



# Human Rights Statement 2024

Covering Modern Slavery, Decent Work, Forced Labour and Child Labour



# About this statement

This is Haleon's Human Rights statement (the "Statement"). It provides an account of our approach to managing our human rights impacts and risks. This includes the steps we have taken to identify, prevent, cease, mitigate and remedy human rights risks including those relating to modern slavery, decent work, forced labour and child labour for the year ending 31 December 2024.

Haleon has active entities in 59 countries and our value chain reaches many more. Our approach to identifying, preventing, managing and mitigating our modern slavery, forced labour, child labour and other human rights risks is a holistic one. We seek to address these issues as part of our overarching human rights strategy, recognising the interconnectivity of our complex value chains. Haleon has policies and processes in place relating to human rights that cover both our own operations and those of our suppliers.

In line with our global approach to the management of human rights risks, we have chosen to prepare a single statement which reports on the approach we have taken to respecting and promoting human rights wherever we do business in the world and the actions we have taken in respect of human rights risks in 2024.

This Statement has been prepared to satisfy the reporting requirements set out in the following pieces of legislation:

- UK Modern Slavery Act 2015
- Modern Slavery Act 2018 (Cth) in Australia
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2022
- Norwegian Transparency Act 2022
- California Transparency in Supply Chains Act 2010
- Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2022<sup>1</sup>.

This Statement covers the structure, operations, supply chain and value chain of the following Haleon businesses:

- The relevant Haleon entities in the UK for the purposes of the UK Modern Slavery Act 2015 are Haleon plc, Haleon UK Services Limited, Haleon UK Trading Limited, Haleon UK Trading Services Limited and Haleon UK Export Limited.
- Haleon in Australia is comprised of Haleon Australia Pty Ltd.
- Haleon in Canada is comprised of Haleon Canada ULC/Haleon Canada SRI, and PF Consumer Healthcare Canada ULC/PF Soins De Santé SRI.
- Haleon in Norway is comprised of Haleon Norway AS.

- The relevant Haleon entities in the US for the purposes of the California Transparency in Supply Chains Act are Haleon US Inc., Haleon US Holdings LLC, and Haleon US LP.
- The relevant Haleon entity in Switzerland for the purposes of the Swiss Ordinance is Haleon CH SARL.

Haleon plc is the ultimate parent company of all the companies in the Haleon Group including those companies in Australia, Canada, Norway, the US and Switzerland, collectively referred to as "Haleon" for the purposes of this Statement. Unless otherwise stated, all the policies, processes, systems and activities described in this Statement apply equally to each of the above companies although each Haleon company is responsible for the implementation of the relevant policies, processes, systems and activities.

<sup>1</sup> This Statement only relates to child labour and does not include information about minerals and metals from conflict-affected areas.

# Approvals

## UK

In accordance with the UK Modern Slavery Act 2015, this Statement has been approved by the Board of Directors of Haleon plc, for and on behalf of Haleon plc, Haleon UK Services Limited, Haleon UK Trading Limited, Haleon UK Trading Services Limited and Haleon UK Export Limited.

Signed by  
**Brian McNamara**  
CEO of Haleon plc  
29 April 2025

## Australia

In accordance with the Modern Slavery Act 2018 (Cth), this Statement was approved by the Directors of Haleon Australia on 1 May 2025 and signed by Anish Patel in his role as the General Manager and a Director of Haleon Australia Pty Ltd on 1 May 2025.

Signed by  
**Anish Patel**  
General Manager and  
Director of Haleon  
Australia Pty Ltd  
1 May 2025

## Canada

In accordance with the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2022, the Statement has been approved by the Board of Directors of Haleon Canada ULC/Haleon Canada SRI signed by Christine Jakovcic and by the Board of Directors of PF Consumer Healthcare Canada ULC/PF Soins De Santé SRI, and signed by Christine Jakovcic.

Signed by



**Christine Jakovcic**  
On behalf of Haleon  
Canada ULC/Haleon Canada SRI  
7 May 2025

**Christine Jakovcic**  
On behalf of PF Consumer  
Healthcare Canada ULC/PF Soins  
De Santé SRI  
7 May 2025

## Norway

In accordance with the Norwegian Transparency Act, this Statement has been approved by the Board of Directors of Haleon Norway AS and signed by Georgii Vysots'ki and by Signe Kullman, the General Manager of Haleon Norway AS.

Signed by



**Signe Kullman**  
General Manager and Board Member  
of Haleon Norway AS  
9 May 2025

Signed by



**Georgii Vysots'ki**  
Finance Business Partner  
9 May 2025

## Switzerland

In accordance with the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour 2022, this Statement has been approved by the Board of Directors of Haleon CH SARL and signed by Marianne Lysser, Senior Counsel, and Aurélien Uldry, Senior Finance Partner on 29 April 2025.

Signed by  
**Marianne Lysser**, Senior Counsel and  
**Aurélien Uldry**  
Senior Finance Partner  
29 April 2025

# 1. Introduction

Haleon is a world-leading consumer health company – our purpose is to deliver better everyday health with humanity.

We are committed to respecting and promoting human rights – from employees to suppliers and business partners, working collaboratively with stakeholders to embed these values in our activities and value chain.

Our human rights approach centres on our commitment to upholding the Universal Declaration of Human Rights, the International Bill of Rights and the core labour standards set by the International Labour Organization (ILO), including the ILO’s Declaration on the Fundamental Principles and Rights at Work.

We also respect internationally recognised human rights standards, such as the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-operation and Development’s Guidelines for Multinational Enterprises (the OECD Guidelines), and obligations set out in national and international legislation where it applies.

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## 2. Our business structure, operations and supply chains

Haleon is renowned for brands trusted by millions of consumers worldwide. Our product portfolio is extensive, covering five major categories: Oral Health, Pain Relief, Respiratory Health, Digestive Health and Other, and Vitamins, Minerals and Supplements.

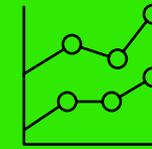
Our turnover reached £11.2 billion in 2024, with a dedicated workforce of over 24,000 employees as of December 2024.

Our commercial operations and research and development centres span the globe, supported by a manufacturing network that includes 24 of our own sites (refer to the map on the next page). Additionally, we source products through a network of third-party manufacturing suppliers worldwide. As of December 2024, we worked with approximately 17,000 third-party tier 1 suppliers, which included around 2,000 suppliers of goods and services directly related to our product manufacturing, such as raw materials and packaging. Additionally, there were approximately 15,000 suppliers of other ancillary goods and services such as consultancy, marketing and logistics.

More detailed information about our business can be found in our [2024 Annual Report and Form 20-F](#).



**24,000**  
employees globally



**£11.2 bn**  
turnover in 2024

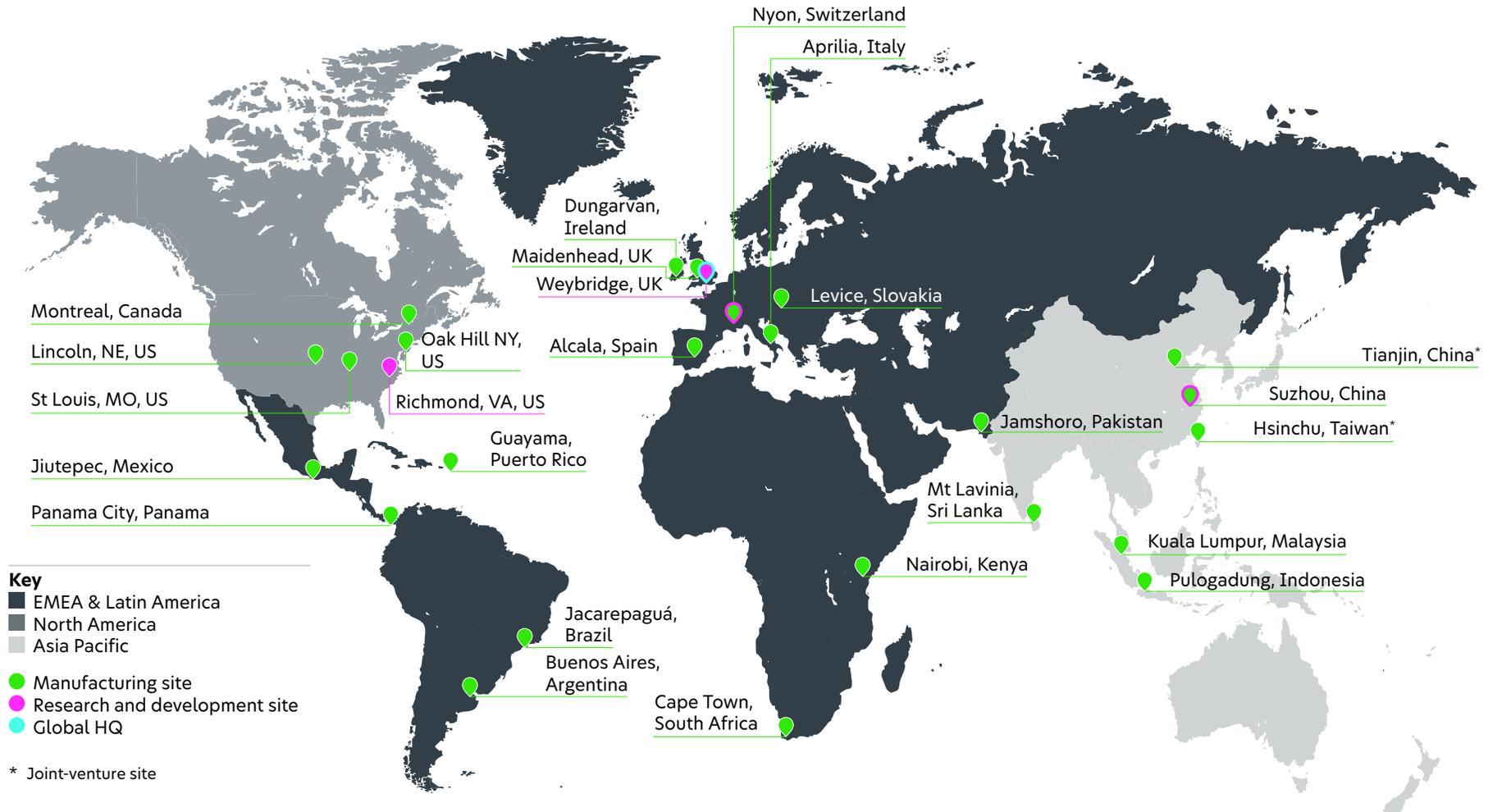


**17,000**  
suppliers globally



**24**  
owned manufacturing sites

# 2. Our business structure, operations and supply chains continued



## 3. Our policies

We have several Group-wide policies to manage our human rights impacts. Our policies are regularly reviewed and updated, with input from internal and external stakeholders. Each Haleon business is responsible for compliance with our relevant policies regarding human rights impacts.

### Human Rights Policy

Our Human Rights Policy outlines the commitment of Haleon businesses to respecting and supporting human rights and decent working conditions. It sets clear expectations for our own business operations and those of our suppliers and other business partners. It specifically outlines our commitment to following the UNGPs, the OECD Guidelines, the core ILO labour standards and child labour conventions.

In 2024, we updated our Human Rights Policy to strengthen our due diligence requirements around child labour and child rights.

### Code of Conduct

Our Code of Conduct (Code), which is approved by the Board, details the 19 ethical principles which underpin our standards and shape our culture, including human rights requirements such as our commitment to no forced labour. Available in 17 languages, it applies to all employees, third-party temporary workers and contractors, regardless of role or seniority. Suppliers, distributors, agents and consultants are also expected to comply with many of the principles of our Code.

### Supplier Code of Conduct

We have a specific Supplier Code of Conduct (Supplier Code) which establishes the minimum standards that should be met by any entity that supplies products or services to a company within the Haleon Group. It includes (among other things) minimum standards on child labour; modern slavery; human trafficking and forced labour; wages and remuneration; freedom of association and collective bargaining; fair treatment and no discrimination; and working hours.

### Speak Up

Our Speak Up grievance mechanism allows anyone, whether working for Haleon or not, to report possible breaches of law or policy, including of our Human Rights Policy or our Supplier Code of Conduct, or to raise any other concerns around human rights abuses. The reporting channels are provided by an independent third-party and are multilingual and publicly available. For more details of how this mechanism works, please see page 10.

# 4. Governance

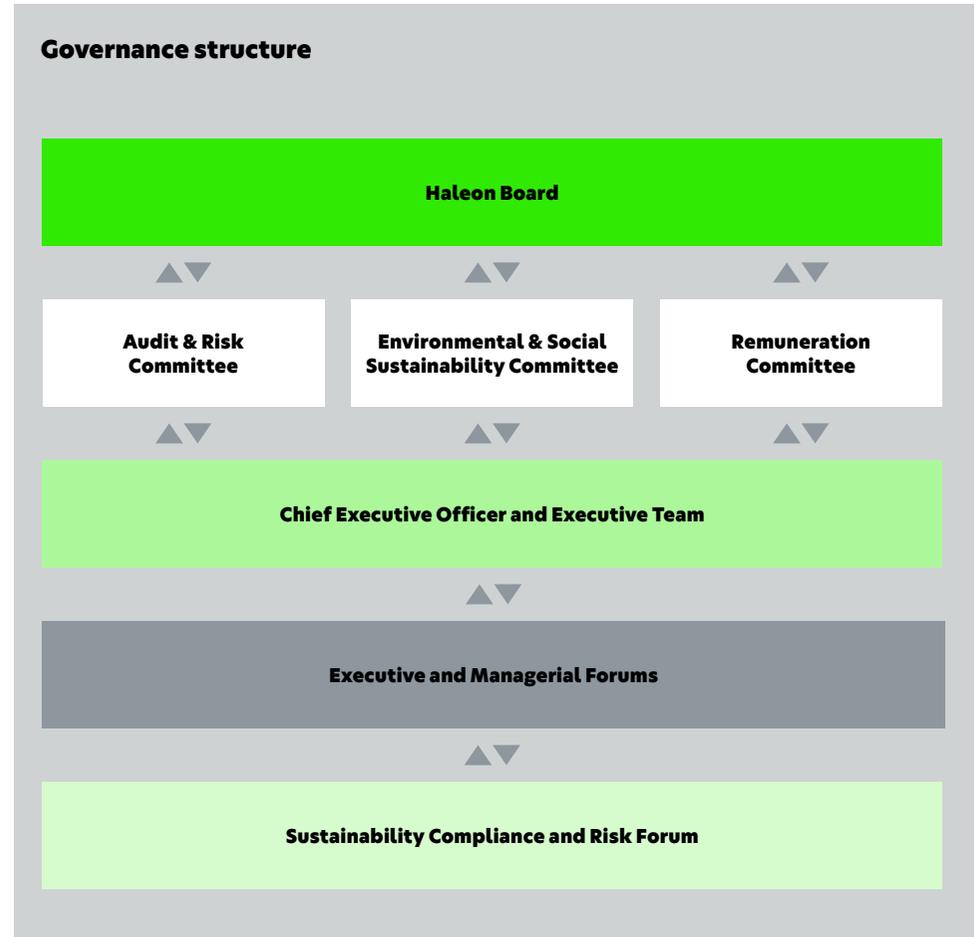
## Our governance committees support the embedding of human rights across Haleon.

Our Board receives an annual report on human rights. This includes a summary of actions being taken by companies across the Group to manage human rights risks, including the risks of modern slavery, forced labour and child labour in our business operations, supply chain and wider value chain. The Environmental & Social Sustainability Committee, a subcommittee of our Board, provides additional oversight on the human rights risks across the business.

The Human Rights Steering Committee met bi-annually in 2024. The Committee is chaired by the Vice President of Sustainability and includes members of the Executive Team. The Committee oversees the human rights strategy and action plan and facilitates monitoring of human rights performance.

In 2024, our cross-functional Human Rights Working Group, comprising of members from Human Resources, Legal, Procurement, Quality Supply Chain, Sustainability, and Environmental Health and Safety teams, convened quarterly. The working group is responsible for Haleon's human rights action plan and disseminating knowledge about human rights across functions and manufacturing sites (with ultimate responsibility for implementing the plan sitting with those functions and sites).

For further information on risk and governance, see pages 8 and 9 of [Haleon's 2024 Responsible Business Report](#).



# 5. Our due diligence

The approach Haleon businesses take to due diligence and managing the risk of adverse human rights impacts (including modern slavery, forced labour and child labour) forms part of our broader efforts to respect and promote human rights. Our approach follows the UNGPs and OECD Guidelines and their guidance on human rights due diligence.

Human rights due diligence is an ongoing process that requires continuous adaption and improvement to address evolving risks effectively. In 2024, we worked with internal experts and external consultants to review and update our approach.

## Risk assessment

Risk assessment is a critical tool for identifying the highest human rights risks (including modern slavery, forced labour and child labour) within our supply chain and own operations. We adopt a two-tier approach to risk assessment, comprising of a saliency assessment conducted every three to five years to establish a longer-term view and actions to address priority risks, alongside an annual risk assessment to identify emerging risks that may arise within the year. Together, these assessments help us to proactively manage human rights risks both in the short and long term.

## Saliency assessment

In 2024, the results of our first saliency risk assessment of our value chain were finalised and published on the human rights page of the Haleon website. This process prioritised human rights risks by considering the severity of potential impacts and the likelihood of their occurrence across our operations, business relationships and supply chains. By pinpointing our most critical issues, Haleon businesses can more effectively direct and prioritise their efforts in these key areas.

Our main areas for action include:



We are also addressing risks related to:



The value chain assessment included interviews with internal stakeholders and external organisations, a review of key industry and regional risks, and an evaluation of current mitigation measures. Each issue was assessed in line with the UNGPs, the International Bill of Human Rights, the OECD Guidelines, and ILO Conventions. External partners and subject-matter experts further validated this evaluation.

## Annual risk assessment

In 2024, we conducted our annual human rights risk assessment to understand and document where current and emerging human rights risks exist, as well as highlighting mitigation efforts and gaps. This process involved engaging with internal stakeholders across the business, including those from Procurement, Quality Supply Chain, Human Resources, Research & Development, Environmental Health and Safety, Legal and Compliance departments. The assessment included a country and business activity risk evaluation to identify risks impacting people (including vulnerable populations such as migrant workers, external workforce, women, and children) through Haleon's operations, supply chains, business relationships, and product use.

The results were consistent with our previous assessments, with no new risk areas emerging. Based on this, in 2025, we will continue to prioritise our ongoing due diligence activities, focusing on third-party service workers at our sites, labour providers for temporary and lower-skilled workforce, raw material supply chains and other high-risk supply chains.

## 5. Our due diligence continued

### Addressing and managing risks Haleon own operations

Based on Haleon businesses' due diligence and risk assessments, we consider the directly employed workforce at Haleon businesses to have a low risk of adverse human rights impacts, including instances of modern slavery, forced labour and child labour. The exposure to these risks increases when businesses engage with third parties on their sites, particularly in categories such as facilities management, construction, logistics (transportation and warehousing) and labour provision.

In 2024, Haleon businesses continued to implement elements of Haleon's labour provider action plan, developed in response to a 2023 assessment of our third-party labour provision. This plan includes more stringent screening of labour suppliers, increased due diligence in high-risk regions, stronger contractual obligations on suppliers, and ongoing monitoring of sites and third-party workforce. We will continue to engage relevant internal stakeholders with guidance on human rights risks related to third-party labour and provide an accompanying tailored training programme in 2025.

Additionally, Sedex Members Ethical Trade Audits (SMETA) were conducted at a select number of our manufacturing sites. The audits identified strong practices, such as exceptional health and safety training and access for all workers to on-site healthcare by qualified doctors. They also identified some areas for improvement, including monitoring of third-party working hours and record keeping, and the

businesses have put in place corrective action plans to enable timely resolution of identified improvement areas.

### Our supply chain - Third-Party Risk Management

Through our Human Rights Policy and Supplier Code of Conduct, each Haleon business expects its suppliers to comply with all relevant laws and regulations including those relating to modern slavery, child labour or forced labour, and to cascade our Supplier Code of Conduct standards to their suppliers. In 2024, we strengthened our human rights contract clauses for our higher-risk suppliers, including adding stronger child labour and child rights requirements.

Our third-party risk management (TPRM) process seeks to proactively assess risks across our supply chain. As part of this process, risk assessments are carried out to identify human rights risks when engaging new suppliers and other partners.

Sedex is used for initial assessments, and we use audits such as Pharmaceutical Supply Chain Initiative (PSCI) audits and Sedex's SMETA audits for on-site detailed investigations to assess human rights risks.

In 2024, we continued to move our network of tier 1 suppliers (i.e. suppliers who supply directly to us) onto the Sedex platform, prioritising those suppliers where there are the greatest inherent human rights risks, based on activity type. We will continue our efforts in 2025 to engage with our suppliers via Sedex.

### Our supply chain - child labour

We remain committed to conducting targeted due diligence in areas where there is an elevated risk of child labour. In 2023, we developed our Child Labour Action Plan aiming to minimise related risks. Some elements of the action plan include ensuring child labour considerations are fully embedded in our policies, providing child labour training to relevant teams, and ensuring each business is equipped to respond quickly to identify issues in the best interests of children.

In 2024, we collaborated with external child rights industry experts to strengthen our policies, processes and supplier contract clauses. Additionally, we developed child labour remediation and escalation guidance for suppliers to provide industry-standard approaches if child labour were to occur within their value chain. In 2025, our businesses will be rolling out the guidance and conducting targeted child labour training for employees engaging with high-risk supplier categories and launching an e-learning module, to be available to all employees.

### Our supply chain - raw materials

To manage the human rights and environmental risks in raw material supply chains, our businesses have adopted a sustainable sourcing strategy. We have prioritised a number of key material supply chains, including palm, paper and mint.

Since 2022, we have focused on our mint supply chain as an area of potential human rights risk given that mint originates from small farms in India. It is recognised that human rights abuses

such as child labour, forced labour, poor working conditions and gender inequality are persistent risks in many agricultural supply chains in high-risk locations such as India.

In light of the risks around the highly complex and multilayered mint supply chain, we launched our Healthy Mint Supply Chain Programme in 2023. Since then, we have engaged with our mint supply chain by developing projects with our suppliers and non-governmental organisations (NGOs), working within mint farming communities in India. The aim of the programme is to uphold health and safety standards in mint-farming, improve farmers' livelihoods and support the health of people working in mint-growing communities, whilst reducing the environmental impact of mint production.

As of 31 December 2024, over 7,000 farmers had been onboarded to the programme in India. The programme is already delivering benefits to farmers and communities through the projects and interventions led by our tier 1 suppliers, with Haleon's support. These include an increase in average per acre yield of mint production (which should lead to improved income for farmers), decrease in water usage, the creation of over 80 nutritional gardens, and over 1,000 beneficiaries receiving support to access social welfare, pension and insurance schemes. Key human rights elements of the programme include training for suppliers further down the supply chain and mint farmers on topics such as worker rights, distillation health and safety, and child labour.

## 5. Our due diligence continued

In addition, since 2019, we have been a member of Action for Sustainable Derivatives (ASD), a collaborative initiative bringing together companies to tackle environmental and social supply chain issues around palm oil derivatives.

Through our ASD membership, we also support the ASD Respect in Palm programme. This programme includes initiatives to prevent and address gender-based violence and sexual harassment in palm oil concessions in Indonesia. The initial pilot phase concluded in 2024, and post-programme evaluation indicated increased awareness and understanding of gender issues and changes to workplace behaviour. In 2025, we will continue to support the next phase of the ASD Respect in Palm programme which will provide resources and additional training on gender-based violence risks.

Haleon businesses continue to aim to ensure that our agricultural and forestry-derived materials are supplied from sources where human rights risks are minimised, by expecting our suppliers to supply agricultural materials with leading sustainable-sourcing certifications where available. Such standards include the requirement to respect and uphold human rights as part of the certification process and standard. The standards include the RSPO Mass Balance certification for palm oil derivatives, Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) for sustainably sourced paper and board.

### Our supply chain traceability

Haleon businesses continue to maintain records of the identity and location of our tier 1 suppliers, which include our third-party manufacturers, raw material and packaging suppliers to our manufacturing sites, logistics, labour providers and corporate services suppliers.

Beyond tier 1, our businesses have continued to focus our traceability efforts upon our high risk raw material supply chains which include materials derived from timber, corn or wheat and palm oil.

Looking ahead to 2025, we aim to improve our level of traceability for our highest-risk supply chains beyond tier 1. In addition, we have become a member of the Action for Responsible Timber Sourcing which aims to deliver supply chain traceability to the level of forest plantations.

### Grievance mechanism

Our 'Speak Up' grievance mechanism is available to all Haleon employees, as well as contractors, suppliers, workers in our supply chains, communities where we operate and anyone outside of our business who has a concern or sees something that is not in line with our policies, our standards or the law. We also expect our suppliers to provide a grievance mechanism for their workers to raise occupational concerns. Concerns can be reported via our Speak Up mechanism through the following channels: telephone, web portal, email or mail. These channels are hosted independently of Haleon and are available globally in multiple languages. Links for these channels can be found [here](#).

When we receive a concern through Speak Up, we apply our investigative principles of humanity, confidentiality, proportionality and safeguarding to the matter raised. The cases are assessed promptly by the Incident Classification group, which is comprised of members of the Global Investigation, Human Resources and other stakeholder teams in relevant locations as needed. Once we have established the facts (including by working with third parties, such as suppliers, if appropriate), we ensure that the concern is addressed in an appropriate way. At the end of the process, we give feedback to the person who reported the concern, even if we are unable to share the outcome in detail for confidentiality reasons.

For relevant Speak Up cases, we use our Human Rights Incident Response and Communications Plan alongside Haleon's investigation processes to ensure a rights-centred approach to managing incidents within the business.

In 2024, 1,059 new cases were logged in our case management system, including concerns raised via Speak Up channels. We responded to two Speak Up reports regarding labour practices in our supply chain. Internal and external experts conducted both desktop and onsite assessments, including worker interviews. Although the concerns in both cases were found to be unsubstantiated, the relevant businesses continue to engage with the suppliers on human rights, including providing capability building. As of December 31, 2024, there were no confirmed cases of modern slavery, forced labour or child labour reported to us via our Speak Up channels.

### Remediation

Remedy is a critical step in our due diligence process. If we find, via our due diligence, an adverse human rights impact, including modern slavery, child labour or forced labour, the relevant Haleon business will seek to use its leverage and influence to cease the harm, prevent it from happening again, and mitigate the impact. Where it is considered that our ability to influence remediation is relatively low, we adopt a collaborative approach, working with industry bodies to amplify our leverage.

The mint supply chain is complex and multilayered. As Haleon does not have direct traceability to the farm, we engage with our key mint suppliers and local NGOs in India as part of our Healthy Mint Supply Chain Programme to support smallholder mint farmers and their families working in mint-farming communities.

As with many smallholder agricultural communities, there is a risk of children being involved in family farm activities. We, therefore, work with our Healthy Mint Supply Chain Programme suppliers, partners, and independent child rights experts to mitigate this risk. This initiative aims to address the root causes of child labour and reduce risks to children living in mint-farming communities.

## 6. Training, awareness and collaboration

Human rights training and awareness is essential for building the capacity and capability of our internal teams and high-risk suppliers to understand and respond to human rights issues.

### Internal training

All employees and third-party workers are provided with mandatory training on our Code of Conduct, which includes information on human rights and how to report concerns via Speak Up.

In 2024, we updated our new employee onboarding programme to include an overview of human rights topics. New joiners are provided with our Human Rights Policy, access to human rights training and other relevant resources as part of their induction.

Our human rights e-learning module, available in 16 languages, is accessible to all employees and third-party temporary workers. This course helps participants understand how their roles contribute to Haleon's commitment to respecting human rights. In 2024, we conducted targeted roll-outs to key functions, including human resources, legal, procurement and corporate affairs. The recorded training completion rate by employees and third-party temporary workers in the targeted roll-out was 89%.

As part of our efforts to build human rights knowledge across various functions, we provided bespoke human rights training to our global procurement team. This training highlighted the crucial role of procurement in promoting and safeguarding human rights throughout our value chain. Accessible to all members of global procurement, the training covered how procurement practices impact human rights, outlined actionable steps to prevent and mitigate risks and impacts, and emphasised the principles of responsible procurement.

### Supplier training

As part of our ongoing supplier engagement on human rights, a virtual workshop session was held for select suppliers and third-party manufacturers in the India subcontinent. The workshop was led by external human rights experts and Haleon's procurement sustainability and human rights teams.

The workshop's objectives were to help suppliers understand Haleon's human rights standards, learn about local and global due diligence requirements, and implement effective grievance mechanisms.

The interactive format allowed participants to share experiences, challenges, and best practices, fostering collaboration. By building relationships through peer-to-peer exchanges, the training provided a positive and confidential environment for suppliers to engage, learn, and enhance their capabilities in human rights due diligence.

Following the workshop, participants were provided with practical implementation guidance resources and support.

### Partnerships and collaboration

We collaborate with industry groups, expert organisations and multi stakeholder initiatives to support our approach to human rights due diligence and enhance our ability to positively influence and address systemic issues at scale. Our key partnerships include the UN Global Compact, Sedex, the Pharmaceutical Supply Chain Initiative (PSCI), Slave Free Alliance, AIM Progress and the Consumer Goods Forum Human Rights Coalition. In 2024, we also joined Business for Social Responsibility (BSR).

In recognition of our commitment to ensuring decent working conditions in our own operations, we became a Living Wage Employer in the UK in 2022, accredited by the Living Wage Foundation. We were reaccredited in 2024.

# 7. Measuring the effectiveness of our actions

We work to continually assess and improve the effectiveness of our actions to identify, prevent and mitigate relevant human rights risks across our operations and supply chain.

Key measures we used to assess our approach in 2024 included tracking:

- Percentage of employees who have completed the mandatory annual Code of Conduct training, which includes our human rights commitment and Speak Up process.
- Percentage of employees who completed targeted training on human rights and modern slavery.
- Number of suppliers screened for human rights issues (including modern slavery, forced labour and child labour.)
- Total number of relevant Speak Up cases and actions taken.

In 2025, we will continue to strengthen our internal and supply chain key performance indicators and metrics to track the implementation of our initiatives and their results.

## Communicating our impacts

Haleon communicates its work on human rights in several ways:

- Legally mandated reports such as this Statement.
- Summary information in our 2024 Annual Report and Form 20 F on page 21.
- Information in our 2024 Responsible Business Report on pages 46 and 47.
- Information on our website in our wider ESG 'Our Impact' pages and in our ESG Reporting Hub found [here](#).

## Right to information

The Norwegian Transparency Act entitles third parties to request information from Haleon Norway AS (Haleon Norway) concerning how it addresses actual and potential adverse impacts on fundamental human rights and decent working conditions that Haleon Norway has either caused or contributed to, or that are directly linked with Haleon Norway's operations or products via its supply chain or business partners.

To support these written requests, we have set up a dedicated email address: [human.rights@haleon.com](mailto:human.rights@haleon.com)

# Annex.

## Further details of specific Haleon businesses

### Haleon in Norway

(For the purposes of the Norwegian Transparency Act)

Haleon's activity in Norway is operated by Haleon Norway AS (Haleon Norway) and is focused on sales and distribution of our products. Haleon Norway has a network of suppliers, distributors and customers across Norway to enable its products to be available in pharmacies, mass market stores and online retailers throughout the country.

Haleon Norway offers a range of products for various health needs to consumers in Norway, including pain relief (Panodil, Voltarol), cough and cold (Otrivin), digestive health (Idoform, Pursennid), wellness (Nicotinell), oral health care (Sensodyne, parodontax, Corega, Biotene), and skin care (Zovirax).

The products sold by Haleon Norway are manufactured by Haleon's own global network of manufacturing factories as well as by some third-party manufacturing organisations (CMOs). 112 different product stock keeping units were sold by Haleon Norway during 2024, and these were manufactured by five Haleon factories based in Switzerland, Italy, Slovakia, UK and Ireland, and 12 CMOs based in Belgium, Denmark, Germany (2), Italy, Spain, Greece (2), France (2), United Kingdom and Switzerland. Haleon Norway also uses one logistics supplier, headquartered in Denmark.

### Haleon in Canada

(For the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2022)

Haleon's activity in Canada is operated by Haleon Canada ULC/ Haleon Canada SRI (Haleon Canada) and PF Consumer Healthcare Canada ULC/PF Soins De Santé SRI (PF Consumer Healthcare.)

Haleon Canada's activity is focused on sales and distribution of our products and it has a network of suppliers, distributors and customers across Canada to enable its products to be available in pharmacies, supermarkets and online retailers throughout the country.

In addition to the above, PF Consumer Healthcare owns a manufacturing facility located in Saint Laurent, Quebec, which manufactures Haleon products for local Canadian sales/ consumption as well as for export to the United States and internationally.

Haleon Canada offers a range of products for various health needs, including pain relief (Advil, Voltaren), cough and cold (Advil cold products, Otrivin), digestive health (Tums), wellness (Centrum) and oral health care (Sensodyne, Polident, Aquafresh).

The products sold by Haleon Canada are manufactured by Haleon's own global network of manufacturing factories as well as by some third-party manufacturing organisations (CMOs). 416 different product stock keeping units were sold by Haleon Canada during 2024, and these were manufactured by eight Haleon factories based in Canada, US, Slovakia, South Africa, Switzerland, England and Ireland, and 30 CMOs based in Canada, US, Switzerland, France, UK, India, Korea Germany. Haleon Canada also used one logistics supplier, headquartered in Vaughan, Ontario.

### Haleon in Australia

(For the purposes of the Australian Modern Slavery Act 2018 Cth)

This statement was prepared in consultation with a wide range of functions and regions within Haleon, including Haleon Australia, which was consulted in the development of this statement prior to publication. It was approved by the Haleon Australia Directors on 1 May 2025.

Haleon's activity in Australia is operated by Haleon Australia Pty Ltd (Haleon Australia) and is focused on sales and distribution of our products. It has a network of suppliers, distributors and customers across Australia to ensure its products are available in pharmacies, supermarkets and online retailers throughout the country.

Haleon Australia offers a range of products for various health needs to consumers in Australia, including pain relief (Panadol, Advil and Voltaren), oral health care (Sensodyne) and wellness (Centrum).

The products sold by Haleon Australia are manufactured by Haleon's own global network of manufacturing factories (10) as well as by some third-party manufacturing organisations (CMOs) which are local (four) and internationally based (30). Haleon Australia uses one logistics supplier, based in Sydney.



**Haleon plc**

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