MODERN SLAVERY STATEMENT

This statement is made on behalf of Catalent, Inc. and its affiliates, as identified on the attached Appendix, in furtherance of the California Transparency in Supply Chain Act of 2010 and Section 54 of the UK Modern Slavery Act 2015.

Catalent is a global provider of advanced delivery technologies and development and manufacturing solutions for drugs; protein, cell and gene therapy biologics; and consumer health products. We operate four reporting segments: Softgel and Oral Technologies, Biologics, Oral and Specialty Delivery, and Clinical Supply Services. Catalent’s global headquarters is in Somerset, New Jersey. Catalent has a workforce of over nineteen thousand individuals worldwide and operates more than 50 sites across North America, Europe, Latin America, and Asia.

Catalent believes in the protection of human rights globally, including in the workplace at its facilities and in the promotion of responsible business practices within its supply chain. Catalent policy forbids slavery or human trafficking of any kind and is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. As a member of the Pharmaceutical Supply Chain Initiative (PSCI), Catalent has agreed to its principles, including:

FREELY CHOSEN EMPLOYMENT: Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor. No worker shall pay for a job or be denied freedom of movement.

Catalent has several corporate policies that address different aspects of its overall policy, including its Standards of Business Conduct, Human Rights Statement, Global Anti-Bribery and Anti-Corruption Policy, Prohibition Against Abuse of Child Labor Policy, Prohibition Against Human Trafficking Policy, and Supplier Code of Conduct.

In fiscal 2021, Catalent worked with a third party to initiate a human rights impact assessment for its own operations and that of its supply chain, covering areas such as product safety, occupational health and safety, and working conditions. Catalent has not identified any instance of modern slavery or human trafficking at the company in its fiscal year ending June 30, 2021. As described below, Catalent has implemented and continues to develop policies and procedures that reflect its ongoing commitment to the protection of human rights.

Code of Conduct

Catalent’s Standards of Business Conduct sets forth its code of ethics and expectations regarding responsible business conduct. It provides information about the standards of integrity that Catalent and all Catalent-affiliated entities require from all their workers, directors, and officers, including standards relating to fair treatment, inclusion and diversity, anti-harassment and anti-bullying, child labor, and human trafficking. Catalent expects that its consultants, agents, representatives, business partners, and suppliers will conform to the behaviors set forth in the Standards of Business Conduct, and these policies are also highlighted in Catalent’s Supplier Code of Conduct. Catalent also has a Speak Up Policy that encourages all workers, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
Supplier Code of Conduct

Catalent’s corporate values include an emphasis on respect of others. Consistent with this, Catalent has zero tolerance for human trafficking. Catalent presents a Supplier Code of Conduct to every supplier. As part of our standard supplier Terms & Conditions, each supplier is asked to read, acknowledge receipt of, and commit to complying with the principles of Catalent’s Supplier Code of Conduct, including abiding by all applicable laws, rules, regulations, codes, treaties, conventions, and other requirements prohibiting forced or indentured labor, inhumane treatment, and any form of child labor or other exploitation of children. Catalent will not conduct business with a supplier if it concludes or reasonably believes that this supplier has engaged in child labor law violations or activities that promote human trafficking or forced or involuntary labor.

Catalent (a) conducts new and existing vendor due diligence, which includes review of publicly available news related to legal and ethical practices/violations linked to modern slavery and human rights; (b) ensures its supply contracts contain provisions by which suppliers agree to comply with all laws related to their performance under those agreements; and (c) conducts on-site visits of its primary suppliers from time to time to review and discuss contract and quality performance, which may include the review of its Supplier Code of Conduct.

Training

As indicated above, Catalent’s Standards of Business Conduct sets forth its global standards for conducting business. In creating those standards, Catalent considered fundamental human rights, including those set forth in international instruments such as the Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Catalent requires that all its directors, officers, and workers comply with the provisions of its Standards of Business Conduct. The Catalent workforce is trained on the Standards upon hire and periodically receive refresher training, including on the UK Modern Slavery Act. Catalent has also created a standalone training entitled “Raising Awareness about Human Trafficking,” which is available to Catalent’s global workforce and is posted on its intranet. Catalent also provides information and training to its Global Procurement Team members that are directly involved in the selection of new suppliers and the ongoing management of current suppliers. This training covers the assurance of ethical business practices by Catalent’s suppliers.

Additionally, as part of its ethics campaign, Catalent has raised awareness of modern slavery and human trafficking issues by annually distributing to all global workers posters and articles that are specifically focused on modern slavery. These materials include information regarding:

- Catalent’s commitment in the fight against modern slavery;
- Red flags for potential cases of slavery or human trafficking; and
- How workers should report suspicions of modern slavery.

A short informational video titled “Identifying Human Trafficking” is available to all employees on the company’s intranet.

Accountability Standards

Catalent’s Standards of Business Conduct hold its workforce, directors, and officers to the highest level of ethical and social responsibilities. Catalent’s goal is to work with suppliers who embrace and comply with
the principles of its Supplier Code of Conduct, and, in turn, to have these suppliers encourage compliance from any supplier with whom they work in the delivery of goods or services for Catalent.

Members of Catalent’s workforce who do not comply with the provisions of Catalent’s Standards of Business Conduct may be disciplined. Unless otherwise prohibited by applicable law, the range of potential discipline may include dismissal. To the extent permitted by applicable law, Catalent consistently seeks to reserve the right to terminate relationships with third parties, including suppliers, that conduct business in a manner that conflicts with its Standards of Business Conduct or Supplier Code of Conduct.

Continuous Improvement of Supply-Chain Management

In fiscal 2021, Catalent launched a third-party vetting and due diligence program, utilizing an external service to monitor new and key existing suppliers. The service screens suppliers for a wide-range of risks, including those related to human rights, workplace health and safety, corruption, and regulatory and environmental violations. If a supplier is flagged as a risk, Catalent internally assesses the type and level of risk and implements countermeasures where necessary.

No later than fiscal 2023, the company will finish implementing a customized assessment questionnaire for high-risk suppliers, enhancing the initial vetting and due diligence process carried out when Catalent is assessing a potential relationship with the supplier. Catalent will evaluate suppliers using its internal supplier qualification process, regular supplier audits, and its external supplier vetting and due diligence program.

Monitoring

Catalent monitors human trafficking risks, based upon the industry in which it operates and the places where it conducts business or obtains the materials necessary for its work, by reviewing published country risk profiles for corruption and human trafficking risks and sharing them within the workplace.

In addition, Catalent has a business conduct helpline (800-461-9330 in the United States) and website (www.CatalentMSW.com, which also provides international telephone numbers) where anyone may report any type of violation or concern, including those related to human trafficking and modern slavery.

Over the next year, Catalent’s focus will be on:

- Continuing to develop the maturity of its supplier due diligence program; and
- Continuously improving its policies and procedures by having its internal human rights action group formally integrate learnings from a fiscal 2021 human rights assessment.

John Greisch, Chair, Catalent Audit Committee
April 27, 2022
For and on behalf of Catalent, Inc.

This statement was executed and approved after a duly noticed meeting of the Audit Committee of the board of directors of Catalent, Inc., and a link to this statement shall be placed on the homepage of the Catalent website (www.Catalent.com).
Appendix of Catalent, Inc. Affiliates

Catalent (Shanghai) Clinical Trial Supplies Co., Ltd.
Catalent Anagni S.r.l.
Catalent Argentina S.A.I.C.
Catalent Belgium Holding S.A.
Catalent Belgium S.A.
Catalent Brasil Ltda.
Catalent China Holdings Limited
Catalent Cosmetics AG
Catalent CTS (Edinburgh) Limited
Catalent CTS (Kansas City), LLC
Catalent CTS (Singapore) Private Limited
Catalent CTS (Wales) Limited
Catalent CTS UK Holding Limited
Catalent CTS, LLC
Catalent Düsseldorf GmbH
Catalent France Beinheim SA
Catalent France Limoges Holding S.A.S.
Catalent France Limoges S.A.S.
Catalent Germany Eberbach GmbH
Catalent Germany Holding II GmbH
Catalent Germany Holding III GmbH
Catalent Germany Schorndorf GmbH
Catalent Gosselies PS SA (f/k/a Delphi Genetics SA)
Catalent Gosselies S.A.
Catalent Harman’s Road, LLC
Catalent Holdco II, LLC

Catalent Holdco III, LLC
Catalent Holdco IV, LLC
Catalent Holdco V, LLC
Catalent Houston, LLC
Catalent Indiana Holdings, LLC
Catalent Indiana, LLC
Catalent Italy Holding S.r.l.
Catalent Italy S.p.A.
Catalent Japan K.K.
Catalent JNP, Inc.
Catalent Maryland, Inc.
Catalent Massachusetts, LLC
Catalent Micron Technologies Limited
Catalent Micron Technologies, Inc.
Catalent MSTC, Inc.
Catalent MTI Pharma Solutions Limited
Catalent MTI Pharma Solutions, Inc.
Catalent Netherlands Holding B.V.
Catalent Nottingham Limited
Catalent Ontario Limited
Catalent Oxford Limited
Catalent Pharma Solutions GmbH
Catalent Pharma Solutions Limited
Catalent Pharma Solutions, Inc.
Catalent Pharma Solutions, LLC
Catalent Pharmaceutical Technology (Shanghai) Co., Ltd.
Catalent PR Humacao, Inc.

Catalent Princeton, LLC
Catalent San Diego, Inc.
Catalent Shiga K.K.
Catalent Singapore Holdings Pte Ltd.
Catalent U.K. Packaging Limited
Catalent U.K. Swindon Holding II Limited
Catalent U.K. Swindon Zydus Limited
Catalent UK Supply Chain Limited
Catalent Uruguay S.A.
Catalent US Holding I, LLC
Catalent USA Packaging, LLC
Catalent Wellness California, LLC
Catalent Wellness Holdings, LLC
Catalent Wellness Indiana, LLC
Catalent Wellness Virginia, LLC
Catalent Wellness, LLC
Catalent Wellness New Jersey, LLC
Cell Therapy Holding S.A.
Columbia Laboratories (Bermuda) Ltd.
PTS Intermediate Holdings LLC
R.P. Scherer Technologies, LLC
Raritan Valley Insurance Company
Redwood Bioscience, Inc.