



2024 MODERN SLAVERY STATEMENT TEVA PHARMACEUTICALS AUSTRALIA PTY LTD

Introduction to Teva

Teva is a global biopharmaceutical group of companies specialising in innovative, generic, biosimilar and over-the-counter medicines. Teva Pharmaceutical Industries Ltd, a company incorporated and headquartered in Israel and listed on the New York Stock Exchange (NYSE:TEVA) and Tel Aviv Stock Exchange (TASE:TEVA), is the ultimate parent company of the Teva group.

For over 120 years, Teva's commitment to bettering health has never wavered. From innovating in the fields of neuroscience and immunology to providing complex generic medicines, biosimilars and pharmacy brands worldwide, Teva is dedicated to addressing patients' needs, now and in the future. At Teva, we are "All In For Better Health".

Today, Teva's global network of capabilities consists of approximately 34,000 employees across 57 markets. We have more than 1,900 products in our global portfolio and an evolving pipeline. Our portfolio of generic medicines covers 56% of treatments on the World Health Organization's Essential Medicines List of important drugs that address key healthcare needs across the globe.

Teva continues in its commitment to support and respect the protection of internationally proclaimed human rights throughout its global operations. Teva has been a signatory of the United Nations Global Compact since 2010.

About this Statement

Reporting period: 1 January 2024 to 31 December 2024.

This Statement is made under the Modern Slavery Act 2018 (Cth) ("**Act**") and is intended to address the mandatory criteria in section 16 of the Act. This is a Modern Slavery Statement given under section 13 of the Act by Teva's Australian parent entity, Teva Pharmaceuticals Australia Pty Ltd.

(a) Reporting entity for the financial year ended 31 December 2024

In Australia, Teva Pharmaceuticals Australia Pty Ltd (ACN 002 951 877) is a proprietary limited company incorporated under the *Corporations Act 2001 (Cth)*. It is a reporting entity for the purposes of section 5 of the Act based on its consolidated revenue, and is therefore required to submit a statement under the Act which encompasses its direct operations and supply chains, and those of its subsidiaries as outlined in section (b) below.

(b) Our Australian Structure, Operations and Supply Chains

The "**Teva Australia Group**" comprises the following entities:

- **Teva Pharmaceuticals Australia Pty Ltd (ACN 002 951 877):** The Australian parent company of the Teva Australia Group is a research and development company specialising in the discovery and pre-clinical development of biologics and biopharmaceuticals.
- **Teva Pharma Australia Pty Ltd (ACN 169 715 664):** A wholly owned subsidiary of Teva Pharmaceuticals Australia Pty Ltd, incorporated as a private limited company in Australia, imports, sells, markets and distributes finished pharmaceutical products (including



innovative, generic and over-the-counter medicines) into Australia and distributes primarily to pharmaceutical wholesalers across Australia. These wholesalers and distributors will then on-sell to pharmacies, grocery chains and hospitals.

- **Medis Pharma Pty Ltd (ACN 109 225 747):** A wholly owned subsidiary of Teva Pharmaceuticals Australia Pty Ltd, incorporated as a private limited company in Australia, is a business-to-business commercial entity, specialising in the commercialisation and supply of generic products to business customers.
- **Teva Pharma (New Zealand) Ltd (NZ Company No. 1190198):** A wholly owned subsidiary of Teva Pharmaceuticals Australia Pty Ltd, incorporated and operating in New Zealand. It imports, sells, markets and distributes finished pharmaceutical products (including innovative, generic and over-the-counter medicines) into New Zealand. It sells to wholesale customers who are then responsible for distribution to pharmacies, hospitals, and district health boards, as well as into major grocery and other channels.

The Teva Australia Group also includes two dormant subsidiaries with no active operations during the reporting period. They are not reporting entities under the Act.

The Teva Australia Group uses direct and indirect procurement to perform day to day business activities. Over 300 suppliers provide goods and services directly to the Teva Australia Group (including its subsidiaries). The majority of those suppliers are Australian or New Zealand based suppliers and the remainder of the suppliers are from various countries overseas with varying levels of modern slavery risks. The goods and services are varied and include:

- Building leasing
- Corporate services
- Facility management and services
- Manufacturing goods and services
- Research and development
- Materials
- Third-party operations
- Logistics
- IT and telecommunications
- Sales and marketing
- Pharmacy chains and merchandising
- Government and regulatory services
- Customs, taxes and duties

As at December 2024, over 100 employees work within the Teva Australia Group.

(c) Risks of Modern Slavery Practices in the Supply Chain

Teva operates a global supply chain comprising approximately 300 direct suppliers and over 41,000 suppliers worldwide, supporting the delivery of medicines to nearly 200 million patients each day. This includes a fully integrated manufacturing and supply network, with both owned and contract manufacturing operations supporting development, manufacturing and packaging activities.

The Teva Australia Group procures corporate and professional services (including research and development services) from local and global suppliers, primarily Tier 1 suppliers operating in high-skilled industries. The risk of modern slavery practices within these categories of suppliers is



generally considered lower. However, there is a recognised risk that certain goods or services used by these suppliers may (indirectly) originate from certain industries or regions with a higher risk of modern slavery.

The Teva Australia Group also procures finished pharmaceutical products from intercompany and third-party suppliers under formal supply agreements. While the immediate risk of modern slavery is assessed as low, these products are sourced through global supply chains, including regions and industries that may present a higher risk of modern slavery practices further upstream.

(d) Actions Taken to Assess and Address Modern Slavery Risks

Teva applies a risk-based approach to assessing and managing modern slavery risks across its supply chains. For our third party suppliers, our actions include the following:

- **Third party risk assessments:** Teva undertakes appropriate, risk-based risk assessments before engaging third party suppliers. These risk assessments consider applicable factors, such as potential non-compliance with Teva's Supplier Code of Conduct (see below), with heightened vigilance applied to suppliers operating in higher-risk industries and geographically diverse supply chains.
- **Third party due diligence:** Teva undertakes supplier due diligence using environmental, social and governance (ESG) risk screening tools, including a real-time system assessing risks across more than 170 geographies and 350 product and service categories, covering labour and human rights, health and safety, environmental management and business ethics. Relevant third-party representative suppliers are subject to sanctions screening, including for forced labour-related risks. Teva's global human rights and environmental risk screening currently covers over 5,500 supplier sites relevant to its global and regulatory operations.
- **Corrective actions:** Suppliers assessed as high or medium risk are required to implement corrective actions and are subject to reassessment. Where appropriate, suppliers may also be selected for independent audits to verify compliance and support remediation.
- **Teva's Supplier Code of Conduct (or equivalent):** Teva requires its suppliers to commit to complying with Teva's Supplier Code of Conduct ("**Supplier CoC**"), which is publicly available ([Teva Supplier Code Of Conduct_English.pdf](#)), or to provide evidence that they are subject to a comparable code of conduct and ethics. The Supplier CoC lays down minimum expectations relating to ethical labour practices, human rights, legal compliance and responsible supply chain management, and requires suppliers to apply equivalent standards within their own supply chains. Suppliers are required to maintain records demonstrating compliance and agree to audits under appropriate circumstances. If a supplier is unwilling to accept Teva's requirements (or equivalent), they will usually be excluded from Teva's sourcing processes or other actions may be required before proceeding.
- **EcoVadis and PSCI:** Teva conducts further monitoring and assurance through third-party sustainability assessments and independent audits, including through EcoVadis assessments and audits aligned with the Pharmaceutical Supply Chain Initiative (PSCI) Principles. Selected suppliers are audited using PSCI-approved auditors to assess compliance with ethics, labour, health and safety and environmental standards.

Internally, Teva embeds its human rights and labour standards through its employee Code of Conduct and additional standard policies and procedures, and provides training to employees to identify and report potential breaches within its business and supply chains. Stakeholders, including suppliers, employees and service providers, are encouraged to raise concerns through Teva's Office of Business Integrity and dedicated reporting channels, including an integrity hotline.



Teva reviews its policies and practices on an ongoing basis to support continuous improvement and alignment with international standards relating to human rights and responsible supply chains.

(e) Assessing the Effectiveness of Actions

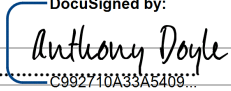
We assess effectiveness by monitoring the results of the actions described in section (d) above, including through audits. To assess and improve the effectiveness of our approach, we also embed sustainability and human rights criteria into sourcing and contracting by:

- communicating and training on the Supplier Code of Conduct;
- assessing supplier maturity through internal risk and ESG questionnaires; and
- undertaking due diligence activities proportionate to risk, including EcoVadis desktop assessments, EiQ human rights and environmental screenings, and on-site EHS/CSR audits aligned to PSCI audit protocols.

In 2024, we updated our human rights position and our Supplier Code of Conduct to align with the updated Pharmaceutical Supply Chain Initiative (PSCI) Principles. The Supplier Code of Conduct is embedded in our procurement processes and suppliers must acknowledge it to proceed. We also achieved an EcoVadis sustainable procurement score of 87/100 in 2024 (top 1% of our sector), which we use as one indicator of the maturity of our responsible sourcing practices.

(f) Consultation and approval for and on behalf of the Teva Australia Group

This Statement was compiled in consultation with key personnel who represent each member of the Teva Australia Group, including by way of a cross-functional Modern Slavery Working Group, who collectively have responsibility for the members of the Teva Australia Group. In accordance with Section 13 of the *Modern Slavery Act 2018 (Cth)*, this Statement has been approved by the Board of Directors of Teva Pharmaceuticals Australia Pty Ltd as the parent entity of the Teva Australia Group on 30 June 2025.

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Anthony Doyle
Director