

## About this Statement

This statement is made pursuant to sections 13-16 of the *Modern Slavery Act 2018 (Cth)* (the **Act**) on behalf of Gilead Sciences Pty Limited (ACN 072 611 708) (**GSPL** or **Reporting Entity**). References to 'we', 'us' or 'our' are references to GSPL and references to 'Gilead' is to the Gilead Sciences, Inc, our parent company and all of its subsidiaries, including GSPL.

Gilead recognises the seriousness and importance of combatting modern slavery and human trafficking and is committed to understanding and taking appropriate action to address slavery and human trafficking risks in our operations and supply chains.

The Act requires businesses to describe the risks of modern slavery in their business and the actions they have taken during the reporting period assess and address the risks.

This statement describes the risks in our operations and supply chains and our approach to assessing and addressing the risks during the 12 months ending 31 December 2023.

The table below sets out the mandatory reporting requirements in the Act and where each has been addressed within this statement.

Mandatory reporting requirements	
Identify the reporting entity and describe its structure, operations and supply chains.	About this Statement Part 1
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	Part 2
Describe 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.	Part 3
Describe how the reporting entity assesses the effectiveness of these actions being taken to assess and address modern slavery risks.	Part 5
Describe the process of consultation with any entities the reporting entity owns or controls.	Part 6
Other relevant information	Part 4

## 1 GSPL's Structure, Operations, and Supply Chains

### 1.1 Structure

Gilead Sciences, Inc. is a biopharmaceutical company headquartered in Foster City, California, that has pursued and achieved breakthroughs in medicine for more than four decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer. Gilead group companies operate in more than 35 countries worldwide, employing more than 18,000 people.

GSPL is an Australian proprietary company that is part of Gilead and its ultimate parent company is Gilead Sciences, Inc.

Further information on Gilead's business can be found in [Gilead's 2023 Environmental, Social, Governance Impact Report](#).<sup>1</sup>

<sup>1</sup> <https://www.gilead.com/-/media/files/pdfs/2023-environmental-social-governance-impact-report.pdf>

## 1.2 Operations

Gilead's principal business activity is the development, manufacture, sale and distribution of pharmaceutical products for human healthcare.

It uses a combination of Gilead owned facilities and strategic third-party partners to manufacture and distribute Gilead products worldwide. Gilead sells pharmaceutical products to hospitals, retail pharmacies and other healthcare providers in the UK, US and worldwide. Accordingly, Gilead operates in a highly regulated environment.

Gilead oversees its subsidiaries (including GSPL) through global policies, systems and processes that are designed to ensure consistency across the group, including third party contract governance and audit processes.

GSPL is responsible for medical, sales and marketing activities in Australia of pharmaceutical products manufactured by Gilead companies. GSPL does not undertake any manufacturing activities.

GSPL employs approximately 110 people across Australia, with its head office in Melbourne.

GSPL's principal operations include:

- product promotion, marketing and sales throughout Australia;
- product warehousing and distribution throughout Australia;
- clinical research operations, clinical studies and medical information services;
- other commercial operations such as market research and analytics, salesforce management, event management and vendor management;
- supporting medical education and social programs aligned to GSPL's commercial interests;
- supporting access to medicines and health programs run by Australian based entities in pacific countries such as Papua New Guinea; and
- other activities to support the above operations, including financial operations, medical affairs, external affairs, regulatory affairs, quality and safety, market access, legal and compliance, and human resources activities.

## 1.3 Supply chain

Gilead's supply chain includes hundreds of direct suppliers and thousands of indirect suppliers across the globe. Gilead's procurement categories include but are not limited to creative and advertising services, construction, facilities operations and supplies, IT hardware, software and consulting services, lab equipment and supplies, logistics and distribution services, manufacturing raw materials and services, market research, pre-clinical service, print services, real estate, staffing and consulting services, and travel related services.

Raw materials are sourced from countries including the US, EU countries, Turkey, Mexico, Japan, South Korea and India. These raw materials are used to manufacture active pharmaceutical ingredients (APIs).

Gilead uses a combination of company-owned facilities and strategic third-party partners to manufacture and distribute products worldwide. Manufacturing sites are located in the United States, Canada and Ireland.

GSPL's largest supply arrangements relate to the supply to GSPL of pharmaceutical products that are manufactured, packaged and labelled by other Gilead group companies. These products are sourced by GSPL pursuant to intercompany agreements with Gilead group companies.

Some shared services, including information technology, legal, regulatory affairs, finance, and human resources are provided out of the UK and Hong Kong pursuant to intercompany arrangements by Gilead employees and contractors.

Other than the supply of intercompany products and services, GSPL's procurement categories include:

- product warehousing providers, and third-party logistics and distribution services;
- clinical operations and research;
- various vendor arrangements to provide assistance with medical information services, sales and marketing, medical writing, medical education, government affairs, market access, business analytics and commercial operations;
- facilities management (including cleaning, security and maintenance services)
- removalists and office fit out services; and
- office support functions, including information technology and server management, catering and office supplies.

Of the above, in 2023, over 98% of GSPL's total procurement spend was with Australian-based entities. The small percentage of overseas-based suppliers operated from Belgium, Canada, China, UK, New Zealand, Sweden and the US.

## **2 Modern Slavery Risks in our Operations and Supply Chain**

---

### **2.1 Supply chain of Gilead**

GSPL acquires the pharmaceuticals it supplies from its related entities. They are manufactured in the US, Canada and Ireland, which are lower risk jurisdictions for modern slavery according to the Global Slavery Index.

Given the proportion of GSPL's supply chain that comes from pharmaceutical products manufactured by Gilead-owned facilities and strategic third-party partners, the risks of modern slavery in Gilead's supply chain are also mirrored in GSPL's supply chain.

There are inherent risks of modern slavery, including child labour, forced labour, debt bondage and human trafficking, in sectors with complex supply chains that rely on an available workforce with low barriers to entry, and in countries with a higher vulnerability to modern slavery. For example, there are increased risks of modern slavery in agriculture, manufacturing, construction, warehousing, freight and logistics, cleaning and catering. As a procurer of goods and services from these sectors, Gilead may be linked to modern slavery via the supply chain of its direct suppliers. For example, the sourcing of raw material used in APIs, the production of excipients, packaging, labelling, PPE, machinery, instruments and equipment.

## 2.2 Supply chain of GSPL (excluding intercompany pharmaceutical products)

As mentioned in part 1.3 of this statement, over 98% of GSPL's suppliers (excluding pharmaceutical products) are based in Australia, a country with low vulnerability to, and prevalence of, modern slavery according to the Global Slavery Index (Global Slavery Index Walk Free). However, we do not equate low risk with no risk, and recognise the fact that modern slavery exists in all countries, irrespective of a nation's wealth or rule of law.

The drivers of modern slavery risks in GSPL's supply chain include:

- sectors reliant on low paid workers, working informally in the absence of job security and low awareness of workplace rights and entitlements;
- sectors that are recognised in Australia as having an increased risk of modern slavery such as agriculture, construction and cleaning; and
- products/services in the pharmaceuticals industry with known risks of modern slavery such as rubber gloves, PPE, equipment, uniforms and electronics.

Based on the review of our procurement categories and the drivers of risk described above, GSPL may be linked to modern slavery via the supply chain of goods or services from the following categories:

- facilities services, including catering, cleaning and security services;
- removalists, construction services and materials for office relocation fit-out;
- transportation, logistics, warehousing and distribution; and
- electronics and communications, such as IT hardware.

## 2.3 Operations

Based on the workforce profile of GSPL, our operations being limited to Australia and our industry (sales and marketing of pharmaceuticals), combined with our compliance with all applicable industrial relations laws and workplace policies, we are of the view that there is a low risk of modern slavery in our operations. Where GSPL engages the services of recruitment agencies, only those with the requisite licences and industry standing are used to fill skilled and well remunerated roles.

# 3 Actions Taken to Assess and Address Modern Slavery Risks

---

## 3.1 Policies and procedures

Gilead continued to have in place several policies and procedures designed to mitigate the risks of modern slavery. These include:

### [Code of Ethics](#)

Gilead's core values are integrity, teamwork, accountability, inclusion and excellence, embedding respect for human rights and labour rights across the business ("the Core Values"). This includes demonstrating ethical and moral conduct, as well as adhering to laws, regulations and company policies. The Core Values, in particular the values of integrity and accountability, are interwoven throughout Gilead's Code of Ethics, which all our personnel (our officers, directors, employees, temporary staff and contractors, collectively "Personnel") are required to comply with. The expectation within the Code is for

Gilead Personnel to support and respect the protection of human rights and ensure that suppliers and business partners do the same.

#### Supplier Code of Conduct

As stated on Gilead's [Supplier Information page](#), Gilead endeavours to select suppliers who share our ethical standards and demonstrate compliance with applicable local laws.

Gilead maintains a Supplier Code of Conduct reflecting the importance to Gilead of ethical business practices and principles of behaviour. In 2023, Gilead initiated revisions to the Supplier Code of Conduct with a view to further strengthening the commitments to human rights. The Supplier Code of Conduct stipulates that suppliers must, among other obligations:

- be committed to uphold the human rights of their workers and treat them with dignity and respect.
- not use child labour, forced labour or human trafficking in any instance.
- support the protection of internationally proclaimed human rights and ensure they are not complicit in any human rights abuses.
- conduct risk assessments and due diligence to identify and address potential risks to human rights within their operations as well as their supply chains.
- ensure that all parts and products supplied to Gilead do not contain "Conflict Minerals," i.e., columbite tantalite, cassiterite, wolframite (or their derivatives tantalum, tin, and tungsten) or gold sourced from the Democratic Republic of the Congo (DRC) or an adjoining country that has directly or indirectly financed or benefitted armed groups in the DRC or an adjoining country. Suppliers shall have systems in place that are designed to meet these objectives.

Gilead recognises the increased globalisation of its supplier base and has therefore translated the Supplier Code of Conduct into ten languages. When Gilead issues a RFP through SAP Ariba, suppliers are asked to confirm whether they agree to the Supplier Code of Conduct and sign the declaration; a refusal by a supplier to commit to the Supplier Code of Conduct is a factor in considering their eligibility to do business with Gilead.

#### Contractual clauses

In contracts with suppliers, Gilead requires suppliers to comply with all applicable law and regulations, which include those concerning slavery and human trafficking where applicable. Contract clauses also require compliance with the Supplier Code of Conduct.

In Australia, GSPL local standard supply contracts require suppliers to warrant that they are not aware of any conduct or circumstances within any part of their business or supply chain that would prevent or adversely restrict performance of the supplier's obligations under the agreement. The standard contracts also include a right to audit suppliers to validate compliance with the terms of the agreement and applicable laws.

### 3.2 Training

As part of responsible sourcing management programmes, Gilead provides training to key personnel involved in the management of suppliers on slavery and human trafficking. Gilead intends to provide training on modern slavery at a broader level to other business functions within the organisation.

### 3.3 **Supplier Due Diligence**

Gilead monitors its suppliers as part of our supplier relationship management programmes. This may involve routine in-person meetings between Gilead management and our suppliers where appropriate.

Gilead uses its own Personnel and, also in certain circumstances, independent third parties, to carry out regular and ad-hoc audits and site inspections of our manufacturing and packaging suppliers to ensure compliance with quality agreements. These suppliers may also be subject to ad-hoc audits and inspection by government authorities.

Whilst slavery and human trafficking are not specific targets of these audits, Gilead Personnel would be required to escalate any such observations or suspicions immediately. In 2023, there were no issues raised that were associated with forced labour in the facilities audited under this programme.

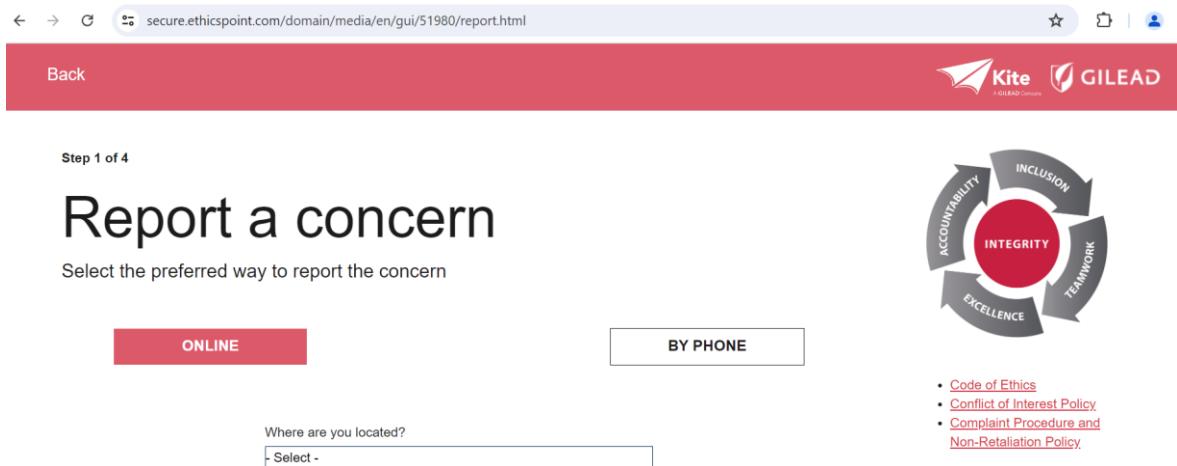
Gilead's supplier screening programme aids Gilead in monitoring social and ethical risks (including health and safety; modern slavery; discrimination and unfair treatment; and business integrity), environmental, operational and other risks within its supply chain.

In relation to suppliers working on-site, Gilead must be satisfied that suppliers protect workers as evidenced through health and safety performance and by other means, including verification of the management framework for accident or injury, investigation and checks on incident records during onsite assessments of suppliers.

In 2023, Gilead completed supplier site assessment audits that directly utilised the Pharmaceutical Supply Chain Initiative ("PSCI") resources and approaches. These PSCI audits generally consider all or part of the pillars described in the PSCI Principles (i.e. Ethics, Labor & Human Rights, Health & Safety, Environment and Management Systems) and in the PSCI Audit Guidance. Gilead continues to evaluate the most practicable and effective ways to ensure compliance and continual improvement amongst Gilead's value chain partners.

### 3.4 **Approach to remediation**

Gilead Personnel are required to report potential violations of laws, regulations, company policies (including the Gilead Code of Ethics) and any other serious wrongdoing within Gilead. To facilitate disclosures and help protect anonymity, Personnel can report any concerns through Gilead's Ethics Hotline (Hotline). The Hotline is accessible to all individuals and is operated by an independent, third-party provider, and is available 24 hours a day all year round. Concerns may be reported via phone or on the web. The reporting systems are available in multiple languages and reporting may be made anonymously where permitted by local law.



Reports are handled in accordance with Gilead’s Complaint Procedure and Non-Retaliation Policy and Gilead’s Internal Investigations and Disciplinary Policy.

## 4 Other Relevant Information

### Industry Collaboration

Gilead invests in industry and cross-industry collaboration as part of our ongoing efforts to address a wide range of global challenges that affect communities worldwide,

Gilead is a participant of the United Nations Global Compact (UNGC) – a voluntary initiative that is designed to align industries in the name of human rights, labour standards, environmental protection and anti-corruption practices. Gilead continues its efforts to integrate the UNGC principles into our strategy, culture and day-to-day operations.

Additionally, Gilead is committed to responsible supply chain practices. Gilead joined the PSCI in 2018. The PSCI has developed standards on six issues common in supply chains: (1) Freely Chosen Employment, (2) Child Labor and Young Workers, (3) Non-Discrimination, (4) Fair Treatment, (5) Wages, Benefits, and Working Hours, and (6) Freedom of Association. These standards set our expectations on these issues. As a member of PSCI, Gilead promotes responsible practices that will continuously improve social, health, safety and environmentally sustainable outcomes. Gilead actively participates in PSCI committees, driving positive change within Gilead, and across the pharmaceutical industry through collaborative efforts with peer member companies. Gilead’s involvement with PSCI continues to shape our implementation of best practices.

## 5 Assessing the effectiveness of our actions

Gilead continues to review the effectiveness of our actions in respect to modern slavery risks through several measures:

- continuing to assess our policies and procedures to mitigate modern slavery risks within our operations and supply chain;
- expanding the operation of our Hotline to permit external parties, including suppliers, to raise a concern;
- reviewing our risk assessment approach and associated controls;

- conducting a deeper dive into the supply chain of a key risk area in the procurement activities of GSPL;
- updating the modern slavery provisions of our standard form contracts to take into account modern slavery risks in different contexts and assessing supplier compliance with the clauses; and
- capturing and responding to complaints and issues raised through Gilead's mechanisms for reporting potential issues, and prioritising investigation and remediation processes as appropriate.

## **6 Consultation and approval**

---

The cross-functional committee established by Gilead in 2022 to consider third-party risk within our supply chains, including human rights and other ESG issues, continued to meet during 2023.

This statement was prepared in consultation with GSPL's legal, compliance, procurement and finance teams. GSPL does not have any owned or controlled entities.

The Board of GSPL approved this statement on 9 July 2024.

Signed



Jaime McCoy

General Manager and Director

Gilead Sciences Pty Limited