

Modern Slavery Statement. 2025.

About this Statement.

This Statement is made in accordance with the requirements of the:

- a) Australian *Modern Slavery Act 2018* (Cth), on behalf of **Opella Healthcare Australia Pty Ltd**¹, operating and carrying on business within Australia ("Opella Australia")².
- b) United Kingdom *Modern Slavery Act 2015*, on behalf of **Opella Healthcare UK Ltd**, operating and carrying on business within the United Kingdom ("Opella UK").

In alignment with our global human rights risk management framework, we have adopted a unified Statement underscoring our commitment to respecting and advancing human rights across all regions where we operate. Given the consistency of our governance, processes, and due-diligence activities across jurisdictions (including Australia and the UK), this Statement details our Group-level actions from January 1, 2025, through December 31, 2025, to identify and address modern slavery risks.

Unless expressly stated otherwise, references to 'we,' 'us,' 'our,' 'Opella' refer to the Opella group of companies as a whole, including the reporting entities listed above and their owned and controlled entities.

Throughout this document, references to 'human rights' encompass modern slavery and all other relevant internationally recognized human rights principles, unless otherwise specified or implied by the context.

¹The Australian entity changed its name from Sanofi-Aventis Healthcare Pty Ltd to Opella Healthcare Australia Pty Ltd after the reporting period. This Statement is submitted under the new name.

²No consultation was required between reporting entities to meet the Australian Modern Slavery Act 2018 requirements, as there is only one Australian reporting entity covered by this Statement. The Australian reporting entity also does not own or control any other entities that are not reporting entities. More broadly, this Statement was developed by Opella's Global Sustainability Team in consultation with relevant business units, including those within Opella's Australian and UK operations.

Introduction

The concept of human rights is as simple as it is powerful: everyone deserves to be treated with dignity and equality. As businesses rely on people, they may affect the human rights of their employees and contractors, workers in the value chain, surrounding communities, and end-users of their products or services.

At Opella, our mission is to make self-care as simple as it should be. We recognize our activities may impact the human rights of stakeholders across our entire value chain and have a duty to act responsibly. We take this responsibility seriously—not just because it is the right thing to do, but because we want to lead by example.

We are committed to respecting human rights in line with internationally recognized standards³, including the right to freedom from slavery.

2025 marked the beginning of Opella's journey as an independent company, following its separation from the Sanofi group, and the formalization and foundation-building of its human rights program. As a result, this is Opella's first Statement to explain its work to manage modern slavery risks, as well as future plans.

I. Our business structure, operations and supply chain.

Our structure and operations.

Opella is headquartered in Paris, France. Opella employs around 11,000 passionate and talented people globally, has direct operations in 38 countries, and provides trusted health solutions to consumers in over 140 countries. Opella ranks 3rd in over-the-counter (OTC) medicines and vitamins, minerals, and supplements (VMS)⁴ with annual net sales of €5,1 billion. It is the 1st consumer healthcare company to achieve global B Corp Certification⁵.

Opella has commercial operations in both the UK and Australia, with the latter also being the location of one of our manufacturing sites. Opella UK employs over 55 personnel at its Reading site, carrying out functions encompassing marketing, science, quality and supply. Opella Australia employs over 300 personnel across its Brisbane and Sydney sites, carrying out functions encompassing marketing, science, engineering, research and development, quality control, manufacturing and supply.

Our product portfolio.

Opella has ~100 brands that customers and consumers love. 15 of our most-loved brands are: Allegra, Enterogermina, Doliprane, Magne B6, EVE, DulcoLax, Essentielle, Qunol, IcyHot, Cenovis, Buscopan No Spa, Mucosolvan/Bisolvon, Pharmaton, Dorflex and Novalgina. Our product portfolio is made up of 44% of seasonal symptoms and pain relief, 48% of wellness and 8% of other health needs⁶.

Our supply chain.

Our Australian and UK reporting entities covered by this Statement share Opella's global supply chain and centralized purchasing structure, organized by category of purchase.

³ Includes the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights (ICESCR), the International Labor Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work¹, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

⁴ Group data and analysis based on market studies conducted by third parties, including the Nicholas Hall, DB6 2024TM CHC benchmark study.

⁵ As of April 17, 2025.

⁶ For additional details, please refer to our website: [Our Brands | Opella](#).

Our procurement categories include raw materials, packaging, finished or semi-finished goods, packaging, CapEx & maintenance, marketing & sales and indirect purchases. In 2025, we worked with around 7,500 global direct suppliers, of which approximately 800 are raw materials and packaging suppliers.

II. Our Governance & Policies.

Governance structure.

Accountability for our human rights due diligence management sits with the Chief Sustainability Officer (CSO), who reports directly to the Chief Executive Officer (CEO). The quarterly Sustainability Steering Committee is tasked with oversight and governance of this work. It is chaired by the CSO and composed of five additional Executive Committee members from the following functions: Finance, Growth Hub, Science Hub, Manufacturing & Supply and a Regional Head. A notable example of their oversight includes the validation of Opella's 5-year human rights roadmap, which encompasses actions to manage modern slavery risks.

By way of the Audit & Risk Committee, the Board receives at least one comprehensive annual update on sustainability, including human rights.

The Global Sustainability team is responsible for the effective implementation of Opella's human rights commitments and due diligence, collaborating regularly with expert teams at corporate and local levels (including in the UK and Australia), such as Procurement, People & Culture, Health, Safety and Environment (HSE), Legal, Ethics and Business Integrity (EBI), Pharmacovigilance and Enterprise Risk Management. The Global Sustainability team conducts ongoing human rights assessments and develops continuous improvement plans across human rights and its due diligence activities.

Policies.

Our approach to addressing human rights risks is outlined in our global policies and standards, which cover UK and Australian entities:

- Our [Global Human Rights Policy](#) articulates our company-wide commitment to respecting human rights and complying with international standards, such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines and the core ILO labor standards and child labor conventions.
- Our [Code of Conduct](#) demonstrates our high standards of ethical conduct and the company's commitment to key topics, including those related to human rights. It specifically states that, at Opella, we do not accept any form of forced labor, including slavery, bonded labor, human trafficking and the use of child labor under any circumstances. Available in 16 languages, it applies to all employees, contingency workers and contractors.
- Our [Whistleblowing Standard](#) outlines the principles and requirements that govern our whistleblowing process (see more details on the Speak Up Helpline section "*Grievance mechanism & remediation*").
- Our [Supplier Code of Conduct](#) establishes mandatory human rights expectations for all suppliers and business partners, as a prerequisite for any new business relationship with Opella. It clearly prohibits child labor, forced labor, violence and harm, discrimination, and violations related to working hours, wages and benefits and freedom of association.
- Our [Procurement Policy](#) includes the sustainability standards we set for ourselves and guide our organization throughout the procurement process. They ensure that the goods and services we source align with our commitment to strong sustainability performance, respect for human rights, and responsible business practices.

Opella publishes an annual Sustainability Report, available on [Opella website](#), that outlines its approach to managing impacts and risks associated with its workforce and with workers throughout its value chain.

III. Identifying modern slavery risks.

Our due diligence approach to managing modern slavery and wider human rights risks follows the UNGPs and OECD guidelines.

Identifying and assessing our human rights risks is the first step in preventing harm and prioritizing action across our operations and value chain.

Saliency assessment.

The foundation for our human rights due diligence is our salient human rights risk assessment, which identifies the most significant human rights risks across Opella and its business activities and relationships. Opella's first saliency assessment was conducted in 2024 by the Global Sustainability team with the support of external human rights experts. We conducted interviews with key internal functions such as Procurement, People and Culture (Human Resources), HSE, Science, Public Affairs, Legal, Ethics, and Enterprise Risk Management, as well as with key external stakeholder categories including suppliers, industry associations, trade unions, and investors.

Through a UNGP-based assessment of severity and likelihood (including geographic factors), we identified five salient human rights issues:

- Worker labor rights.
- Worker health and safety.
- Trial participant and consumer-patient health and safety.
- Privacy.
- Clean, healthy and sustainable environment.

These salient issues are relevant across our global business activities and relationships, including in relation to Australia and the United Kingdom. We found that modern slavery risks are higher among our suppliers, contractors and downstream workers than within our own workforce, where stronger safeguards already exist and we have a high level of visibility of working conditions. Potential risks of modern slavery in our supply chain could include the exploitation of workers at various stages, such as during the harvesting and processing of raw materials, as well as within logistics or subcontracted labor.

Supply chain risk assessment.

In 2025, we updated our supply chain risk mapping, evaluating, among other topics, modern slavery risks at both the procurement category and individual supplier levels. Our screening has been designed based on industry and geographic risk indices, enabling us to implement targeted risk mitigation measures (e.g. self-assessments for all suppliers, audits prioritized for high-risk suppliers with low human rights maturity).

We recognize the potential for indirect exposure to modern slavery risks, particularly when partners operate in regions with a higher prevalence of modern slavery and/or in upstream tiers of the supply chain, where visibility is limited. In response, we initiated the identification of key raw materials associated with heightened human rights and modern slavery risks and have prioritized palm oil and paper supply chains for further action. These preliminary findings will inform the ongoing refinement of our risk assessment and due diligence framework.

Enterprise risk assessment.

Enterprise Risk Management supports the integration of human rights risks into Opella's overall risk mapping, facilitates cross-functional risk reviews, and ensures that emerging human rights risks are escalated appropriately within the company's governance bodies.

Over the coming years, as our company's activities and operating environments evolve, we are committed to conducting ongoing human rights risk assessments as appropriate and using those learnings to strengthen and update our internal policies, standards and processes.

IV. Addressing modern slavery risks.

The effective implementation of Opella's human rights commitments and due diligence relies on various actions, from capacity building to operational risk mitigation. These actions are implemented across Opella (including in relation to our Australian and UK operations) and are managed at global level.

Our Employees.

Based on our risk assessment, our own workforce is at comparatively low risk of adverse human rights impacts, including modern slavery, forced labor, and child labor.

To mitigate any potential risks, we have implemented a range of preventive measures, owned by the People & Culture teams. All Opella employees undergo thorough background checks, including verification of identity, qualifications, and employment history, as a prerequisite for hiring. We conduct regular audits for employees with temporary residency status and ensure compliance with National Minimum Wage legislation guaranteeing all employees receive at least the legally mandated minimum wage. As outlined below, all employees also have access to our Speak Up mechanism to enable them to raise any concerns, including in relation to working conditions.

Our supply chain.

We seek to take a comprehensive and proactive approach to supplier risk mitigation, embedding Environmental, Social and Governance (ESG) criteria across every stage of the supplier lifecycle—from selection and onboarding to ongoing relationship management. This helps us manage a range of risks.

Our approach includes:

- Strengthening new supplier selection through a digitalized sustainability assessment program (ESGiT) and addressing criticality points related to social and human rights.
- Requiring all suppliers to comply with our Supplier Code of Conduct, which includes labor law compliance.
- Conducting ongoing supplier monitoring through EcoVadis self-assessment questionnaires, third-party HSE audits, performed using a risk-based approach and following the Pharmaceutical Supply Chain Initiative (PSCI) audit grid, and timebound corrective action plans with follow-up when non-conformances with our standards are identified. In 2025, we focused on reviewing suppliers' scores against labor and human rights criteria for suppliers operating in higher risk countries and working with these suppliers to increase their capacity to manage related risks. Although audits did not directly cover modern slavery, they did give us visibility on working conditions at audited sites.

We are progressively integrating human rights criteria into our procurement processes and supplier management, including strengthened self-assessment and the integration of additional specific human rights considerations into our audit program. This is an ongoing effort, built on close collaboration with suppliers to drive continuous improvement and shared value.

We are striving to source our key raw materials from sustainable suppliers. These suppliers must be able to demonstrate meaningful action to manage modern slavery and wider human rights risks, supported by widely recognized external certifications, where available.

Internal training.

All employees receive mandatory training on Opella's Code of Conduct, including the chapter dedicated to the commitment of the company to protect the human rights of all, including employees, partners, and communities. Employees are also trained on the channels they can use and to report concerns about potential violations of human rights.

To mark International Human Rights Day 2025, the Global Sustainability team hosted an internal awareness session focused on human rights fundamentals, sector-specific applications, and examples of how every employee contributes to Opella's commitment to respecting human rights across its operations. The event was complemented by a company-wide knowledge check addressing human rights risks, policies, and practical measures.

Moving forward, we aim to expand our efforts to build human rights knowledge across various functions playing a crucial role in upholding and promoting human rights across the value chain, such as Procurement.

Engagement & Collaboration.

We actively engage with industry groups, expert organizations, and multi-stakeholder initiatives to advance our human rights due diligence. Our key collaborations include participation in the Business for Social Responsibility's (BSR) Human Rights Working Group, the PSCI and the UN Global Compact. These partnerships enable us to share best practices, strengthen our approach, and amplify our impact on human rights risks across the sector. As noted above, we may also engage with external stakeholders such as civil society groups, workers' representatives, and investors, where appropriate, to inform our human rights risk management, including risk assessments.

Grievance mechanism & remediation.

Access to remedy is a core human rights principle. To the extent possible, we are committed to providing or supporting efficient access to a grievance mechanism for all potentially affected rightsholders.

In relation to its operations, Opella embraces a culture of openness and transparency, empowering every individual to speak up confidently without fear of retaliation. We encourage our employees to raise any concerns with their managers, the EBI or People & Culture functions, who will escalate the matter appropriately. We also make our Speak Up Helpline available to other stakeholders beyond our workers, as detailed below.

Speak Up Helpline.

Employees, contractors, business partners, suppliers, or value-chain workers can report concerns related to misconduct, non-compliance, or any behavior misaligned with our Code of Conduct via the Speak Up Helpline (<https://speakup-opella.whisppli.com/report>), which is accessible via Opella.com. They can report anonymously, where allowed under local laws. All investigations are conducted in accordance with the principles of confidentiality, impartiality, objectivity, proportionality, integrity, and fairness.

As of December 31, 2025, there were no confirmed cases of modern slavery, forced labor or child labor reported via the Speak Up channel.

Your Voice survey.

While Speak Up is a tool intended for use by employees and stakeholders in the value chain, Your Voice is Opella's internal engagement survey for employees. Conducted annually in 19 languages via a secure third-party platform, it allows real-time feedback and team-level action planning. Survey results inform both global decisions and local improvements and are reviewed by leadership. In parallel, we engage employees to cascade and represent their needs through works councils, committees and union representation, where applicable.

Remediation.

Where Opella identifies it has caused or contributed to adverse human rights impacts, including modern slavery, child labor or forced labor, we commit to remedy them through legitimate processes and in line with international standards. We may also choose to play a role in remediation where we identify we are directly linked to adverse human rights impacts. We are committed to ensuring access to remediation is not obstructed, and finding solutions

for at-risk, marginalized or vulnerable groups, who may be disproportionately impacted by human rights harm, and may experience barriers in accessing remediation.

V. Assessing the effectiveness of our actions.

Opella currently tracks the following metrics, at global level, to monitor the effectiveness of its human rights approach:

- Total number of alerts received, by category.
- Total number of substantiated cases.
- Percentage of our risky / key suppliers that underwent sustainability assessments.

2025 results can be found in our annual Sustainability Report.

We aim to take a continuous improvement approach to assessing our effectiveness. This includes strengthening our process by defining and tracking new key performance indicators, both internally and across our supply chain, to effectively measure the progress and impact of our initiatives.

Approvals

Australia

In accordance with the Australian *Modern Slavery Act 2018* (Cth), this Statement was approved by the Board of Directors of **Opella Healthcare Australia Pty Ltd.**



Signed by **Lee Coomber**,
General Manager
Opella Healthcare Australia Pty Ltd.
11th May 2026.

UK

In accordance with the UK *Modern Slavery Act 2015*, this Statement was approved by the Board of Directors of **Opella Healthcare UK Ltd.**



Electronically signed by: Nick
Linton
Reason: Aligned
Date: May 19, 2026 09:12:57 GMT
+1

Signed by **Nick Linton**,
General Manager
Opella Healthcare UK Ltd.
May 2026.