

A photograph of a modern building interior, likely a Zoetis office. The image shows a large, open space with a high ceiling, glass railings, and a prominent Zoetis logo on a wall. The logo is in orange and white. The overall atmosphere is professional and contemporary.

Statement on Modern Slavery

This Statement describes the activities of Zoetis Inc. and its consolidated subsidiaries (“Zoetis,” “we,” “us” and “our”) to address forced labor, child labor, slavery and human trafficking (“modern slavery”) in our business and supply chains during the year ended December 31, 2023, and is published pursuant to the requirements set forth in the UK Modern Slavery Act and the California Transparency in Supply Chains Act (each an “Act” and, together, the “Acts”). Not all of the entities in our consolidated group are subject to these Acts. However, we have prepared this Statement on a consolidated basis for the entire Zoetis group because we have common policies and compliance procedures protecting human rights and opposing modern slavery across our business.

Zoetis Purpose and Core Beliefs

Zoetis is a global leader in the animal health industry, focused on the discovery, development, manufacture and commercialization of medicines, vaccines, diagnostic products and services, biodevices, genetic tests and precision animal health. We have a diversified business, marketing products across eight core species: dogs, cats and horses (collectively, companion animals) and cattle, poultry, swine, fish and sheep (collectively, livestock); and within eight major product categories: parasiticides, vaccines, dermatology, anti-infectives, pain and sedation, other pharmaceutical, animal health diagnostics and medicated feed additives. For over 70 years, we have been innovating ways to predict, prevent, detect, and treat animal illness, and continue to stand by those raising and caring for animals worldwide - from veterinarians and pet owners to livestock farmers and ranchers. Our commitment to enhancing the health and quality of life of the communities in which we live and work is grounded in the belief that everyone should be treated fairly and with respect and driven by our purpose, to nurture our world and humankind by advancing care for animals.

We are committed to respecting the human rights and dignity of everyone, we support all efforts to promote and protect human rights, and we oppose modern slavery. We will not tolerate abuse of human rights in our operations or in our supply chain and we are committed to implementing policies and procedures designed to mitigate the risk of modern slavery in our operations and supply chains.

Zoetis Structure, Operations and Supply Chain

Our global manufacturing and supply network includes 29 manufacturing sites in addition to our research and development, commercial, and logistics operations. Our sites operate according to Zoetis’ policies and procedures including those outlined in this Statement. In particular, our Environment, Health & Safety (EHS) policies include topics such as workers’ rights, health and safety, and the protection of the environment. Zoetis is an active

participant with the Pharmaceutical Supply Chain Initiative (PSCI), which ensures that we collaborate on the development of and actively participate in industry priorities and initiatives to ensure responsible business practices with respect to our supply chain, with a focus on five key areas: ethics, labor, health and safety, environment and management systems. We regularly monitor and review our sites' performance to help ensure our standards of conduct meet the high expectations we set for ourselves.

At Zoetis, responsible supply chain management is core to how we do business. We operate within a framework of principles aligned with ethical, social, and environmental responsibilities to help ensure sustainability of our business and the communities in which we operate. A network of external suppliers is essential to enable manufacture of our medicines, vaccines, diagnostics, and technologies that help pets live longer, healthier lives and which improve the health, welfare and productivity of food-producing animals. We are committed to using suppliers that demonstrate strong performance in EHS risk management.

Risk of Modern Slavery in Zoetis' Operations and Supply Chain

Based on the following, we believe the risk of modern slavery in our operations and supply chain is low.

- Our Enterprise Risk Management (ERM) program is designed to identify and drive mitigation of the company's strategic risks, and to date our ERM program has not identified the risk of modern slavery as a significant risk in Zoetis' operations or supply chain.
- We have personnel policies, procedures and training pertaining to, among other things, human rights, hiring practices, working hours and workplace conduct that we believe mitigate this risk in our own business.
- No modern slavery or human rights issues in our operations, at our suppliers or in our supply chains have been reported to us via our compliance reporting mechanisms or the Zoetis Ethics Hotline.
- Our ongoing monitoring of publicly available news sources has not yielded modern slavery or human rights concerns related to our suppliers or in our supply chain.

Actions Taken to Address Modern Slavery Risks

Zoetis takes the following steps to manage our supply chains relationships responsibly and is providing the information below in compliance with the disclosure requirements of the Acts:

- **Verification / Diligence:** Zoetis evaluates its suppliers through a risk-based internal due diligence process. This process is designed to identify potentially higher risk suppliers for, where appropriate, additional diligence, increased monitoring, or the application of other controls.
- **Contracts:** Our standard contracts with suppliers require them to comply with all applicable laws, including laws regarding forced labor, child labor, slavery, and human trafficking of the country or countries in which they do business. Zoetis operates a zero-tolerance policy with respect to forced labor, child labor, slavery, and human trafficking. Supplier contracts are not awarded to any supplier that is unable to comply with the undertakings detailed in the Acts. We reserve the right to cease doing business with any supplier we engage with if they do not agree to comply with this Statement, our policies (outlined below), or we discover infringement or unacceptable actions by them.
- **Audits:** We periodically conduct routine evaluations and onsite assessments of our suppliers to confirm their compliance with our standards and policies and all applicable laws, rules and regulations. We use a risk-based approach to determine which suppliers to assess and frequency of such assessments. Assessments are conducted by either internal personnel or external contracts based on the risk, location and expertise needed for the assessment. Suppliers are expected to satisfactorily address any identified issues and demonstrate that

corrective action has been taken. Failure to comply or failure to correct non-complying situations are grounds for termination of the business relationship.

- **Reporting:** Allegations of forced labor, child labor, slavery, or human trafficking are reported to the Compliance team to determine appropriate action. We have robust systems in place that require reporting of concerns and the protection of whistle blowers.
- **Our Policies:** We are committed to ensuring that forced labor, child labor, slavery, and human trafficking does not occur in our operations or supply chain. Our policies reflect our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing systems and controls designed to ensure that forced labor, child labor, slavery, and human trafficking do not occur in our operations or supply chain. Our relevant policies include:
 - **Global Human Rights Policy:** This policy summarizes our policies and procedures that have been implemented to mitigate the risk of modern slavery in our operations (including our Code of Conduct, Supplier Conduct Position Statement, and Supplier Conduct Principles), with which all our employees, contractors and suppliers are required to comply. Among other things, the Global Human Rights Policy establishes our zero-tolerance policy on modern slavery, including forced labor, child labor, slavery and human trafficking, and specifies governance and reporting requirements that are designed to help support our human rights commitments.
 - **Supplier Conduct Principles:** These principles outline the conduct we expect from all of our supply partners in support of the belief that society and business are best served by responsible business behaviors and practices. Included in these principles is our stance on modern slavery, namely that suppliers shall not use forced labor, child labor, slavery or human trafficking. Zoetis expects suppliers to conduct risk based due diligence with their suppliers and supply chains to ensure that they adhere to Zoetis' principles against modern slavery.
 - **Supplier Conduct Position Statement:** This statement addresses our expectations with respect to all suppliers regarding compliance with our Supplier Conduct Principles.
 - **Code of Conduct:** Our Code of Conduct describes how we operate and guides the decisions we make, and all directors, employees, contractors, and Zoetis third parties are required to adhere to these standards. The Code specifically covers our commitment to respecting human rights and training is assigned to all new employees upon hire and to existing employees annually.
 - **Anti-Bribery / Anti-Corruption Principles:** Corruption is a common red flag for potential human rights issues and Zoetis is committed to the highest standards of ethical conduct and integrity in our business activities globally. This document outlines our position on preventing and prohibiting bribery, including in accordance with the US Foreign Corrupt Practices Act, UK Anti-Bribery Act, and all other anti-bribery and anticorruption laws wherever we conduct business. Additionally, our internal Anti-Bribery and Anti-Corruption Policy and Procedures include extensive resources supporting our employees in compliance with the applicable anti-corruption laws and local policies and procedures by providing guidance on charitable donations, sponsorships, interactions with government officials and veterinarians, gifts and entertainment, relationships with third parties, and mergers and acquisitions. Zoetis will not tolerate any form of bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf.
- **Training:** Zoetis provides periodic compliance trainings to all employees that includes the principles of each of the Acts.

Allegations of modern slavery are to be reported immediately to Zoetis' Compliance department through the following channels:

- **By email:** Compliance@zoetis.com
- **By phone:** Compliance Helpline Number (U.S. and Canada): 1-855-322-9944
- **Online using the Compliance Helpline Web-Reporting Tool:** <https://zoetis.ethicspoint.com>.
- **By scanning QR code:**



Certification – UK Modern Slavery Act

The undersigned, being an authorized representative member of the board of directors of Zoetis UK Ltd, approved this statement on Sep 20, 2024. The statement will be reviewed on an annual basis and updated if or as appropriate.

Ben Backmann
Ben Backmann (Sep 20, 2024 16:45 GMT+2)

Ben Backmann
VP, Chief Counsel EuAfME, ANZ, Canada, South and Southeast Asia & Aquatic Health