



Procter & Gamble Australia Pty Ltd
ABN 91 008 396 245
Level 4, 1 Innovation Road
Macquarie Park NSW 2113
+61 2 8864 5000 phone
+61 2 8864 5570 fax

PROCTER & GAMBLE AUSTRALIA

MODERN SLAVERY STATEMENT FY21/22

Guided by our Principles, Purpose, and Values (PVPs), Procter & Gamble Australia Pty, Ltd. (“**P&G**”) is committed to operate within the spirit and letter of the law and to maintain high ethical standards wherever we conduct business. P&G does not condone or tolerate efforts or activities to achieve business results through illegal or unethical dealings. Our suppliers know that we are concerned not only with results, but also with how those results are achieved. We expect all our suppliers to conduct their business with the same high standards. The Modern Slavery Act 2018 (Cth) requires commercial organizations carrying out business in Australia with an annual consolidated worldwide revenue of more than A\$100 million to submit a modern slavery statement to the Australian Minister for Home Affairs. The following describes the steps we have taken to combat slavery and human trafficking on a global basis:

OUR ORGANIZATION

We are a part of the Procter & Gamble group of companies (Group), and our ultimate parent company is The Procter & Gamble Company. The Procter & Gamble Company has its head office in the United States of America. The Group has about 106,000 employees worldwide. More details of the structure of our business can be found at <https://anz.pg.com/structure-and-governance/corporate-structure/>. P&G is a leader in consumer goods, focused on providing branded consumer packaged goods of superior quality and value to our consumers. The Group’s products are sold in more than 180 countries and territories primarily through mass merchandisers, grocery stores, membership club stores, drug stores, department stores, salons, high-frequency stores, online and distributors. The Group has on-the-ground operations in approximately 70 countries, including 107 manufacturing sites, and products sold in more than 180 countries and territories around the world. In total, across our entire supply chain, (e.g., raw materials, packaging, services, equipment), the Group works with approximately tens of thousands of suppliers. However, in Australia we are purely a distributor market. We have no on-the-ground manufacturing sites in Australia.

OUR POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Group’s Human Rights Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES

Our Group has in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers (employees and third parties).



Procter & Gamble Australia Pty Ltd
ABN 91 008 396 245
Level 4, 1 Innovation Road
Macquarie Park NSW 2113
+61 2 8864 5000 phone
+61 2 8864 5570 fax

In order to facilitate compliance with the Modern Slavery Act 2018, the Group has established a multi-functional team, which includes representatives from Purchases, Product Supply, Human Resources, Research & Development, Finance & Accounting, Global Business Services, Corporate Communications, Ethics & Compliance, Government Relations and Legal functions. Led by The Procter & Gamble Company's Chief Human Rights Counsel, this team has designed and implemented processes for supply chain review, supplier and employee outreach, due diligence and risk management. Specifically, as part of our initiative to identify and mitigate risk, our Group evaluates our suppliers and identifies high-risk suppliers on a number of parameters including known risks and country location. Our Group requires that an independent, third party auditor audits high-risk suppliers, and, if outages are found, that supplier is re-audited within two years. These audits are announced beforehand, and the auditors utilize the Sedex Members Ethical Trade Audit (SMETA) Best Practice Guidelines and audit report format. Suppliers are encouraged to report any ethical concerns or policy violations, as outlined at <http://www.pgsupplier.com/en/pg-values/report-a-concern.shtml>. This reporting mechanism is operated by a third-party supplier to help ensure anonymity. More details on our process can be found at P&G's Supplier Site.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

P&G's Worldwide Business Conduct Manual (WBCM) explains the global standards to be followed in our daily business activities as well as our legal and ethical responsibilities. The WBCM applies to all employees and members of the Board of Directors, regardless of location, seniority level, business unit, function, or region. P&G's Responsible sourcing expectations for External Business Partners explain the global standards to be followed in daily business activities on behalf of P&G. External business partners, their subcontractors and suppliers are expected to be informed of and share P&G's commitment to these standards. P&G reserves the right to conduct audits to assure compliance with these expectations and also reserves the right to discontinue any relationship should the external business partner violate, fail to correct, or have a pattern of violating these expectations.

No Child Labour

The International Labour Organization (ILO) states that "Child Labour is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work."

We do not permit the exploitation of children and will not use child labor in our end to end value chain.

No Forced Labour

We support the Global Consumer Goods Forum Priority Industry Principles, which state: "Forced labour is an unacceptable human rights violation that can take multiple forms and must be addressed. While certain employment and recruitment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers. We will



Procter & Gamble Australia Pty Ltd
ABN 91 008 396 245
Level 4, 1 Innovation Road
Macquarie Park NSW 2113
+61 2 8864 5000 phone
+61 2 8864 5570 fax

take active measures to apply these Principles across our global value chains and own operations, to cases where such practices may lead to forced labour. We will seek to apply these Principles to all workers regardless of their employment status, location, contractual arrangements or role. We do this as part of our collective journey to advance the human rights of workers and positively shape global labour markets:

- Every worker should have freedom of movement. The ability of workers to move freely should not be restricted by their employer through abuse, threats and practices such as retention of passports and valuable possessions.
- No worker should pay for a job. Fees and costs associate with recruitment and employment should be paid by the employer, not the employee
- No worker should be indebted or coerced to work. Workers should work freely, aware of the terms and conditions of their work in advance, and be paid regularly as agreed.

Speaking Up

Our employees hold themselves and one another accountable for operating with trust and integrity, and for stepping up as leaders and owners of the business. We are committed to creating a work environment that fosters open communication and supports employees in reporting potential violations of Company policies or the law. Employees and individuals in our operations or extended supply chain can report violations at the Worldwide Business Conduct Helpline, which is staffed by an independent third party 24 hours a day, seven days a week and includes, where permitted by local law, an anonymous way to report concerns. We are committed to reviewing all allegations of wrongdoing with trained teams who ensure thorough, impartial, and fact-based investigations. Proper investigation is essential to promoting a culture of integrity, reducing the likelihood of incidents occurring and increasing willingness to proactively raise concerns. It is an important part of our commitment to prevent and detect wrongdoing. Retaliation for raising concerns in good faith is inconsistent with our Values of Integrity and Trust and simply will not be tolerated.

TRAINING

We have been working to strengthen education and develop awareness-raising tools for the company and extended supply chain. As part of a wider learning program, we have developed a series of short videos (less than 2 minutes each) to help our employees and those of our vendors and contractors recognize human rights issues in the workplace. By educating them to spot problems in the office and manufacturing facilities, we empower them to speak up and get help for others. These tools are offered through our Respecting Human Rights Learning Page and Training Curriculum. This statement is made pursuant the Modern Slavery Act 2018 (Cth) and constitutes P&G's slavery and human trafficking statement for the financial year ending 30 June 2022. This statement has been approved by the governing body in Australia, Procter & Gamble Australia Pty Ltd. Namely, it has been approved unanimously by the Board of Directors of Procter & Gamble Australia Pty Ltd on Thursday, 7 December 2023.



Procter & Gamble Australia Pty Ltd
ABN 91 008 396 245
Level 4, 1 Innovation Road
Macquarie Park NSW 2113
+61 2 8864 5000 phone
+61 2 8864 5570 fax

A handwritten signature in black ink, appearing to read 'M Hamlin'.

Madison Hamlin
Director
P&G Australia Pty Ltd
Date: 7 December 2023