



## **Modern Slavery Policy**

**Telix Pharmaceuticals Limited**  
**ACN 616 620 369**

Adopted by the Board on 12 May 2021

## 1. Introduction

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### 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, the worst forms of child labour (where children are exploited through slavery like practices or exposed to hazardous work) and forced marriage.

Modern slavery is a global issue but the Group also acknowledges that there are an estimated 15,000 people living in conditions of modern slavery in Australia and so recognises that it is not a problem which is removed or distant from Australia.

### 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 in this Policy as "**Business Partners**").

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

## 2. Overarching Standards

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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 are striving to have transparent supply chains and to report in a way which fully complies with all applicable modern slavery legislation including the Australian Modern Slavery Act 2018.

## 3. Our Commitments

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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**

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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 any suspected issues relating to modern slavery.

Managers 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 have that grievance addressed and, if appropriate, remediated; and
- 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**

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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 Telix 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 Telix 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**

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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 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.

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

#### **7. Communication**

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This Policy is available on our website at [www.telixpharma.com](http://www.telixpharma.com).

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

#### **8. Governance and Policy Review**

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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.