Modern Slavery Act Statement

Introduction

Norgine is committed to conducting business ethically, with integrity and transparency in all of its dealings. This statement constitutes Norgine's modern slavery and human trafficking statement for the financial year ending 31st December 2024 in accordance with the Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth).

Norgine refers to the Norgine Group of companies ("Norgine" or the "Group").

This statement describes our business and how Norgine responsibly operates to prevent modern slavery and human trafficking in its activities. We are committed to adhering to international human rights standards, including the UN Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work, as well as other applicable national legislation. In this statement we describe our business and supply chain, and how we responsibly conduct them. We take a **zero-tolerance** approach to any form of modern slavery or human trafficking within our supply chains and any other part of our business. Below, we detail our current policies and procedures and our other safeguards to ensure compliance.

Our Business

Norgine is a leading European specialist pharmaceutical company that has strived to deliver innovative medicines to patients for over a century. We operate as a single integrated business with a direct commercial presence in 16 European countries, as well as Australia and New Zealand. Norgine employs over 1,500 people across our commercial, development and manufacturing operations and manages all aspects of product development, production, marketing, sale and supply.

Our Policy on Modern Slavery and Human Trafficking

The Norgine Business Code establishes the foundation for our vision of delivering innovative healthcare solutions that transform lives. Upholding high standards of ethical conduct and maintaining trust is essential to all of our relationships. Our commitment to respect human rights extends throughout our operations, from the laboratory to our patients and consumers.

Due Diligence Processes for Modern Slavery and Human Trafficking

In this era of rapid global migration, Norgine recognises that the risk of human trafficking is more prevalent than ever, affecting all sectors and industries. Norgine has identified areas within its organisation where there could be a potential risk of modern slavery. Suppliers and business partners are informed of our requirements and must comply with the Norgine Business Code as well as all financial, legal, ethical, social and governance compliance principles governing Norgine's operations. New business activities, such as mergers and acquisitions or market expansion, carry additional risk and therefore are subject to enhanced due diligence.

Where a potential risk has been identified, suppliers and business partners are required to demonstrate compliance and provide Norgine with additional information including any ethical code, policy or rules which govern their activities.

Governance

Norgine is committed to maintaining the highest standards of integrity across all its business operations, and we expect the same from all of our external partners. To ensure we partner with companies and individuals who align with and uphold our comprehensive compliance standards, we conduct compliance diligence before contracting for new relationships or at appropriate risk-based intervals for existing relationships. Norgine has established a robust process of company and individual checks to identify any risks associated with its business relationships. Compliance certifications and/or contractual adjustments, including compliance statements, ensure that our business partners act in a compliant manner.

Continuous Improvements

We seek to continuously improve our efforts to combat modern slavery and human trafficking and carry out regular reviews of our policies and procedures by continuing to:

- conduct risk assessments with respect to Modern Slavery and Human Trafficking;
- review and assess existing suppliers from a compliance perspective;
- include updated compliance-related clauses in Norgine's Agreements and in its Terms and Conditions;
- request Compliance Certificates from third parties, re-validated every 1-3 years based on compliance risk assessments; and
- perform third party risk assessments, considering factors such as the Transparency International Corruption Index and the responses to our Proposed Business Partner Compliance Information Questionnaire, to determine the supplier's ultimate 'risk rating'.

Reporting and investigating concerns

The Norgine Group has a well-established governance structure supported by global policies, procedures and processes. The Norgine Business Code was established following a broad consultation process across the Norgine Group and a comprehensive consideration of all the activities of Norgine.

A culture of openness and accountability is essential in order to prevent wrongdoing, such as illegal or unethical conduct, and to address such situations promptly if they do occur.

We have adopted a formal Whistleblowing Policy to encourage the reporting of known or suspected wrongdoing as soon as possible, in the knowledge that any concerns will be taken seriously and investigated as appropriate whilst maintaining confidentiality.

This statement has been reviewed and approved by the Board of Directors of Norgine Limited (registered in England and Wales), on 16th May 2025, Norgine Pharmaceuticals Limited (registered in England and Wales), on 22nd May 2025, and Norgine Pty Limited (registered in Australia) on 22nd May 2025.