

## HUMAN RIGHTS STATEMENT

### OUR COMMITMENT

While governments have the primary duty to respect, protect, and fulfill individual human rights and fundamental freedoms, we recognize that the private sector is expected and should endeavor to conduct business in a manner that upholds these principles. At Catalent, we are committed to operating with respect for internationally recognized human rights standards, as expressed in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social, and Cultural Rights, and the principles set forth in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We strive to neither cause nor contribute to an adverse human rights impact through our business activities, and to address any such impact if it should occur. We additionally aim to prevent or mitigate any adverse human rights impact directly linked to the operations, products, or services of our business partners, and to not be complicit, directly or indirectly, in any human rights abuse.

### OUR APPROACH

We seek to understand the impact, whether positive or negative, of our business operations and those of our business partners, on individuals and the broader society. We promote—through our Standards of Business Conduct and Supplier Code of Conduct, as well as other company policies and statements—a corporate culture that respects and honors individual human rights and fundamental freedoms.

**PATIENTS:** We put the health and safety of patients first and are committed to ensuring a reliable, humane, and secure supply chain in the production of pharmaceutical products and the delivery of related services.

### EMPLOYEES:

- We believe in freely chosen employment, with a zero-tolerance policy for all forms of forced labor and inhumane treatment in our workplaces and within our supply chain, including abusive child labor and human trafficking, as outlined in our policies prohibiting Human Trafficking and Child Labor and our Modern Slavery Statement.
- We are committed to providing a safe and inclusive work environment that respects and promotes the benefits of a diversity of views, backgrounds, and experiences, with equality of opportunity and treatment, that does not discriminate on the basis of any characteristic or status protected under applicable laws. These issues are specifically covered in, among others, our policies on Equal Employment Opportunities, Affirmative Action, and Reasonable Accommodation. Catalent is also a signatory of the CEO Action for Diversity and Inclusion pledge, the largest CEO-driven business commitment for advancing diversity and inclusion in the workplace.
- We believe every worker should be treated fairly, with dignity and respect, and not be subject to harassment, bullying, intimidation, or retaliation, as addressed in our Respectful Workplace and Non-Retaliation policies. We are also committed to providing employees with appropriate working conditions, including adequate wages, benefits, working hours, and paid time off, per our Human Resources corporate policies.

- We respect our employees' right to freely form and join, or not, a labor organization of their choosing, and to bargain collectively, free of coercion and fear of reprisal, intimidation, or harassment, consistent with the laws of the various jurisdictions in which we operate.
- We are committed to ensure a safe and healthy environment, in compliance with applicable laws, regulations, and Catalent standards, including our Environmental, Health, and Safety and Global Workplace Violence policies.

**SUPPLIERS:** We believe in doing business with individuals and firms that support and share our values and commitment to respect human rights. In particular, we expect our business partners to treat our employees, their own employees, and anyone with whom they interact on behalf of Catalent in a similar fashion, as set forth in our Supplier Code of Conduct.

**DATA PRIVACY:** We comply with applicable data privacy laws and regulations and have policies in place to safeguard the personal information of our employees, customers, and others whose personal information is entrusted to us. Our suppliers must also comply with applicable data privacy laws and regulations.

**ENVIRONMENT:** We aim to be a socially responsible corporate citizen and to minimize the environmental footprint of our operations for the local communities within which we conduct business. Our suppliers must operate in ways that are respectful and protective of the environment and in compliance with applicable laws and regulations.

## **GOVERNANCE AND REMEDIATION**

Catalent provides several channels to report concerns about human rights, including through our Human Resources team, our confidential, third-party Business Conduct Line ([www.CatalentMSW.com](http://www.CatalentMSW.com)) and our Compliance and Ethics group (which can be reached at [ethics@catalent.com](mailto:ethics@catalent.com)).

We plan to further support our commitment in multiple phases to be implemented over the course of several years. An internal cross-functional task group supported by third-party experts will conduct an initial review of our human rights impact, including a baseline analysis and an assessment of human rights impacts at a corporate, country, supply chain, and site level. The findings of this exercise will subsequently be integrated across the various functions and processes at Catalent. Informed by an ongoing monitoring of human rights issues by the task group, we aim to continuously assess—and strengthen, as needed—our processes and oversight mechanisms for identifying, mitigating, and effectively remediating any adverse human rights impact across our business operations and value chain.



John Chiminski

**Chair & Chief Executive Officer**