



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, 2022. We have published this Statement pursuant to the Uyghur Forced Labor Prevention Act, the California Transparency in Supply Chains Act, the UK Modern Slavery Act, the Norwegian Transparency Act of 2022 and the Australian Commonwealth Modern Slavery Act (each an “Act” and, together along with other laws concerning modern slavery, 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 technology. We have a diversified business, marketing products across eight core species: dogs, cats and horses (collectively, companion animals) and cattle, swine, poultry, fish and sheep (collectively, livestock); and within seven major product categories: parasiticides, vaccines, dermatology, other pharmaceutical products, anti-infectives, animal health diagnostics and medicated feed additives. For 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 livestock farmers to veterinarians and pet owners. 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.

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 28 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. 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 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, 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 Helpline.
- 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 is taking 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 (EHS risk combined with business continuity risk) 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, or human trafficking does not occur in our operations or supply chain. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls designed to ensure that forced labor, child labor, slavery, and human trafficking are does 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 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 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 child labor, forced, bonded or indentured labor or involuntary prison labor. 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 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 regularly.
 - **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 colleagues 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 Nov 29, 2023. The statement will be reviewed on an annual basis and updated if or as appropriate.

Ben Backmann
Ben Backmann (Nov 29, 2023 17:52 GMT)

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