Catalent

MODERN SLAVERY STATEMENT

This statement is made on behalf of Catalent, Inc. and its affiliates, as identified on the attached Appendix (collectively, "**Catalent**"), for Catalent's financial year ending June 30, 2022 (the "**Reporting Period**") and sets out the actions we have taken to assess and address modern slavery risks within our operations and supply chain pursuant to the California Transparency in Supply Chain Act of 2010 and Section 54 of the UK Modern Slavery Act 2015.

1. Introduction

We are committed to acting ethically and with integrity in all our business relationships. Our decision-making and operations are aligned with our corporate culture. Our corporate responsibility and sustainability strategy helps drive our culture and is supported by three pillars: People, Environment, and Communities. Promoting a responsible supply chain is a key component of our corporate responsibility commitment.

We believe in the protection of human rights globally, including in the workplace at our facilities, and in the promotion of responsible business practices within our supply chain. Our policy forbids slavery or human trafficking of any kind and seeks vigorous vetting and monitoring to ensure that neither practice takes place in our supply chains or in any part of our business. As a member of the Pharmaceutical Supply Chain Initiative ("**PSCI**"), we have agreed to PSCI's principles, including:

> *FREELY CHOSEN EMPLOYMENT: Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor. No worker shall pay for a job or be denied freedom of movement.*

2. Overview of Our Businesses

We are the global leader in enabling pharma, biotech, and consumer health partners to optimize product development, launch, and full life-cycle supply for patients around the world. We operate in two reporting segments: Pharmaceutical & Consumer Health ("**PCH**") and Biologics. Our global headquarters is in Somerset, New Jersey. Catalent, Inc., is the publicly traded parent company in the group and operates its business through the affiliates identified in the Appendix. Our compliance efforts in the area of human rights, including forced labor, occur throughout our organization and are coordinated centrally. As of June 30, 2022, we had a workforce of approximately eighteen thousand individuals worldwide and operate more than 50 sites at various locations across North America, Europe, Latin America, and Asia.

3. Actions to Address and Assess Modern Slavery Risks

We have been diligently working on maintaining a responsible supply chain, which includes aligning our 10,000-plus suppliers with our industry's standards for responsible, reliable, and sustainable partnerships. During fiscal 2021 and 2022, we worked with a third party to conduct a human rights impact assessment for our operations and that of our supply chain, in alignment with the United Nations Guiding Principles on Business and Human Rights. The assessment covered areas such as product safety, occupational health and safety, and working conditions.

Our third-party vetting and due diligence program enables us to proactively identify and mitigate potential supply-chain risks. In fiscal 2022, we assessed nearly 700 new and/or high-risk suppliers through this growing program, and we intend to vet all of our 10,000-plus suppliers. This due diligence program assists us in identifying, among other risk categories, the risks associated with

the location(s) from which our suppliers provide services or products, taking into account, among other things, human rights and modern slavery risk factors. This work enables us to identify products or services that may be produced or occur in high-risk jurisdictions. Additionally, we (a) ensure our supply contracts contain provisions obligating our suppliers to comply with all laws, including those prohibiting forced labor, applicable to their performance under those agreements; and (b) conduct on-site visits to our primary suppliers from time to time to review and discuss their contracts and performance, including a review of each supplier's compliance with our Supplier Code of Conduct (discussed further below).

We operationalize our commitment to human rights and to stamping out modern slavery in the supply chain in other ways as well. We created a human right working group in fiscal 2022, which produced an action plan to implement key recommendations from the human rights impact assessment discussed above. This plan includes 30 actions to address 12 identified issues, including updating our Supplier Code of Conduct and providing targeted training to our supplier quality audit teams.

We have not identified any instance of modern slavery or human trafficking within our own operations during our fiscal year ending June 30, 2022. Our policies and practices, as well as the nature of our operations, ensure that the risk of slavery and human trafficking within our organization remains very low.

We are committed to providing employees with appropriate working conditions, including fair wages, benefits, working hours, and paid time off. Wages are benchmarked based on individual roles. There are also recruitment policies in place stipulating minimum legal working age requirements, which mitigates the risk of using exploitative child labor in our workforce.

We respect human rights. Among other things, we operate in all locations in line with the United Nations Guiding Principles on Business and Human Rights and all applicable laws concerning modern slavery, including forced and child labor. For more information, please see our Human Rights Statement, which communicates our approach to issues such as fair treatment of workers, prohibition of forced and abusive child labor, and responsible environmental stewardship.

We have several corporate policies that address different aspects of our overall approach to combating modern slavery, including our Standards of Business Conduct, Human Rights Statement, Global Anti-Bribery and Anti-Corruption Policy, Prohibition Against Abuse of Child Labor Policy, Prohibition Against Human Trafficking Policy, and our Supplier Code of Conduct.

Standards of Business Conduct

Our Standards of Business Conduct sets forth our overall code of ethics and expectations regarding responsible business conduct. It provides information about the standards of integrity that we require from all our workers, directors, and officers, including standards relating to fair treatment, inclusion and diversity, anti-harassment and anti-bullying, child labor, and human trafficking. We expect that our consultants, agents, representatives, business partners, and suppliers will conform to the behaviors set forth in the Standards of Business Conduct, and these policies are also highlighted in our Supplier Code of Conduct. We also have a Speak Up Policy, which encourages all workers, customers, and suppliers to report, among other things, any suspicion of slavery or human trafficking without fear of retaliation.

Catalent

Supplier Code of Conduct

We have prepared a Supplier Code of Conduct setting forth our behavioral expectations for every supplier wishing to do business with us, and we provide copies to all our suppliers. As part of our standard supplier terms and conditions, each supplier is required to read, acknowledge receipt of, and commit to complying with, the principles set forth in our Supplier Code of Conduct. Among other things, our Supplier Code of Conduct requires suppliers to abide by all applicable laws, rules, regulations, codes, treaties, conventions, and other requirements prohibiting forced or indentured labor, inhumane treatment, and any form of abusive child labor or other exploitation of children. The Supplier Code of Conduct also requires all suppliers to ensure that there is a reporting mechanism in place and clearly communicated to employees for them to safely report human rights abuses and to ensure protection and non-retaliation for those who do report an issue in good faith. We will not conduct business with a supplier if we conclude or reasonably believe that the supplier has violated the law or engaged in activities that promote human trafficking or forced or involuntary labor.

Training

As indicated above, our Standards of Business Conduct set forth our global standards for conducting business. In creating those standards, we considered fundamental human rights, including those set forth in international instruments such as the Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We require that all our directors, officers, and workers comply with the provisions of our Standards of Business Conduct. We train our workforce on our Standards of Business Conduct upon hire and require periodic refresher training, including on the UK Modern Slavery Act. We have also created a standalone training entitled “Raising Awareness about Human Trafficking,” which is available to our global workforce and is posted on our intranet. We provide information and training to our Global Procurement Team members, who are directly involved in the selection of new suppliers and the ongoing management of current suppliers. This training covers the assurance of ethical business practices by our suppliers.

Additionally, as part of our corporate ethics campaign, we raise awareness of modern slavery and human trafficking issues, including by annually distributing to all global workers posters and articles that specifically focus on modern slavery. These materials include information regarding:

- Our commitment to the fight against modern slavery;
- “Red flags” that can indicate potential cases of slavery or human trafficking; and
- How workers should report suspicions of modern slavery.

A short informational video titled “Identifying Human Trafficking” is available to all employees on our intranet.

Accountability Standards

Our Standards of Business Conduct hold our workforce, directors, and officers to the highest level of ethical and social responsibilities. Our goals are to work with suppliers that embrace and comply with the principles of our Supplier Code of Conduct and, in turn, to have these suppliers request compliance from any supplier with whom they work in the delivery of goods or services to us.

Members of our workforce who do not comply with our Standards of Business Conduct are subject to discipline. Unless otherwise prohibited by applicable law, the range of potential discipline may include dismissal. To the extent permitted by applicable law, we consistently seek to reserve the right to terminate relationships with third parties, including suppliers, that conduct business in a manner that conflicts with our Standards of Business Conduct or Supplier Code of Conduct.

Monitoring

We monitor human trafficking risks applicable to our industry and the places where we conduct business or obtain the materials necessary for our work, by reviewing published country risk profiles for corruption and human trafficking risks and sharing them within the workplace.

4. Assessing the Effectiveness of our Actions

Concerns related to modern slavery can be reported to us at any time through our Business Conduct Helpline, which is accessible 24 hours a day, 7 days a week, every day of the year. Despite our low-risk operations and supply chain, we have identified enhancements to our existing controls, which will continue to improve our ability to identify and mitigate modern slavery risk in our operations and supply chain:

- We will enhance existing controls that identify vendors at higher risk for modern slavery, to capture additional information and determine next steps for appropriate remediation if needed.
- Once we fully implement enhanced controls, we will perform an internal assessment of the process, using a risk-based approach, including appropriate consideration of high-risk geographies. Results will be reported to senior management.
- We will enhance our e-learning and launch it to our target group of employees.

_____

John Greisch, Chair, Catalent Audit Committee
January __, 2023
For and on behalf of Catalent, Inc.

This statement was executed and approved after a duly noticed meeting of the Audit Committee of the board of directors of Catalent, Inc., and a link to this statement shall be placed on the homepage of the Catalent website (www.Catalent.com).

Catalent

Appendix of Catalent, Inc. Affiliates

Catalent (Shanghai) Clinical Trial Supplies Co., Ltd.

Catalent Anagni S.r.l.

Catalent Argentina S.A.I.C.

Catalent Belgium Holding S.A.

Catalent Belgium S.A.

Catalent Brasil Ltda.

Catalent China Holdings Limited

Catalent Cosmetics AG

Catalent CTS (Edinburgh) Limited

Catalent CTS (Kansas City), LLC

Catalent CTS (Singapore) Private Limited

Catalent CTS (Wales) Limited

Catalent CTS UK Holding Limited

Catalent CTS, LLC

Catalent Düsseldorf GmbH

Catalent France Beinheim SA

Catalent France Limoges Holding S.A.S.

Catalent France Limoges S.A.S.

Catalent Germany Eberbach GmbH

Catalent Germany Holding II GmbH

Catalent Germany Holding III GmbH

Catalent Germany Schorndorf GmbH

Catalent Gosselies PS SA

Catalent Gosselies S.A.

Catalent Harmans Road, LLC

Catalent Holdco II, LLC

Catalent Holdco III, LLC

Catalent Holdco IV, LLC

Catalent Holdco V, LLC

Catalent Houston, LLC

Catalent Indiana Holdings, LLC

Catalent Indiana, LLC

Catalent Italy Holding S.r.l.

Catalent Italy S.p.A.

Catalent Japan K.K.

Catalent JNP, Inc.

Catalent Maryland, Inc.

Catalent Massachusetts, LLC

Catalent Micron Technologies Limited

Catalent Micron Technologies, Inc.

Catalent MSTC, Inc.

Catalent MTI Pharma Solutions Limited

Catalent MTI Pharma Solutions, Inc.

Catalent Netherlands Holding B.V.

Catalent Nottingham Limited

Catalent Ontario Limited

Catalent Oxford Limited

Catalent Pharma Solutions GmbH

Catalent Pharma Solutions Limited

Catalent Pharma Solutions, Inc.

Catalent Pharma Solutions, LLC

Catalent Pharmaceutical Technology (Shanghai) Co., Ltd.

Catalent PR Humacao, Inc.

Catalent Princeton, LLC

Catalent San Diego, Inc.

Catalent Shiga K.K.

Catalent Singapore Holdings Pte Ltd.

Catalent U.K. Packaging Limited

Catalent U.K. Swindon Holding II Limited

Catalent U.K. Swindon Zydis Limited

Catalent UK Supply Chain Limited

Catalent Uruguay S.A.

Catalent US Holding I, LLC

Catalent USA Packaging, LLC

Catalent Wellness California, LLC

Catalent Wellness Holdings, LLC

Catalent Wellness Indiana, LLC

Catalent Wellness Virginia, LLC

Catalent Wellness, LLC

Catalent Wellness New Jersey, LLC

Cell Therapy Holding S.A.

PTS Intermediate Holdings LLC

R.P. Scherer Technologies, LLC

Raritan Valley Insurance Company

Redwood Bioscience, Inc