

Metagenics Australia Pty Ltd

Modern Slavery Statement - 2024

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 2024. 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 fifth 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 40 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 – including those sold through practitioners, those available in most leading pharmacies, and those sold directly to consumers via our website. Information on our range of products can be found at <https://metagenicsanz.com/our-brands/>. We are committed to doing business 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 was one of the first natural medicine companies, and the largest, to become B Corp certified in Australia and New Zealand in 2019. Metagenics is also a globally certified B Corporation.

Metagenics successfully completed its recertification with B Corp in 2023, a process that required a detailed analysis and assessment of our supply chain to demonstrate ethically responsible engagement with Suppliers and sourcing practices, as well as ongoing monitoring and engagement with those Suppliers.

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 and ongoing reassessments 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.

As a certified B Corp, Metagenics is guided by socially and environmentally focused principles that commit 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 continues to be 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 fifth Modern Slavery Statement we have continued our assessment of the goods and services that we procure from certain geographical regions that may have an elevated risk exposure. We have specifically focussed in 2024 on high-risk areas based on responses received to our Supplier Onboarding process.

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. Metagenics also requires compliance with its Supplier Code of Conduct as part of all purchase order interactions with Suppliers, and for new contract engagements.

Further, to continue our commitment to our B Corp recertification, 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.

In 2024, we established a Modern Slavery Working Group comprising senior representatives from our Procurement, Regulatory Affairs and Quality departments. The Modern Slavery Working Group meets quarterly and reports to the Senior Vice President – Global Operations. During 2024, the Modern Slavery Working Group reviewed and assessed responses received to our Complimentary Medicines Australia Modern Slavery Questionnaire, which was implemented as a mandatory part of the Supplier onboarding process in 2023.

In assessing responses received to the Questionnaire, a register has been established which assisted to identify higher risk areas within our Supply Chain. Supplier's falling into this category have been requested to provide additional documentation in relation to their practices to further mitigate and reduce the risk of modern slavery in our supply chain. Responses are regulatory monitored by the Modern Slavery Working Group.

We also continued in 2024 to progressively look to implement updates to our standard operating procedures and procurement guidelines to address modern slavery requirements in on-boarding new suppliers and service providers, and this process has continued during this reporting period.

6. Managing the effectiveness of our measures

We will continue to monitor our onboarding processes for new suppliers as part of our commitment to improve processes and guidelines in our global supply chain. The Modern Slavery Working Group is charged with assessing the ongoing effectiveness of these actions and reporting on these to the Company.

7. Consultation and approval process.

This Statement was prepared with consultation and consideration by various members of the organisation both locally and globally and was approved by the Metagenics Australia Pty Ltd Board on 9 December 2025.

DocuSigned by:
Peter Goldsworthy
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Peter Goldsworthy
Director - Metagenics Australia Pty Ltd

