of our supply chain may carry a higher risk of modern slavery, particularly in:

- Sourcing of raw materials and packaging materials from countries with less robust labour regulations
- Logistics services, often outsourced to third-party providers
- Labour hire and recruitment practices, especially for factory workers

We are particularly vigilant where operations occur in sectors or regions known to have modern slavery risks.

Actions Taken to Assess and Address Risk

➤ Policies and Governance

Ferngrove has implemented the following policies relevant to modern slavery:

- Supplier Code of Conduct
- Ethical Sourcing Policy
- Human Rights and Labour Standards Policy (under development)

➤ Risk Assessment

We have commenced a risk-mapping project to assess tier 1 suppliers based on:

- Country of operation
- Nature of goods/services supplied
- Sector-specific risks

Higher-risk suppliers will be subject to deeper due diligence, including self-assessment questionnaires and potential third-party audits.

➤ Supplier Engagement

We are in the process of:

- Requiring suppliers to acknowledge our Supplier Code of Conduct
- Including modern slavery clauses in new supplier agreements
- Conducting awareness sessions for procurement staff on identifying red flags

➤ **Training and Capacity Building**

Internal training on modern slavery is being rolled out for staff in procurement and operations. The training aims to raise awareness of modern slavery risks and reporting mechanisms.

Measuring Effectiveness

To assess the effectiveness of our modern slavery risk management approach, we will:

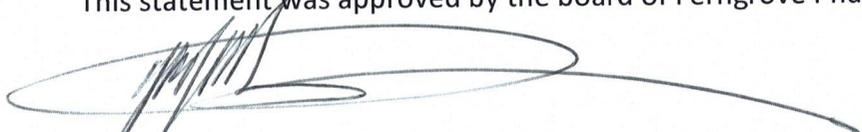
- Track the percentage of high-risk suppliers assessed annually
- Monitor training completion rates among relevant staff
- Record and respond to any modern slavery reports
- Review and refine our policies and processes regularly

Consultation and Collaboration

This Statement has been developed in consultation with relevant Ferngrove departments, including procurement, compliance, and senior management. As we continue to grow, we will expand our consultation processes to include subsidiaries, contractors, and key supply partners.

Approval

This statement was approved by the board of Ferngrove Pharmaceuticals Australia Pty Ltd.



Wei Tang
Managing Director
Ferngrove Pharmaceuticals Australia Pty Ltd