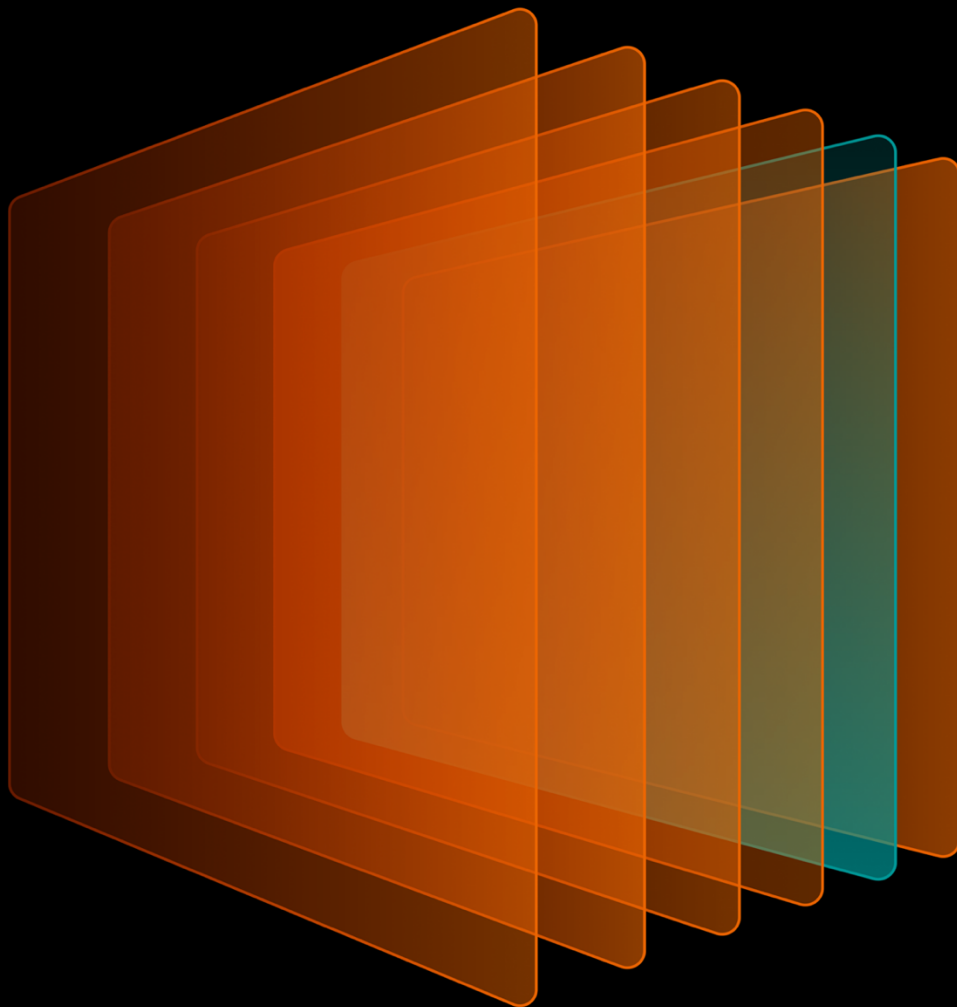


Addressing the Risk of Modern Slavery

Modern Slavery Statement

Siemens Healthcare Pty Ltd submits this Modern Slavery Statement in accordance with the requirements of the *Modern Slavery Act 2018* (Cth)



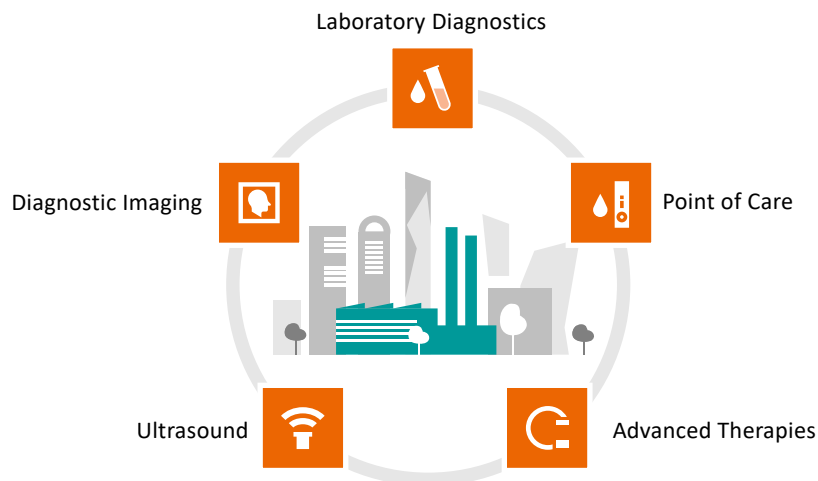
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1 Siemens Healthineers: Company Structure, Operations and Supply Chains

1.1 Siemens Healthineers

Siemens Healthcare Pty Ltd (ACN 604 853 938) (“**Siemens Healthineers**”) is an Australian company with no controlled entities. Siemens Healthineers is 100% owned within the Siemens Healthineers AG group of companies. As at the end of fiscal year 2025, Siemens Healthineers employed around 695 people in Australia.

Siemens Healthineers primarily operates as a supplier of medical devices, parts, consumables, and reagents, and as a provider of associated services across the following healthcare portfolios:



Value-added services

Customer Services

Product-related services, remote services, and education and skills development

Enterprise Services

Asset management, managed equipment services, transformation and advisory services, managed departmental services and staffing and capacity solutions

Digital and Automation

Population health management, digital ecosystems, teleradiology services and imaging IT

The Siemens Healthineers AG group’s global supply chain encompasses the manufacture, supply, distribution, installation, servicing, and support of medical devices and related products. Siemens Healthineers’ supply chain includes overseas related companies that manufacture or produce medical products for export to Australia, where they are then sold, distributed, and supported locally. Australian operations also involve service delivery such as installation and commissioning, design, consultancy, project management, product servicing and maintenance and customer training.

Siemens Healthineers AG operates in more than 70 countries and employs over 74,000 people worldwide. Its operations include manufacturing, R&D facilities, office buildings, and warehouses, with manufacturing sites located in the United States, Germany, United Kingdom, China, Slovakia, Canada, India, South Korea, Ireland, Brazil, Spain and Luxembourg.

Procurement for Siemens Healthineers AG is globally coordinated and organised by material fields within commodity management. Local procurement needs and Australian-specific requirements are managed directly by Siemens Healthineers.

In Australia, Siemens Healthineers' total supplier spend in FY25 was over EUR 274m (AUD 472m), with the vast majority of this spend sourced from Siemens Healthineers AG's global manufacturing locations. The remainder comprises purchases of goods and services from 473 third-party suppliers. Of Siemens Healthineers' third-party suppliers, 166 new suppliers were onboarded in FY25, and all but a handful are direct first-tier suppliers based in Australia.

The main goods and services procured from Siemens Healthineers AG's manufacturing locations were goods and services required to operate as a supplier of medical devices, parts, consumables and reagents and associated services.

Siemens Healthineers' third-party sourcing in Australia comprises the following goods and services:

%	Commodity description
16%	Logistics - Ground
16%	Logistics - Air
16%	Medical Accessories
11%	Travel
7%	Turnkey Construction/Civil Works
4%	Logistics – Courier, Express and Postal Services
3%	Helium
2%	Medical Devices
2%	Repair and Maintenance Products
2%	Injectors
2%	Real Estate
1%	Consulting Services - Legal
1%	Communications
17%	Other commodities representing less than 1% of total spend

2 Minimising Modern Slavery Risk in Operations and Supply Chains of Siemens Healthineers

2.1 Policies and Governance

Siemens Healthineers AG requires all employees, managers, suppliers, and third-party intermediaries worldwide to comply with all applicable laws and regulations. These expectations are grounded in internationally recognised instruments, including the Universal Declaration of Human Rightsⁱ, the International Labour Organisation’s International Labour Standards, the United Nations Convention against Corruptionⁱⁱ, and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactionsⁱⁱⁱ.

All employees within the Siemens Healthineers AG group of companies, including managers and members of managing boards must adhere to the organisation’s global Siemens Healthineers Business Conduct Guidelines (“**Business Conduct Guidelines**”). These Business Conduct Guidelines are regularly reviewed and updated and set out the principles governing ethical conduct within the organisation and in interactions with external business partners, covering topics such as basic working conditions, human rights, compliance and responsible business behaviour.

Responsible business practices form a core component of Siemens Healthineers’ supplier management processes. All business partners are required to comply with the Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries (“**Supplier Code of Conduct**”), which outlines the standards of ethical, lawful and sustainable conduct expected throughout the supply chain.

The Supplier Code of Conduct is based on internationally recognised frameworks, including the Ten Principles of the United Nations Global Compact, and reflects the principles set out in the Business Conduct Guidelines.

By accepting the Supplier Code of Conduct, suppliers commit to meeting minimum standards in the following areas:

- Human Rights and Labour Conditions, including the prohibition of forced labour and child labour;
- Environmental and Climate Protection, including the responsible use and protection of natural resources;
- Fair Operating Practices;
- Responsible Minerals Sourcing;
- Supply Chain Responsibilities, including efforts to ensure supplier compliance with the Supplier Code of Conduct using a risk-based approach, and adherence to non-discrimination requirements in supplier selection and treatment; and
- Legal Compliance.

In isolated circumstances where a business partner declines to accept the Supplier Code of Conduct, for example, due to the existence of an equivalent internal code, a mandatory escalation process is initiated. This process confirms whether the business partner’s obligations are substantively equivalent to those of the Supplier Code of Conduct. Any exemption granted is time-limited and subject to annual review. If an exemption is not granted, Siemens Healthineers will not engage with that business partner.

2.2 Due Diligence of Suppliers in the Siemens Healthineers Supply Chain

As a manufacturer of medical devices and in vitro diagnostics, Siemens Healthineers AG is responsible for ensuring that its products comply with all applicable quality and regulatory requirements. Siemens Healthineers acts as the Australian importer and sponsor of Siemens Healthineers AG medical devices. Siemens Healthineers AG manufacturing sites maintain certification to regulatory and quality system standards, including ISO 13485 (Medical Devices), which requires manufacturers to establish appropriate controls for all products and services sourced from both external and internal suppliers. A key component of these controls is the requirement that suppliers agree contractually to comply with the Supplier Code of Conduct.

Siemens Healthineers maintains supplier quality management processes that meet applicable Australian legal and regulatory requirements, as well as Siemens Healthineers AG's global standards. Sustainability and ethical principles are evaluated as part of the broader supplier quality management framework across the following stages:

- **Supplier Qualification:** All third-party suppliers are onboarded through a consistent, standardised process that verifies their capabilities, compliance and alignment with Siemens Healthineers' ethical expectations;
- **Supplier Evaluation:** Monitoring of third-party suppliers follows a harmonised risk management framework tailored to each supplier's scope of delivery and potential impact on product quality and safety. This includes structured processes for providing feedback and addressing any identified deficiencies; and
- **Supplier Development:** Ongoing activities focus on fostering sustainable long-term partnerships and identifying opportunities for continuous improvement, efficiency gains and enhanced compliance.

3 Actions to Address Modern Slavery Risks and Measure Effectiveness

3.1 Assessment and mitigation of modern slavery

Siemens Healthineers AG maintains robust global processes to manage workplace relations, human rights and supplier compliance. In Australia, Siemens Healthineers continues to refine its approach to identifying, assessing and mitigating modern slavery risks across its operations and supply chain.

During the reporting period, Siemens Healthineers strengthened its supplier quality management framework. A structured risk-assessment methodology was applied to categorise suppliers using country-level risk indicators, including OECD classifications and Transparency International's Corruption Perceptions Index. This approach supports prioritised due diligence and targeted supplier engagement.

Global oversight is supported by the Supplier Lifecycle Management ("SLiM") platform, which is deployed across the global organisation and adapted for local use. SLiM enables ongoing monitoring of supplier performance and their compliance with the Supplier Code of Conduct.

Siemens Healthineers continues to apply a risk-based approach to modern slavery due diligence and regularly reviews its systems and preventive measures.

3.2 Management Engagement and Focus

Siemens Healthineers places strong emphasis on organisational agility, ensuring employees remain equipped to respond to evolving business and compliance expectations. Employees are required to complete ongoing training modules, which reinforce understanding of the Supplier Code of Conduct and related obligations.

Siemens Healthineers operates within the global Siemens Healthineers AG compliance system, supported by clearly defined lines of accountability and reporting through its international chain of command.

3.3 Continued Training and Support

Siemens Healthineers adopts both internal and external measures to ensure all participants in the supply chain—employees and suppliers—possess the appropriate systems, skills and support to identify and mitigate modern slavery risks.

Internally, the supplier qualification process continues to assess suppliers' exposure to modern slavery by verifying that they meet the expected compliance, human rights and labour-practice standards.

Externally, Siemens Healthineers AG engages in several international human rights initiatives. Its ultimate holding company, Siemens Aktiengesellschaft, is a member of the Global Business Initiative on Human Rights (GBI) and participates in the European Business and Human Rights Peer Learning Group of the UN Global Compact Network.

Whistle-blower information may be reported through an independent Ombudsperson or via the third-party-operated 'Let Us Know' hotline, which protects confidentiality and anonymity.

Siemens Healthineers supports a risk-based suite of oversight tools ("**Detection Modules**"), which include:

- **Corporate Responsibility Self-Assessment (CRSA):**
A standardised, company-wide online questionnaire used to evaluate suppliers' compliance with the Supplier Code of Conduct. CRSA assessments are conducted at defined intervals.
- **Supplier Quality Audits:**
On-site or remote audits conducted on a scheduled or ad-hoc basis to verify compliance and support continuous improvement.
- **External Sustainability Audits:**
Conducted by internationally recognised auditing firms appointed by Siemens Healthineers AG, based on the principles contained in the Supplier Code of Conduct.
- **Incident-Driven Inspections:**
Targeted investigations initiated when suspected violations of the Supplier Code of Conduct are identified.

If the outcomes of these Detection Modules indicate irreparable non-compliance or failure to implement corrective actions, Siemens Healthineers may terminate the relevant purchasing contract.

3.4 Grievances and Remediation Processes

All allegations of possible compliance violations are responded to in accordance with formal company-wide processes.

Siemens Healthineers:

- examines all reports, investigates the relevant facts, takes appropriate measures and does not tolerate any retaliation against complainants or whistle-blowers;
- maintains confidentiality and provides whistle-blower protection in accordance with applicable legislation;
- takes appropriate action in the event of demonstrable violations, including disciplinary consequences; and
- applies the same principles to allegations of wrongdoings brought by suppliers and other third parties to the extent legally permissible.

Globally, Siemens Healthineers AG has appointed an independent Ombudsperson to receive, monitor and assess possible violations in a confidential manner. Employees and third parties can confidentially and anonymously confide in this impartial professional should they become aware of any improper business practices. In addition, the third-party operated Siemens Healthineers AG whistle-blower hotline "*Let Us Know*" provides a secure and confidential channel for employees and/or other third parties to report any suspected improper business practices 24 hours a day: online, anonymously if desired and in several languages.

4 Continuous Improvement

4.1 Ethical Sourcing and Supplier Support

In Australia, Siemens Healthineers enhanced its focus on ethical sourcing by reviewing payment practices for its small-business suppliers. Between October and December 2024, 659 small business suppliers were identified, with 68% operating on end-of-month plus 30- or 60-day payment terms. To reduce cash-flow pressures and support sustainable business practices, Siemens Healthineers revised its payment terms. By the end of December 2025, 50% of its 740 small business suppliers were operating on 30-day terms, demonstrating measurable progress.

4.2 Climate-Related Risk and Modern Slavery Vulnerability

Siemens Healthineers recognises the connection between climate-related pressures and increased vulnerability to modern slavery. To strengthen environmental due diligence, Siemens Healthineers assesses supplier sustainability performance through tools such as the Supplier Carbon Compass and the Carbon Web Assessment. These tools evaluate emissions profiles, reduction targets and decarbonisation ability, enabling prioritised engagement with suppliers of higher environmental impact.

Suppliers producing more than five kilotons of carbon emissions are currently undergoing detailed assessments to identify practical emission-reduction opportunities and to address potential vulnerabilities linked to modern slavery risk.

4.3 Alignment with Global Due Diligence Requirements

As part of the global Siemens Healthineers AG group of companies headquartered in Germany, Siemens Healthineers operates within the broader due-diligence framework of the German Supply Chain Due Diligence Act ("LkSG"). Siemens Healthineers AG submits an annual report to the German Federal Office for Economic Affairs and Export Control ("BAFA"), outlining human rights and environmental due-diligence performance.

This Modern Slavery Statement was approved by the Board of Siemens Healthcare Pty Ltd on 25.03.2026.

Signed:



Electronically signed by:
Michael Shaw
Reason: Document
Execution
Date: Mar 25, 2026 18:08:20
GMT+11

Michael Shaw, Managing Director
Siemens Healthcare Pty Ltd

ⁱ *United Nations General Assembly, Paris, adopted 10 December 1948, The Universal Declaration of Human Rights against Corruption*
ⁱⁱ *United Nations General Assembly, 31 October 2003 adopted by resolution 58/4, United Nations Convention*
ⁱⁱⁱ *Adopted by negotiating OECD Conference on 21 November 1997*

Siemens Healthcare Pty Ltd
Level 3, 141 Camberwell Road
Hawthorn East
Victoria, 3123
Australia

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