

Modern Slavery Statement 2024

MUNDIPHARMA PTY LIMITED, AUSTRALIA

Reporting period: 1 Jan 2023 to 31 Dec 2023



Introduction

This statement on modern slavery (the “Statement”) is made pursuant to the *Modern Slavery Act 2018* (Cth), as amended by the Modern Slavery Amendment (Anti-Slavery Commissioner) Bill 2023 (the “Act”). The reporting entity covered by this Statement is **Mundipharma Pty Limited** (“Mundipharma”).

This Statement refers to the financial year ended 31 December 2023 and describes the risks of modern slavery in our business and the current steps taken to identify, manage and mitigate risks identified in our operations and supply chains.

Structure and business

Mundipharma is a member of a global (excluding United States) network of independent associated companies which are engaged in research, development, production and marketing of prescription medicines and consumer healthcare products.

Established as a leader in the development and provision of medicines for pain, we have expanded our portfolio to include treatments for cancer care, ophthalmology, respiratory and first aid.

Mundipharma’s workforce as at 31 December 2023 comprised approximately 40 employees within Australia. Just over half of our employees were field based and the rest were head office based.

Our supply chain operates on a global basis across many different countries and suppliers and is broadly divided into two areas – centrally planned products and locally planned products. Out of these two areas we have suppliers of direct materials for example packaging and indirect services (warehousing and distribution, etc.). Central planning procures products on behalf of the global Mundipharma business in consultation with the local entities. Local planning procures local requirements only. Mundipharma has relationships with various contract manufacturing organisations both in Australia and overseas, who fulfil procurement requirements. We are not aware of

any areas within our operations which will likely lead to a breach of the Act. However, we remain committed to continually monitor our risks and to never knowingly deal with any organisation connected to slavery or human trafficking.

Employment practices

Our employment practices are compliant with applicable employment and health and safety legislation. We are therefore confident that there is no slavery or human trafficking taking place within our organisation. Furthermore, we shall continue to ensure that the employment agencies that we deal with are also fully compliant with the Act.

Due diligence

We have a risk-based due diligence process aimed at ensuring compliance and the improvement of transparency within our supply chain. We aim not to work or collaborate with any third-party supplier or intermediary that we suspect are connected in any way with slavery or human trafficking. We have in place a risk-based due diligence procedure that assesses third parties through the completion of a questionnaire, business justification review and, where appropriate, background checks of the third-party organisations and their key personnel.

Due diligence is also undertaken on all suppliers assessed by our Quality Team as critical to the business, prior to their engagement as a supplier. The due diligence aims to improve transparency within our supply chain on an ongoing basis and includes, but is not limited to, assessment of regulatory status, compliance with regulatory bodies, financial stability and where appropriate, site visits to review processes and procedures in place.

Good Manufacturing Practices (GMP) Audit

We conduct regular GMP surveillance audit of our contract manufacturers premises directly involved in the manufacture of our products to interview personnel, gather information, and observe current practices and processes such as personnel and training process, health, and safe working conditions, fair labour standard practices etc.

Policies, contract clauses and training

Mundipharma recognises that a key component of managing and mitigating modern slavery risks in our operations is the ongoing raising of awareness of modern slavery and the ensuring of ethical and fair practices in our business and throughout the organisation.

Our Global Code of Conduct and Global Anti-Bribery and Anti-Corruption Policy both provide a foundation for acting with integrity for all employees. We have a Whistleblower Protection Policy and a culture to encourage reporting of misconduct including the reporting of ethical concerns through our on-line reporting hotline.

Mundipharma does not tolerate any form of bullying, discrimination or harassment as outlined in our Anti-Bullying Policy and our Equal Employment Opportunity, Anti-Discrimination and Harassment Policy.

We have also implemented a Code of Conduct for Third Parties that sets out our expectations of our third-party partners across multiple areas including health and safety, human rights (modern slavery, human trafficking, child labour, etc.) and sustainability.

We have begun to incorporate modern slavery clauses and our Code of Conduct for Third Parties into the procurement agreements.

Our board, senior management and senior leaders including in Supply Chain and Procurement functions are aware of our Modern Slavery obligations. Training is provided to relevant team members to ensure that there is a high level of understanding of the risks of modern slavery and human trafficking.

Effectiveness and Monitoring

Mundipharma will continue to raise awareness and to monitor its third-party supplier and intermediary relationships and continue to mitigate the risk of modern slavery. We acknowledge that there is more to be done in relation to preventing modern slavery and

are committed to continually enhancing the Modern Slavery framework in future years. This Statement has been approved by the board of directors of Mundipharma and is signed by a director of Mundipharma Pty Ltd.

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Steven Van den Bossche
Director of Mundipharma Pty Ltd

Date: 18 June 2024