

Modern Slavery Statement 2026

MUNDIPHARMA PTY LIMITED, AUSTRALIA

Reporting period: 1 Jan 2025 to 31 Dec 2025

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, including all ongoing reforms as may be applicable (the “Act”). The reporting entity covered by this Statement is Mundipharma Pty Limited (the “Company”).

This Statement refers to the financial year ended 31 December 2025 and describes the risks of modern slavery in our business and the current steps taken to identify, manage, mitigate, and assess any risks identified within our operations and supply chains.

Structure and business

The Company is a member of a global (excluding United States) network of independent associated companies (“**Mundipharma**”), engaged in research, development, production and the marketing of prescription medicines and consumer healthcare products. The Company, a leader in the development and provision of medicines for pain, has expanded its portfolio to include treatments for cancer care, ophthalmology and respiratory. The Company’s workforce as at 31 December 2025 comprised approximately 29 employees within Australia. Just over half of the employees were field based, with the remaining employees being office based at the Company’s head office.

The Company’s supply chain operates across multiple countries. The Company has relationships with various contract manufacturing organizations both in Australia and overseas (for example, Bard Pharmaceuticals Limited, a UK based company within Mundipharma is one of our manufacturing suppliers of products). The supply chain is broadly divided into two areas – centrally planned products and locally planned products (central planning procures products on behalf of Mundipharma in consultation with the local entities, whereas local planning procures products for local requirements only).

The Company remains committed to never knowingly dealing with business partners, third parties or organizations connected to any kind of modern slavery or human trafficking. The Company will not tolerate any of these practices within its operations and supply chain and has implemented the necessary controls to identify modern slavery risks within its operations and the supply chain to support the Company’s ongoing modern slavery compliance and the meeting of its legislative reporting obligations. The Company’s ongoing focus remains the elimination of modern slavery risks within its business operations via the ongoing re-enforcement and monitoring of its due diligence processes and principles as well as the controls currently in place. The assessment of the effectiveness of the modern slavery controls within its business and operations falls within the Mundipharma Modern Slavery Policy and compliance framework currently being adopted.

Following on from the Company’s 2024 adoption of the due diligence initiatives and processes (the “Modern Slavery Prevention Policy” and the “Modern Slavery Questionnaire”), a Code of Conduct for Third Parties has also been adopted setting out our expectations of our third-party business partners across multiple areas including health and safety, human rights, modern slavery, human trafficking, child labour as well the sustainability of its operations. The “Modern Slavery Prevention Policy” promotes the ongoing and regular review of the modern slavery risks and mitigating actions, the ongoing assessment of modern slavery risks and the measurement of the effectiveness of the actions and controls currently in place (utilizing both qualitative and quantitative indicators). The effectiveness of the actions and controls in place are reviewed via the governance forums including the Mundipharma Environmental, Social & Governance (“**ESG**”) structures (the primary purpose of the ESG Steering Group is to oversee, identify principal risks and implement appropriate measures to effectively monitor, manage and drive patient centricity and sustainable operations within the Mundipharma business). Mundipharma is also in the process of implementing its “Mundipharma Modern Slavery Policy” which will further enhance the Company’s modern slavery measures and controls in place. The “Mundipharma Modern Slavery Policy” will lay the groundwork and provide the foundation for the implementation of the risk assessment tools and measures required to further increase the current monitoring of the effectiveness of the Company’s modern slavery controls (details of the “Mundipharma Modern Slavery Policy” will be included in the Mundipharma ESG Statement of Intent to be issued by the Mundipharma’s ESG Steering Group during 2026). The ESG Statement of Intent issued during 2025 confirms the Company’s and Mundipharma’s ongoing commitment to governance and ethical practice as well as social responsibility (the 2025 Statement of Intent is available here: <https://www.mundipharma.com/acting-integrity>)

Within the Company's operations and supply chain we are not currently aware of any areas which will lead to a breach of the Act. However, we remain committed to continually monitor our risks and to never knowingly deal with any organization connected to slavery or human trafficking.

Employment practices

The Company's employment practices are compliant with applicable employment and health and safety legislation. Furthermore, we continue to ensure that the employment agencies that we deal with are also fully compliant with the Act. Therefore, we are confident that there is no slavery or human trafficking taking place within our business.

Due diligence

The Company manages its modern slavery risks by, amongst others, having in place within its operations and supply chain a risk-based due diligence process (aimed at improving transparency on an ongoing basis). Our commitment (not to work or collaborate with any third-party business supplier or intermediary that we suspect is connected in any way with slavery or human trafficking) is demonstrated, by the Company's ongoing screening of suppliers and third-party organizations. It is critical to the business that prior to their engagement suppliers and third parties are assessed by our Quality Team and due diligence is undertaken through, amongst others, the completion of a questionnaire, a business justification review and, where appropriate, background checks of the third-party organizations and their key personnel (which may include site visits to review processes and procedures in place as appropriate). Assessments of third-party organizations may also include regulatory status checks, compliance with regulatory bodies as well as financial stability checks as considered appropriate. Further, our third-party business partners are also subject to Mundipharma's Third Party Risk Management process, which assesses a broader range of risks beyond quality, including areas such as ethics and compliance, anti-bribery and corruption and fraud. Mundipharma's ESG department also assesses the activities of the third party suppliers' in relation to supply chain emissions and supply chain related risks through the issuing of questionnaires, which include questions around the supplier's modern slavery policies and procedures (these processes are distinct from the quality-led due diligence and are designed to provide a comprehensive risk assessment).

Good Manufacturing Practices (GMP) Audit

The Company also conducts 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 which include amongst others, personnel and training processes, health, and safe working conditions and fair labour standard practices.

Policies, contract clauses and training

The Company recognizes 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 within our business and throughout our organization.

Mundipharma's policies include amongst others the Code of Conduct and the Anti-Bribery and Anti-Corruption Policy which all provide a foundation for acting with integrity for all our employees. We have our Speak Up guidance and a culture to encourage reporting of misconduct including the reporting of ethical concerns through our on-line reporting hotline.

The Company and Mundipharma do not tolerate any form of bullying, discrimination or harassment as outlined in our Preventing Harassment in the Workplace Policy and our Equal Employment Opportunity Policy.

In addition, the incorporation of modern slavery clauses within our supply agreements is ongoing. Further, our procurement agreements do incorporate the Code of Conduct for Third Parties.

The Board, senior management and senior leaders, including in the Supply Chain and Procurement functions, are aware of our modern slavery obligations and continue to build a diverse and inclusive culture in which human rights are respected and protected. Employees are encouraged to remain vigilant and to report any human rights concerns within our operations or the operations of the third-party business partners. Ongoing training is provided for the relevant team members, thus

ensuring that there is a high level of understanding of the risks surrounding modern slavery and human trafficking.

During 2025 no modern slavery incidents were reported or identified by the Company. The Company and Mundipharma will continue to monitor the modern slavery risks and assess the effectiveness of the controls implemented to date (via the Mundipharma risk assessment tools detailed previously), thus continually enhancing the Modern Slavery framework going forward. We acknowledge that there is more to be done in relation to preventing modern slavery and remain committed to continually enhancing our controls and risk assessment tools in place.

Effectiveness and Monitoring

The Company and Mundipharma will continue to raise awareness and monitor third-party supplier and intermediary relationships and continue to mitigate the risk of modern slavery.

This Statement has been reviewed and approved by the board of directors of the Company and is signed by a director of Mundipharma Pty Limited.

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Steven Van Den Bossche

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Steven Van den Bossche

Director of Mundipharma Pty Limited

Date: 26 June 2026