



Joint Modern Slavery Statement 2023 Australia

Bristol Myers Squibb Australia Pty Ltd
Celgene Pty Ltd



Purpose of statement

This is our fourth Australian Modern Slavery Statement, and we welcome the opportunity to reflect on our local and global efforts throughout 2023, to help eradicate modern slavery and human trafficking. Our work and dedication to this cause continues, as we are committed to taking action to help end these abhorrent practices and to further embedding into our culture ongoing vigilance for modern slavery risk and addressing it wherever it arises.

This Statement is a response to the introduction of the Modern Slavery Act 2018 (Cth) (the Act) in Australia, which requires a relevant entity to draft for each annual reporting period a statement regarding its identification, assessment and treatment of risks of modern slavery within its structure, operations and supply chain, and how the entity assesses the effectiveness of its actions to address such risks.

The Act defines modern slavery across eight types of serious exploitation: trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; deceptive recruiting for labour or services; and the worst forms of child labour, including where children are subjected to slavery or similar practices, or forced to engage in hazardous work.

This Modern Slavery Statement is made jointly on behalf of Bristol Myers Squibb Australia Pty Ltd (ABN 33 004 333 322) (Bristol Myers Squibb Australia) and Celgene Pty Ltd (ABN 42 118 998 771) (Celgene Australia) (collectively “both Companies”), for the reporting period 1 January 2023 to 31 December 2023. Both Companies form part of the same corporate group, with the USA-based Bristol Myers Squibb Company (BMS) as the ultimate parent company following BMS acquiring Celgene Corporation in November 2019. Post-acquisition integration of both Companies is well underway and the final steps have been scheduled.

Both Companies are reporting entities for the purposes of the Act as they carry on business in Australia and each had a consolidated revenue of over \$A100 million during the 2023 reporting period.



Joint commitment to stop modern slavery

Both Companies share the same commitment to modern slavery as parent BMS, namely:

Consistent with our shared values, we are strong supporters of human rights globally, in our workplaces, at our facilities, in our external supply chains and in our communities. We do not condone slavery or human trafficking of any kind and are committed to reducing the risk of slavery and human trafficking in our business and supply chain.

Both Companies follow the approach of BMS in combatting modern slavery, as it leads the company group by example, including:

- having joined the United Nations Global Compact in 2010, thereby supporting its ten principles on human rights, labour, environment, and anti-corruption, specifically the elimination of all forms of forced and compulsory labour;
- having initiated in the USA in 2019 a collaboration with **Truckers Against Trafficking (TAT)** and becoming a member of the TAT shipping partners program, which engages major purchasers of freight to encourage their carriers to discover and disrupt human trafficking;
- being a founding member of the **Pharmaceutical Supply Chain Initiative (PSCI)**, which has established the Principles for Responsible Supply Chain Management. The principles promote responsible business practices including human rights, labour, and ethics practices among pharmaceutical suppliers. BMS has directly and indirectly supported PSCI-sponsored supplier capability-building conferences and auditor training conferences in key regions of the world (including India and China). BMS has also supported local sub-teams in China and India, which PSCI established to increase capability; and
- continuing to be ranked on Corporate Responsibility Magazine's annual list of the 100 Best Corporate Citizens.



1. Structure and operations

1.1 Bristol Myers Squibb Australia

Bristol Myers Squibb Australia is a wholly owned subsidiary of BMS, a leading global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

As of December 2023, BMS globally had approximately 34,500 employees in 43 countries, with about 300 of these employees based at Bristol Myers Squibb Australia. Over half of the employees were based at the company's Australian headquarters in Melbourne. The remainder operate remotely throughout Australian capital cities and regional hubs.

BMS products are globally manufactured in both BMS and external manufacturing sites. All applicable procurement activities are managed by BMS Global Procurement and are required to comply with global company policies and procedures.

Bristol Myers Squibb Australia is not involved in the manufacture of product. Rather, Australian product is imported as fully finished product into a third-party logistics warehouse, DHL Supply Chain, which is part of the Deutsche Post DHL Group. DHL receives, stores, picks, packs and ships orders to Australian customers. DHL has

publicly stated that it is similarly committed to eliminating modern slavery.¹

The Australian operations also include a clinical trials division that requires pharmaceutical product supply and patient management for phase 1, 2 and 3 trials, some of which involves the use of professional contracted staff who are remunerated appropriately. Other parts of the Australian business include Sales and Marketing, who promote BMS brands, a complementary Medical Team that educates and supports the business, Regulatory and Quality, who manage the registration, licencing and GxP ("good practice") of our company and products, and supporting services in finance, legal and compliance, strategy, HR, IT, etc.

As explored further below, our local and global suppliers are checked to ensure that they meet our high standards and Bristol Myers Squibb Australia is committed to longstanding relationships wherever possible.

¹ See DHL (AU) 2021 Modern Slavery Policy Statement, accessed online 09/01/2024.

1.2 Celgene Australia

Celgene Australia became part of the BMS group of companies following BMS' 2019 acquisition of Celgene Corporation, the then parent company of Celgene Australia. Celgene Corporation is a global pharmaceutical company engaged primarily in the discovery, development and commercialisation of therapies for the treatment of cancer and inflammatory disease. As of December 2023, Celgene had approximately 4,000 employees.

Since the acquisition, BMS has been busy working on the global integration of the companies. While this has largely been achieved, particularly in relation to policies and procedures, given the magnitude of the acquisition, some integration work has continued throughout 2023.

Celgene Australia's head office is in Melbourne. As a result of business integration, there are no longer Celgene employees in Australia.

The company has one subsidiary, Abraxis Bio Science Pty Ltd, which is the license holder for ABRAXANE® (nanoparticle albumin-bound paclitaxel) used for the treatment of patients with metastatic breast cancer, non-small cell lung cancer and metastatic pancreatic cancer. Abraxis out-licenses Abraxane under exclusive license in Australia. Finished product is manufactured in Germany and is imported into Australia and supplied to a third party.

Celgene Australia imports only fully finished pharmaceutical products into Australia and distributes them in Australia and into New Zealand. Celgene has had a longstanding relationship with Healthcare Logistics (HCL), a member of the EBOS Group Ltd, and uses their services for warehousing and distribution, including into New Zealand. HCL partners with Toll in Australia for transportation services.



2. Overview of supply chains

As described above, Bristol Myers Squibb Australia partners with DHL for receiving, warehousing and distributing BMS fully finished, prescription only, pharmaceutical products. Bristol Myers Squibb Australia sources pharmaceutical products through BMS group companies. Information on BMS' worldwide facilities is available on the **BMS website**.

The management of the supply chain for BMS products is managed by BMS and is subject to extensive supplier screening and conduct requirements outlined below.

Celgene Australia's supply chain of pharmaceutical products is sourced from Switzerland, UK, Germany and the USA. The management of the supply chain for Celgene products has now been integrated into the new combined company structure and is now managed by BMS. As provided for below, Celgene has historically undertaken extensive supplier evaluation and established conduct requirements.

The other goods and services purchased by Celgene Australia and Bristol Myers Squibb Australia largely relate to those required for head office business functions and the corporate teams, which are managed by the local procurement team. These include local contracts for cleaning, maintenance, consultancy, recruitment, event/travel management, IT, advertising and other specialist consultancies.

3. Risks of modern slavery

Overall, the risk of modern slavery is considered low for Bristol Myers Squibb Australia, Celgene Australia and the broader BMS group. This is partly due to the risk reduction activities undertaken within the BMS group as discussed in section 4, but also more generally given the reasons below.

More particularly locally, the risk of modern slavery is considered low for Bristol Myers Squibb Australia and Celgene Australia given the local nature of suppliers, the subject matter of the goods and services being supplied, and the management practices of our suppliers. For example, Bristol Myers Squibb Australia's main supplier, DHL, globally requires all its divisions to adhere to a Code of Conduct that requires responsible, ethical and legally compliant behaviour, and expressly supports the elimination of all forms of forced or compulsory labour and the effective abolition of child labour.²

Further back into the supply chain for the BMS and Celgene products, the modern slavery risk is still considered low given the complex nature of the pharmaceutical industry, the types of products³ and services being supplied, the source countries⁴ being considered "not at risk" countries, and the corporate social responsibility practices of the organisations involved.

² DHL Code of Conduct, accessed online 09/01/24

³ For example, no BMS or Celgene product is included in the "at risk" product list categories specified in the Global Slavery Index 2023

⁴ As specified in the Global Slavery Index *ibid*.

4. Reducing modern slavery risks

While the risks of modern slavery both locally and globally for the BMS group may be viewed as low, the potential risk is treated very seriously at both a local and global level. For example, steps taken by Bristol Myers Squibb Australia to address this risk include:



Distributing modern slavery questionnaires to relevant suppliers not already reporting on modern slavery, reviewing their responses for adequacy and providing feedback and suggestions where appropriate. We have also been asked by our main customers to complete questionnaires which have been treated seriously and comprehensively responded to, and accepted unreservedly by such customers.



Incorporating modern slavery clauses into relevant template contracts.



Requiring staff to undertake regular training on BMS' global **Principles of Integrity: Standards of Business Conduct and Ethics (the Principles)**. The Principles embody BMS' high standards of ethical behaviour and form the basis of our interactions with employees, patients, customers, shareholders and the global community. The principles support the guidance established under the United Nations Universal Declaration of Human Rights and reinforces our commitment to human rights, stating that we "support and respect the protection of human rights and... avoid complicity in human rights abuses". There is also specific content on recognising possible signs of slavery and trafficking and mitigating risks.



Requiring that relevant vendors certify compliance with our global **Standards of Business Conduct and Ethics for Third Parties (3P Standards)**, which requires they act in compliance with laws, in an ethical manner, in accordance with human rights (including no forced labour, human trafficking or child labour), and in an environmentally safe manner. The **PSCI** principles for responsible support chain management are incorporated into the **3P Standards**.



Notifying vendors of our **Global Position on Human Rights** which sets forth our commitment to support the UN principles on human rights, labour, environment and anti-corruption in all business activities, and encouraging them to also support these principles as well.



Undergoing and obtaining Australian Border Force Trusted Trader accreditation, which requires a business to have compliant trade practices and a secure supply chain. DHL Express and DHL Global Forwarding, as well as Toll Global Forwarding, also have such accreditation.⁵

Celgene Australia and the broader Celgene group of companies are now largely integrated with BMS and are therefore following BMS policies and procedures. However, it is worth noting that historically the Celgene group also actively took various steps to reduce any modern slavery risk.

⁵ As per ABF register as at 09/01/2024, available online.

All these risk-reducing actions are consistent with, and reinforced by, BMS' global approach which includes:



Confirming and demonstrating BMS' commitment to stop modern slavery via an active membership in the **PSCI** and the **TAT shipping program**, and continued commitment to the UN Global Compact 2010.



Articulating BMS' **Global Position on Human Rights** and reinforcing our commitment to support the UN principles on human rights, labour, environment and anti-corruption in all our business activities and our expectations that our suppliers will similarly commit.



Requiring that relevant third-party suppliers doing business with BMS comply with the **3P Standards** (see details above). These are available in 12 languages to support the global supplier base. BMS also offers a confidential Integrity Line for reporting concerns regarding the 3P Standards and/or the Principles. If any modern slavery allegations are raised through the Integrity Line or otherwise, they will be treated seriously, investigated promptly and dealt with in a responsible manner.



In 2023, BMS established its Responsible Sourcing Program (RSP), designed to enable better visibility of our supply chain through greater monitoring, engagement and enhanced supplier requirements. RSP leverages EcoVadis to assess and evaluate BMS suppliers on critical risk areas including labor and human rights. As part of the program, BMS will leverage tools to prioritise supplier engagement and assessment, with risk being a key factor. Improvements to address risk will follow the RSP Guidance Model, which outlines a road for improvement and is centered around a risk-based approach.



Auditing suppliers on a global basis in areas such as quality, EHS and finance. Audits for labour and integrity are conducted as required on third-party manufacturers in higher risk countries based on the Human Slavery Index and according to **PSCI**. In some instances, third-party auditors have been engaged to evaluate compliance with human rights and labour standards. BMS addresses critical instances of non-conformance by suppliers to the **3P Standards** where human rights and labour deviations are identified, and develops corrective and preventative action plans with suppliers to help ensure that deviations are corrected. Suppliers that fail to make progress toward corrective and preventative action plans within an agreed time frame are subject to review and sanctions, including potential termination.



Training staff worldwide on the **Principles**, with content specific to recognising possible signs of slavery and human trafficking and mitigating risks. Further, all key executives and managers who have responsibility for supply chain procurement are required to complete training on the **3P Standards**.

5. Consultation

In preparing this Statement, no downstream consultation was required of the Reporting Entities, as only Celgene Australia has a subsidiary (as discussed above) and it has no physical operations. In respect to the two Reporting Entities, they are now largely operating as one business with full business integration imminent. Accordingly, the Reporting Entities have produced this Statement working like one and under the direction of the Modern Slavery Working Group which consists of a variety of senior executives with an in-depth working knowledge of both Companies and the broader BMS group. Upstream consultation has occurred, both generally and in relation to particular aspects of this Statement where appropriate.

6. Assessing the effectiveness of our actions

In order to assess the effectiveness of Bristol Myers Squibb Australia and Celgene Australia's actions:

- an Australian senior management group from various key areas dedicated to working on modern slavery meets quarterly to review developments in this area, action taken to address modern slavery and the associated reporting requirements,
- due consideration is given to relevant concerns raised via the Integrity Line or by any other means, including tracking to completion agreed actions to address any concerns, and
- media monitoring of modern slavery requirements to maintain up-to-date knowledge of industry-related initiatives, policies and occurrences of breaches, and to inform the assessment of our actions, as well as the development of future initiatives and means of assessment.

These measures are reinforced at a global level by the use of supplier vetting, audits and various assessments measures, see **BMS Anti-Slavery and Human Trafficking Statement (2023)**.

7. Looking forward

While our Modern Slavery Statement focuses on 2023, our genuine commitment to stamp-out modern slavery remains and we will continue to take action to help end such indefensible practices.

8. Approval of Joint Statement

This joint Modern Slavery Statement has been approved by the Board of Bristol Myers Squibb Australia Pty Ltd and Celgene Pty Ltd and is signed by a Director of each entity below.

Owen Smith
Director of Bristol Myers Squibb Australia Pty Ltd



Date: 01/05/2024

Budimir Glogovac
Director of Celgene Pty Ltd



Date: 01/05/2024





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