

## **Australian Modern Slavery Act**

### Structure and supply chain:

Coloplast develops and markets products and services that make life easier for people with very private and personal medical conditions within Ostomy Care, Continence Care, Wound & Skin Care and Interventional Urology.

Coloplast produces, markets, and sells products and services globally, and in most markets the products are eligible for reimbursement from local healthcare authorities. Coloplast supplies products to hospitals and institutions, as well as wholesalers and pharmacies. In selected markets, Coloplast is also a direct supplier to users.

Coloplast employs around 12,500 people and operates globally with sales subsidiaries in more than 40 countries. There are production sites in Denmark, Hungary, the United States, China, France and Costa Rica.

Coloplast Pty Ltd operates as a fully owned subsidiary of Coloplast A/S. Coloplast Pty Ltd has over 100 employees and operates with a flat, inclusive structure that enables senior management to be close to the business and have a hands-on and active role in day-to-day operations as well as leading business strategy. Daily operations are managed by senior management led teams managing sales, distribution, finance, IT and customer and consumer services.

Coloplast Pty Ltd is supported by a shared services function based in Poland, predominantly across finance and accounting.

Coloplast Pty Ltd has a Service Level Agreement with Coloplast A/S, for the operation of a Coloplast DC in Melbourne, Victoria which provides services of warehousing and distribution to Coloplast Pty Ltd customers across Australia.

Coloplast Pty Ltd also engages companies who supply goods and services across our business operations including packaging, office supplies, uniforms, cleaning, rubbish removal, waste management and professional services.

### Policy:

As stated in our Code of Conduct "Coloplast BEST", Coloplast supports, respects and protects internationally recognised human rights including labour rights as made operational with the United Nations Guiding Principles on Business & Human Rights and as framed in the United Nations Global Compact, which Coloplast has been a member of since 2002.

Our commitment to human rights, which covers areas such as forced labour, slavery, child labour, sex trafficking, workplace abuse and human trafficking, is outlined in our Human Rights Policy, available on Coloplast.com.

Coloplast expects employees to avoid and mitigate all negative human rights impacts and to inform, through our management system or grievance mechanisms, any breach of this expectation or doubts that our expectations are being met.

Coloplast expects its business partners and all other strategic partners to understand and address our expectations related to human rights and to inform employees of Coloplast or through Coloplast's grievance mechanism if expectations are not being met.

Risk assessment:

Due to the nature of Coloplast production and the skills needed to operate, the risk of forced labour and child labour are not considered material within Coloplast's direct operations. Coloplast is aware that this may be different when it comes to suppliers. That is why Coloplast works systematically to only approve suppliers in compliance with our Code of Conduct. In cases of non-compliance Coloplast seeks dialogue to improve conditions.

Due diligence processes:

As part of our evaluation on prospective suppliers, Coloplast actively conduct due diligence and audits of existing raw materials suppliers and third-party service providers and screen new suppliers for compliance with human rights and labour rights. For other suppliers Coloplast has implemented a human rights and compliance due diligence process for both selected, existing, and new suppliers in some countries and is now working to extend the process to the rest of the organisation. We are following up on findings from any due diligence process, audit and screening to ensure necessary improvements. Depending on the nature of the findings, we aim to cooperate with our suppliers to improve conditions providing that our suppliers show a genuine interest and willingness to comply with our standards and expectations. If we find any (i) zero tolerance issues, (ii) issues that cause a negative effect on Coloplast permanent and/or temporary employees, Coloplast contractors, suppliers and/or services providers, Coloplast supply chain workers, customer or affected communities, or (ii) if suppliers are not willing to change needed improve areas, we will terminate the cooperation.

Audits:

Coloplast audits all new raw material suppliers in high-risk countries and selects a number of existing suppliers throughout the year for social audits and reviews their compliance.

Training:

Coloplast provides training for new and existing employees on our Code of Conduct as well as other policies. Coloplast continues to mitigate the risks around Supply and Distribution, and for this purpose Coloplast has a [Supplier](#) and [Distributor](#) portal, which includes the required training on the Code of Practice and expected standards.

Results:

Through Coloplast's supply chain responsibility programme, the supplier base performance has continued to increase, with a reduction in non-compliance.

This statement was approved by the Board of Directors of Coloplast Pty Limited on the 22<sup>nd</sup> of February 2022. It covers the activities of Coloplast Pty Limited, some of which are conducted by Coloplast A/S.