

A. Menarini Farmaceutica Internazionale SRL Modern Slavery Statement

2025

This Statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015. The Modern Slavery Act 2015 requires businesses to state the actions they have taken during the financial year to ensure that modern slavery is not taking place in their operations and supply chains.

The aim of this statement is to provide an update on the progress that **A. Menarini Farmaceutica Internazionale SRL** (Menarini) has made during the financial year ending 31st December 2024 and will continue to make, to prevent modern slavery in the business and our supply chains.

Menarini fully endorses the Modern Slavery Act 2015 in order to eliminate all forms of modern slavery, human trafficking and forced labour ('Modern Slavery'). Menarini acknowledges the importance of companies working together to tackle such issues in our society and around our world.

Menarini condemns all forms of Modern Slavery including child, forced or compulsory labour. It is acknowledged by Menarini and its staff that we all have a responsibility to be aware of Modern Slavery. Employees and business partners are requested to speak up and report incidents if they believe that someone has done, is doing, or may be about to do something that violates this principle.

1 Our business

Menarini is one of Europe's leading pharmaceutical and healthcare companies, with headquarters in Florence and research facilities in Pomezia, near Rome. The organisation, which was incorporated over 100 years ago has over forty subsidiaries operating throughout Eastern and Western Europe, with a network of marketing partners covering other countries around the world. The Menarini group consists of pharmaceutical, over the counter medicine and diagnostic divisions, as well as several other divisions concerned with bio-medical measurement. The Menarini group turnover is over \$4 billion and forecast to rise with new investment into key growth areas.

Our global supply chain supports our business with a range of goods and services. This includes raw materials equipment, formulated drugs, packaging, services, together these are key elements of our operation. Some of our business-critical operations such as certain market research, legal services and data warehousing have been outsourced to third-party providers within the European Union. The manufacture of all our pharmaceutical products is carried out within the European Union.

2 Our commitment

Menarini is committed to operating with high integrity and ethical standards. This includes ensuring that our business respects all human rights, a commitment that can be found in our Code of Ethics.

Specifically, we are committed to ensuring that we identify and eliminate, to the fullest extent practicable, any risk of modern-day slavery or human trafficking in our business. Third parties that work with us are also expected to comply with our commitment to high integrity and ethical standards. This is evidenced in our Global Third Parties' Code of Conduct.

Menarini supports and adheres to the principle set out in the UN Declaration of Human Rights, and our employment policies detail our high standards of employment practices.

3 Our policies

Menarini does not tolerate modern slavery or human trafficking in any part of our business or our supply chains. Our values and behaviours are guided by a strong ethical focus, as defined in our Group Conduct Policies including our Ethical Code.

We expect these values and commitments towards modern slavery and human trafficking to be upheld by those we work with, as asserted in our Global Third Parties' Code of Conduct. This policy provides clear guidance on our ethical position and clearly relays what we expect of our suppliers and third parties in relation to human rights and ensuring that they are operating in line with all internationally recognised human rights.

Menarini shall review all policies relevant to Modern Slavery at least once per year and it will continue to develop implement key performance indicators to monitor compliance within our business and across our Third-Party suppliers.

4 **Assessment of Modern Slavery Risk**

Workforce

The risk of modern slavery in our directly employed workforce is low. This is due to the highly regulated nature of our industry and our HR policies and practices and employment documentation which is reviewed by our HR and legal advisors to ensure compliance with all relevant legislation across the European Union including employment, labour, and modern slavery legislation.

Third Parties

Menarini understands that potential risks, contravening our ethical commitments, could be connected with our suppliers and third parties. Human and labour rights can be considered a standalone risk and therefore any risks must be monitored specifically. We view the risk of exposure to modern slavery when we engage with purchasing goods and services from third parties as low due to all our major suppliers and third parties being based in the European Union or the U.K and therefore subject to the same laws and procedures as Menarini.

We acknowledge that our exposure to the risk of labour exploitation increases when we engage with third parties. In order to minimise and eliminate any potential risks when we engage with third parties, we have certain processes in place. This includes abstaining from engaging with any companies who present risks of modern slavery, working exclusively with suppliers who operate within low-risk countries and instructing all employees to report any suspicions that the Code of Conduct is being violated. Where third parties present obvious risks to breaching our commitments, we abstain from engaging with these parties.

5 **Training**

In order to ensure that employees within the business are able to manage risks of modern slavery and human trafficking, we provide training which forms part of the induction process for all individuals who work for us. All employees are trained on the Global Code of Conduct which covers Modern Slavery.

6 Further steps to be taken by Menarini globally to prevent Modern Slavery in our supply chains.

Menarini will continue to review and improve on its processes to identify, address and, to the fullest extent practicable, eliminate modern slavery or human trafficking from its business and supply chains. This includes, updating our policies and procedures where appropriate, obtaining confirmation from all supply chain providers of their compliance with all relevant modern day slavery and human trafficking legislation, raising awareness on the important topic of modern slavery and undertaking all appropriate training, continual review of appropriate performance indicators to demonstrate ongoing effectiveness in monitoring supply chains to ensure modern slavery or human trafficking is not taking place. . We will continue to work at maintaining appropriate safeguards against any unethical treatment of persons involved in our supply chain or our own business.

The potential risks posed to workers are continuously evolving and may be exacerbated by increasing geopolitical tensions. Therefore, we continuously and actively review any risks that breach human rights.

Signed and approved on 15-Dec-25 by

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Jonathan Mullings

Jonathan Mullings

General Manager (United Kingdom)