



## **Viatris' Policy Statement Regarding Slavery and Human Trafficking**

Viatris is a global healthcare company focused on making high quality medicines available to everyone who needs them. We believe every person matters and deserves the opportunity to live a healthy life. Viatris markets thousands of products throughout the majority of the world. This policy statement applies to the 2021 calendar year, applies to all Viatris Inc. subsidiaries and affiliates worldwide (\*including Viatris entities subject to the U.K. reporting requirements), and is made pursuant to laws including the United Kingdom Modern Slavery Act of 2015, the Australia Modern Slavery Act of 2018, and the California Transparency in Supply Chains Act of 2010 which require public disclosures regarding our efforts to eradicate slavery and human trafficking from our supply chains and businesses.

Viatris is a signatory to the United Nations Global Compact and is committed to the Compact's ten principles related to human rights, labor, environment, and anti-corruption. We are committed to conducting business in accordance with the highest degree of integrity and in compliance with applicable laws, which includes recognizing and respecting human rights. Viatris prohibits all forms of slavery and human trafficking within our own operations and in our supply chain and businesses as described in our Global Policy on Combating Trafficking in Persons which is available on [Viatris.com](http://Viatris.com). This commitment is also reflected in our Code of Business Conduct and Ethics, which outlines the ethical standards we follow to conduct business throughout the world; and in Viatris' Supplier Code of Conduct (the "Supplier Code"). The Supplier Code prohibits our suppliers from using forced, bonded, indentured, or illegal child labor; requires suppliers to respect workers' freedom of association; and requires adherence to all applicable laws regarding wages, benefits, hours of work, and working conditions. The Supplier Code also prohibits our suppliers from supporting, promoting, or engaging in slavery or human trafficking. Viatris' annual Sustainability Report describes Viatris' commitments relevant to the aforementioned. Copies of Viatris' Code of Business Conduct and Ethics, Sustainability Report, and Supplier Code are publicly available on [Viatris.com](http://Viatris.com).

### **Verification**

Compliance with Viatris' Code of Business Conduct and Ethics and Supplier Code is mandatory. We require employees to certify that they have read, understand and agree to comply with Viatris' Code of Business Conduct and Ethics. We track direct and indirect suppliers who receive the Supplier Code. Our standard supply agreement template includes sustainability language and clear language on the right to request supporting documentation, the right to audit, and implementation of corrective action plans as needed. Viatris' third party due diligence process involves an assessment of any issues (environmental, legal, social, or otherwise) that have been brought to light in the public sphere regarding a supplier or any other third party. Right-to-audit clauses and ethical expectations are included in Viatris

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\*UK subsidiaries: [Agila Specialties Investments Limited, Generics (U.K.) Limited, Mylan Holdings Acquisition Limited, Mylan Holdings Acquisition 2 Limited, Mylan Holdings Ltd., Mylan Pharma UK Limited, Mylan Products Limited, Mylan UK Healthcare Limited, Upjohn UK 2 Ltd., Upjohn UK Limited]

contracts. Any potentially high-risk business partners undergo a due diligence review and annual monitoring. Viatris is developing a supplier risk assessment program including the risk of slavery and human trafficking, as part of wider efforts to promote sustainable practices in the supply chain but does not yet verify our product supply chains to evaluate and address risks of slavery and human trafficking.

## **Supplier Audits**

Viatris does not yet do onsite audits of our suppliers to evaluate their compliance with our company policy prohibiting all forms of slavery and human trafficking. However, we have implemented a third-party supplier sustainability assessment and engagement platform supporting supplier assessment, audit and the goal of improving supplier performance where applicable. We continue to review available options to independently assess supplier compliance and the effectiveness of the steps Viatris has taken in this area. Viatris and its affiliates are devising their own audit plans based on legislative requirements and local risk profiles to independently assess supplier compliance.

## **Certification**

Viatris expects that our suppliers adhere to the Supplier Code which provides guidance and requirements for doing business with Viatris. In addition, suppliers are also required to comply with the terms and conditions of applicable contracts and purchase orders entered between the parties. Each supplier doing business with Viatris under these terms and conditions agrees it will comply with all applicable laws and regulations in its performance of the contract. We reserve the right to assess suppliers' compliance with the Supplier Code through use of Viatris personnel or third parties. Viatris provides our Supplier Code to suppliers and requires supplier acknowledgement prior to new source selection or renewal of existing supply agreements for direct materials.

## **Internal Accountability**

Viatris' Code of Business Conduct and Ethics, and other policies, subject employees and contractors who violate law or policy to discipline, including termination of employment or contract.

Employees and suppliers are encouraged to report concerns about potential violations of company policy and are provided numerous tools for doing so as described in the Code of Business Conduct and Ethics and the Supplier Code.

## **Training**

Viatris ensures that all employees receive communications and training on our Code of Business Conduct and Ethics and certify their compliance with it. We have developed our Supplier Code with the participation and collaboration of our employees involved in managing our procurement and supply chain activities. We also have communicated our Supplier Code internally and externally and have implemented a training and awareness campaign for our employees whose jobs require them to know and follow our standards. This training instructs employees how to identify risks concerning all forms of slavery and human trafficking, and how to report any suspected illegal activity.



Mark W. Parrish

Lead Independent Director  
Chairman, Compliance Committee  
Viatris Inc.