

# Metagenics Australia Pty Ltd

## Modern Slavery Statement - 2020

### 1. About this Statement

This Modern Slavery Statement is made pursuant to section 14 of the *Modern Slavery Act 2018 (Cth) (Act)* by Metagenics Australia Pty Ltd ABN 78 113 937 572, for the financial year ending 31 December 2020. This statement is made on behalf of Metagenics Australia Pty Ltd ABN 78 113 937 572 and its subsidiary entity, Metagenics (Aust) Pty Ltd ABN 73 010 636 165 (together, referred to as **Metagenics**), each a “reporting entity” under the Act. This Modern Slavery Statement outlines the steps that we have taken and continue to take to identify, manage and mitigate the specific risks of modern slavery in our operations and supply chain.

This is the first Modern Slavery Statement for Metagenics.

This Modern Slavery Statement has been approved by the Board of directors of Metagenics Australia Pty Ltd.

### 2. Metagenics business, operations and supply chains

For over 30 years, Metagenics has been dedicated to helping people live happier and healthier lives. Our passion for scientific discovery, unparalleled quality, and industry partnerships has positioned us as leaders in Australia and New Zealand in natural and integrative medicine and functional nutrition.

As part of a global group leading in natural healthcare, we are uniquely placed to ensure we are providing the highest quality supplements and nutritional support in all our products – both practitioner prescription only and those available in most leading pharmacies. Information on our range of products can be found at <https://metagenicsanz.com/our-brands/>. We are committed to doing this in a safe, ethical and honest manner, in a way that promotes corporate, social and environmental responsibility.

This includes responsible supplier selection by conducting business with suppliers who share Metagenics’ commitment to integrity, as is set out further in this Statement.

### 3. B Corp Certification

Metagenics are one of the first, and the largest natural medicine companies to become B Corp certified in Australia and New Zealand.

Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose, with certification being awarded by US-based non-profit, B Lab, following an assessment of the company’s impact on all its stakeholders – employees, suppliers, community, customers and the environment, against a set of environmental, ethical, accountability and transparency measures.

This certification aligns closely with Metagenics’ mission and culture and is very aligned with the values under which the company was founded.

B Corp certification is much more than just a symbol of trust for consumers. Joining the B Corp community demonstrates our on-going commitment to operating with people (including suppliers) and planet as a focus, but also provides a framework to assess and improve as the company grows and evolves.

While our B Corp journey has just begun, maintaining our B Corp status will continually challenge us to think about how we are affecting our environment, the community and people generally, our employees and our clients.

As a certified B Corp, Metagenics is guided by socially and environmentally focused principles that commits us to meeting high standards in these areas, not only in the workforce, but in the community and to the environment, including building a sustainable supply chain that values the community and the environment, with the goal of bringing positive change to the world.

#### 4. Risks Areas

Our supply chain is extensive and complex, with a high proportion of our supply chain for our products comprising materials sourced from companies and manufacturers based in regions including Europe, North America, and Asia.

In preparing our first Modern Slavery Statement we have assessed that goods and services that we procure from certain geographical regions may have an elevated risk exposure and we will continue to consider how best to manage those risks with our suppliers.

In addition, while Metagenics takes steps to have visibility over our direct supply chain suppliers, we are cognisant that a number of these suppliers may not conduct a similar review of their own suppliers. We are committed to considering how best to manage these risks with our supplier.

#### 5. How do we assess and address risks in our Supply Chain?

Metagenics is part of a global group that requires its suppliers and sub-suppliers to operate in accordance with the principles and ethical standards contained in its Supplier Code of Conduct (**Code**). The guidelines are the minimum required, and suppliers are encouraged to exceed the required standards set out in the Code.

Further, to continue our commitment to our B Corp certification, we are required to continually monitor and assess our supply chain and obtain confirmation of specific requirements from our suppliers in relation to people and the environment. This third party assessment process by B Lab provides for continuous assessment of our supply network and their compliance with the requirements of modern slavery risks.

In addition to our Supplier Code of Conduct and B Corp certification, Metagenics has a Whistleblower Policy, and our staff receive training in the process of that policy. The Whistleblower Policy provides a mechanism for raising and appropriately addressing any issues or risks, including in respect of supply chain, as they arise, in a confidential and protected manner.

We are progressively looking to implement updates to our standard operating procedures and procurement guidelines to address modern slavery requirements in on-boarding new suppliers and service providers. This includes the adoption of a requirement for the acknowledgement of our Supplier Code of Conduct by our new suppliers and service providers, and third party audits, for example, GMP audits, as part of our ongoing requirements to meet our regulatory obligations.

Finally, Metagenics has partnered with our industry peers through the Complementary Medicines Australia (CMA) Modern Slavery Working Group to develop an industry wide assessment to risk relating to modern slavery in industry specific supply chains. The CMA has developed a questionnaire in consultation with member companies that is designed to enable businesses to assess and address modern slavey risks as required under the Australian Modern Slavery Act (Cth) 2018.

## 6. Managing the effectiveness of our measures

While we have commenced the process of raising awareness and identifying risks where modern slavery may arise, we recognise that this is an ongoing process. We will continue to monitor the responses we receive in relation to our acknowledgement of our Supplier Code of Conduct, and relevant questionnaires required to complete our B Corp Re-Certification.

As we build on this framework, we expect further improvements in our processes and procedures to measure and report on the effectiveness of the measures adopted.

## 7. Consultation and approval process.

This Statement was prepared with consultation and consideration by various members of the organisation and was approved by the Metagenics Australia Pty Ltd Board on 28 July 2021.

DocuSigned by:

*Peter Goldsworthy*

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**Peter Goldsworthy**

**Sole Director - Metagenics Australia Pty Ltd**

