



Modern Slavery Policy

Telix Pharmaceuticals Limited
ACN 616 620 369

Adopted by the Board
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1. Introduction

1.1 Policy statement

An overarching philosophy of Telix Pharmaceuticals Limited (the "Company") and its related bodies corporate (together, the "Group") is to respect and promote human rights. As such, the Group is committed to addressing modern slavery in our operations and supply chains.

This philosophy complements and aligns with Telix Group values and the principles set out in the Group's Code of Conduct.

1.2 What is Modern Slavery?

The term "modern slavery" describes situations in which coercion, threats or deception are used to exploit victims and undermine their freedom.

Modern slavery takes many forms including slavery, servitude, forced labour, debt bondage, deceptive recruiting for labour or services, human trafficking, the worst forms of child labour (where children are exploited through slavery like practices or exposed to hazardous work), forced marriage, and other forms of labour that violate national or international standards.

1.3 Scope of this Policy

This Policy applies to all persons working for or on behalf of Telix in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any third-party representatives (referred to, solely for the purposes of this Policy, as "Employees").

This Policy also applies to all those who have, or seek to have, a business relationship with Telix including suppliers and their officers, employees, subsidiaries, agents and sub-contractors (referred to solely for the purposes of this Policy, as "Business Partners").

All persons to whom this Policy applies must familiarise themselves and comply with its terms.

2. Overarching Standards

We respect international human rights and expect the same from our Employees and Business Partners, wherever they are operating.

Our philosophy is informed by the International Bill of Human Rights (which includes the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work) and the UN Guiding Principles on Business and Human Rights.

We strive for a transparent supply chain which complies with modern slavery legislation applicable to the Group including:

- Australian Modern Slavery Act 2018 (Cth)
- Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2024)
- United States California Transparency in Supply Chains Act (2010)

As the Group evolves, the Company shall monitor for any changes to where or how the Group operates to help ensure that we are complying with applicable laws. Further, the Company continuously monitors for any changes to modern slavery laws around the world to ensure continued compliance.

3. Our Commitments

In line with our philosophy and values and informed by our pledge to uphold international human rights standards, we are committed to:

- Conducting risk assessments to determine which parts of our operations and supply chains are at most risk from modern slavery so that efforts can be focused on those areas;
- Meaningfully engaging with our suppliers when conducting due diligence and addressing modern slavery risks;
- Addressing modern slavery issues which may occur in our operations or supply chains; and,
- Complying with all applicable laws.

4. Expectations of Employees

In order to tackle modern slavery we require all Employees to remain vigilant to risks of modern slavery which may occur in all aspects of our operations and supply chains. All Employees must:

- Treat all people with whom they deal with dignity and respect;
- Remain alert to any risks of modern slavery occurring in our operations and supply chains; and,
- Immediately report to their manager any suspected issues relating to modern slavery.

Further, all individuals with direct responsibility for managing an Employee must:

- Respond appropriately if any modern slavery issue or risk is reported to them;
- Ensure that any person who believes he/she is a victim of modern slavery in our operations or supply chains has the ability to make a complaint; and,
- Work with appropriate persons in Company to address and remediate the grievance as needed.

Additionally, the Company shall ensure that all relevant Employees are provided with a copy of this Policy and are aware of their responsibilities under it.

5. Expectations of Business Partners

We expect our Business Partners to:

- Act in ways which are consistent with our philosophy and values;
- Establish appropriate systems to ensure that they are able to act in a way which is consistent with this Policy;
- Identify, assess and immediately disclose to Company any actual or potential occurrence of modern slavery or any breach of a human right with which the Business Partner may be involved or associated (either through its own operations or as a result of its business relationships);
- In the event that any such actual or potential occurrence of modern slavery or breach of a human right is identified, take steps to rectify or mitigate it and immediately notify appropriate persons in the Company of the steps taken; and
- Adopt a similar policy to this Policy including provisions for the identification and eradication of modern slavery risks in its operations and supply chains.

6. Non-compliance with this Policy

Any non-compliance with this Policy by Employees may lead to disciplinary action up to and including termination of employment or engagement.

Contract owners and Telix's legal staff should prepare new contracts such that any non-compliance with this Policy by a Business Partner would be regarded as a breach of the contract by the Business Partner and could result in corrective action and/or the suspension or termination of the contractual relationship. Any non-compliance with this Policy by a Business Partner must be notified to us immediately and we require all Business Partners to cooperate in any investigations or related processes which we may initiate.

Where necessary, contract owners should take appropriate steps to remediate any contract to best ensure that our Business Partners are in compliance of this Policy.

In all cases we reserve the right to inform relevant authorities.

7. Reporting

The Australian Modern Slavery Act 2018 creates reporting obligations for Australian entities that have annual consolidated revenue of at least \$100 million. Entities like Company must annually provide a Modern Slavery statement identifying the reporting entity (in our case, Company) and describing:

- the structure, operations and supply chains of the reporting entity;
- the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls;
- the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes;
- how the reporting entity assesses the effectiveness of such actions;
- the process of consultation with any entities that the reporting entity owns or controls;
- any other information that the reporting entity, or the entity giving the statement, considers relevant.

8. Communication

This Policy is available on our website at www.telixpharma.com.

The existence of this Policy and its contents are communicated to all Employees and Business Partners.

9. Governance and Policy Review

This Policy has been approved by the Board of Telix Pharmaceuticals Limited.

The Company will periodically review this Policy to ensure it is operating effectively and to determine whether any changes to it are required.

10. Recent Change Summary

Effective Date	Summary of Change	Author	Approval
12 May 2021	New policy	SVP, Global Governance, Risk, and Compliance	Approved by the Board
22 May 2025	Inclusion of Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2024) and revisions for clarity and completeness.	Group General Counsel	Approved by the Board