

Modern Slavery Statement 2023

MUNDIPHARMA PTY LIMITED, AUSTRALIA
Reporting period: 1 Jan 2022 to 31 Dec 2022



Introduction

This statement on modern slavery (“Statement”) is made pursuant to the *Modern Slavery Act 2018* (Cth) (“Act”). The reporting entity covered by this Statement is **Mundipharma Pty Limited** (“Mundipharma”).

This Statement refers to the financial year ending 31 December 2022 and describes the risks of modern slavery in our business and the current steps we have 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 2022 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 including active pharmaceutical ingredients, packaging, etc. 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 for local requirements only. Mundipharma has relationships with various contract manufacturing organisations both in Australia and overseas to fulfil procurement requirements.

We do not believe our risk in our supply chain has changed since our previous Statement for the financial year ending 31 December 2021. We are not aware of any areas in our

operations likely to lead to a breach of the Act. However, we remain committed 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 ensure that the employment agencies that we deal with are also fully compliant with the Act.

Due diligence

We aim not to work with any third party supplier or intermediary that we suspect is connected in any way with slavery or human trafficking. We have in place a risk-based due diligence procedure that assesses the third party through completion of a questionnaire, business justification review and where appropriate, background checks on the third party organisations and key personnel.

Due diligence is also undertaken on all suppliers assessed by our Quality Team as critical to the business before engaging them as a supplier. The due diligence 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.

Policies, contract clauses and training

Mundipharma recognises that an important component of managing and mitigating modern slavery risks in our operations is to raise awareness of modern slavery and ensure 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 of acting with integrity for all employees. We have a Whistleblower Protection Policy and a culture to encourage reporting of misconduct including 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 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 in order to mitigate the risk of modern slavery. We acknowledge that there is more to be done in relation to preventing modern slavery and is committed to enhancing its 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 below.

A handwritten signature in blue ink, appearing to read 'Steven Van den Bossche', with a long horizontal stroke extending to the right.

Steven Van den Bossche

Director of Mundipharma Pty Ltd

Date: 30 June 2023