

Zoetis Human Rights Statement and Regulatory Disclosures for Year 2024

Introduction

This Statement describes the activities of Zoetis Inc. and its consolidated subsidiaries (“Zoetis,” “we,” “us” and “our”) to protect human rights and address forced labor, child labor, slavery and human trafficking (together, “modern slavery”) in our business and supply chains. Unless otherwise noted, this Statement covers the period of January 1, 2024 to December 31, 2024, and is published pursuant to the requirements set forth in the *Australian Commonwealth Modern Slavery Act*, *California Transparency in Supply Chains Act*, *the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act*, *the Norwegian Transparency Act*, and the *UK Modern Slavery Act* (each an “Act” and, together, the “Acts”). Not all of the entities in our consolidated group are subject to the Acts. However, we have prepared this Statement on a consolidated basis for the entire Zoetis group because we have policies and compliance procedures protecting human rights and opposing modern slavery that apply 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, horses and cattle, poultry, swine, fish and sheep; and within seven major product categories: parasiticides, vaccines, dermatology, anti-infectives, pain and sedation, other pharmaceutical and animal health diagnostics. For over 70 years, we have been innovating to predict, prevent, detect, and treat animal illness, and we continue to stand by those raising and caring for animals worldwide - from veterinarians and pet owners to livestock producers. 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 is driven by our purpose to nurture our world and humankind by advancing care for animals.

We are committed to conducting business in an ethical and responsible manner, including by respecting the human rights and dignity of everyone, supporting efforts to promote and protect human rights, and opposing modern slavery. We will not tolerate abuse of human rights and 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

Zoetis is headquartered in Parsippany, New Jersey, United States and has operations around the world. As of December 31, 2024, Zoetis had approximately 13,800 employees globally. Our global manufacturing and supply

network includes 22 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 govern topics such as workers' rights, health and safety, and the protection of the environment.

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 suppliers is essential to enable manufacturing 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. As of December 31, 2024, our network of Contract Manufacturing Organizations (CMOs) was comprised of over 110 CMOs. We are committed to using suppliers that demonstrate strong EHS risk management.

Risk of Modern Slavery in Zoetis' Operations and Supply Chain

Zoetis recognizes that certain sectors and industries, categories of goods and services, and jurisdictions may present higher risks for modern slavery. While the animal health industry which Zoetis is part of is generally not considered high risk for modern slavery, we have taken actions and implemented processes to mitigate such risk:

- We prohibit all forms of modern slavery;
- We maintain robust human resources, EHS, and compliance functions;
- Our colleagues generally are hired on a full-time basis, rather than being temporary, seasonal, or migrant workers;
- The contractors we engage directly as part of our operations are generally limited to highly skilled and professional roles; and
- All of our colleagues are paid above minimum wage.

In most international markets, we operate through a procurement model where a single entity procures finished products from internal manufacturing sites and third-party suppliers and then sells the finished products through local distribution. Notwithstanding this procurement model, which we believe presents a low risk for modern slavery, based on internal assessments conducted in connection with reporting under certain of the Acts we believe there could be potential for a higher risk of modern slavery in our procurement of pharmaceutical raw ingredients (e.g., Active Pharmaceutical Ingredients), semi-finished goods (e.g., packaging materials), finished goods (e.g., personal protective goods) and some operating activity services (e.g., building and facility services, contingent IT workers, and distribution / logistics) in certain potentially higher-risk jurisdictions. Suppliers in these categories may use lower-skilled workers that have limited ability to negotiate for workplace rights.

We have implemented processes and systems designed to ensure that we only partner with suppliers that are committed to operating in a responsible and ethical manner.

For the following additional reasons, we believe that the risk of modern slavery in both our operations and supply chain is low:

- Zoetis' internal supplier risk assessment process was designed in conformity with the Organisation for Economic Co-operation and Development ("OECD") Due Diligence Guidance for Responsible Business Conduct to identify modern slavery in the operations or Zoetis markets that were examined. In past reporting under certain of the Acts, no findings of modern slavery were identified.
- 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. As of

December 31, 2024, Zoetis' Human Resources function, which is responsible for Zoetis' hiring and employment practices, had not identified modern slavery as a significant risk in Zoetis' operations.

- Zoetis Corporate Compliance is responsible for monitoring and addressing any compliance-related issues that are reported through the Zoetis Safe to Say helpline (see below) and, as of December 31, 2024, had not received any complaints involving human rights issues in our operations or supply chain. As of December 31, 2024, our auditing of suppliers in our supply chain had not identified any instances of non-compliance with Zoetis' [Supplier Conduct Principles](#) related to human rights issues.
- Zoetis' ongoing monitoring of publicly available news sources has not yielded modern slavery or human rights concerns related to our supply chain.
- Our Enterprise Risk Management ("ERM") program is designed to identify and drive mitigation of our strategic risks. As of December 31, 2024, following the completion of an annual internal risk assessment exercise, our ERM program had not identified the risk of modern slavery as a significant risk in Zoetis' operations or supply chain. The ERM risk assessment exercise is informed by a cross-functional group of senior employees, which includes representatives from Zoetis' Global Manufacturing and Supply Chain function who are responsible for, and familiar with, our CMOs and other suppliers.

Actions Taken to Address Modern Slavery Risks

Zoetis has implemented the following measures to manage our supply chain relationships responsibly and to mitigate modern slavery risks and is providing the information below in compliance with the disclosure requirements of the Acts:

- **Governance:** Zoetis' [Global Human Rights Policy](#) (see below) was developed by our Corporate Governance Team with input from a cross-functional group of colleagues, including other relevant stakeholders such as Global Manufacturing and Supply, Corporate Compliance, Legal, and Corporate Affairs. Corporate Compliance is responsible for providing enterprise-level oversight of human rights (including compliance with the Global Human Rights Policy), the Sustainability Reporting and Disclosure Steering Council is responsible for providing strategic insight for human rights and the Global Human Rights Policy, the Corporate Governance and Sustainability Committee of Zoetis' Board of Directors provides Board-level oversight for human rights, and the Human Rights Council is responsible for the implementation and enhancement of Zoetis' human rights program.
- **Verification / Diligence:** Zoetis evaluates its suppliers through an 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 direct 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 has a zero-tolerance policy with respect to forced labor, child labor, slavery, and human trafficking. We reserve the right to cease doing business with any supplier we engage with if they do not agree to comply with our policies (outlined below), or we discover infringement or unacceptable actions by them.
- **Audits:** We periodically conduct routine assessments of our suppliers in our supply chain to confirm their compliance with our standards and policies and applicable laws, rules, and regulations. We use a risk-based approach to determine which suppliers to assess and the frequency of such assessments. Starting in 2024, Zoetis has utilized the Pharmaceutical Supply Chain Initiative ("PSCI") standard process for EHS (which includes human rights and other Corporate Social Responsibility categories) to conduct supplier audits. Assessments are conducted by either internal personnel or external contractors based on the risk, location and expertise needed for the assessment. Suppliers are expected to satisfactorily address any identified findings. Failure to comply or correct any findings or gaps are grounds for termination of the business relationship. We also regularly

monitor and review our manufacturing sites' performance to help ensure our standards of conduct meet the high expectations we set.

- **Reporting:** Allegations of forced labor, child labor, slavery, or human trafficking are reported to Corporate Compliance to determine appropriate action. We have robust policies in place that require reporting of concerns, multiple channels to report such concerns, and policies and procedures to ensure the protection of whistleblowers.
- **Our Policies:** We are committed to ensuring that forced labor, child labor, slavery, and human trafficking do not occur in our operations or supply chain. Our policies reflect our commitment to acting ethically and responsibly in all of our business relationships and to implementing and enforcing systems and controls designed to prevent forced labor, child labor, slavery, and human trafficking in our operations or supply chain. Some of our relevant policies include:
 - **Code of Conduct:** The Zoetis Code of Conduct is a guide to our compliance structure, applicable laws, and key policies and procedures that govern doing business in a lawful and ethical manner. All Zoetis directors, employees, contractors, and third parties we contract with are required to adhere to these standards. The Code of Conduct specifically covers our commitment to respecting human rights and, under the Code of Conduct, appropriate measures may be taken if any contractor or supplier fails to meet our standards.
 - **Global Human Rights Policy:** This policy references our process and procedures to mitigate the risk of modern slavery in our operations, with which all our employees, contractors and suppliers are required to comply. Among other standards, the Global Human Rights Policy establishes our zero-tolerance approach to modern slavery, including forced labor, child labor, slavery, and human trafficking, and specifies governance and reporting requirements that are designed to support our human rights commitments.
 - **Supplier Conduct Principles:** These principles outline the conduct we expect from all of our supply partners in support of responsible business behaviors and practices. Included in these principles is our stance on modern slavery, namely that suppliers should never use forced labor, child labor, slavery, or human trafficking. Zoetis expects its suppliers to conduct risk based due diligence on their supply chains to ensure that they adhere to Zoetis' principles against modern slavery. All new Zoetis suppliers are requested to certify that they have read and understand, and acknowledge that they will be bound by, the Supplier Conduct Principles.
 - **Supplier Conduct Position Statement:** This statement sets our expectations with respect to suppliers' compliance with our Supplier Conduct Principles. Under this statement, a supplier's failure to comply with Zoetis' expectations with respect to human rights, or failure to address any non-compliance findings, are grounds for business relationship termination. Among other standards, the statement includes the following expectations for our suppliers:
 - Operate in full compliance with all applicable laws, rules, and regulations,
 - Conduct their business in an ethical manner, acting with integrity,
 - Commit to upholding the human rights of workers and to treat them with dignity and respect, and
 - Provide a safe and healthy working environment, including any company-provided living quarters.
 - **Anti-Bribery / Anti-Corruption Principles:** This document outlines our principles and standards for preventing and prohibiting bribery, including in accordance with the US Foreign Corrupt Practices Act, the UK Bribery Act, and all other anti-bribery and anticorruption laws wherever we conduct business. Corruption is a common red flag for potential human rights issues and Zoetis is committed to ensuring ethical conduct and integrity in our business globally.

- **Compliance Training:** Zoetis provides annual Code of Conduct and other compliance training to all employees and contractors that include the principles of each of the Acts. Training on Zoetis' Code of Conduct, including its requirements related to human rights, is assigned to all new employees during employment onboarding and to current employees on an annual basis.
- **Reporting Mechanisms for Potential Human Rights Violations and Concerns:** Any allegations or suspected violations of modern slavery are to be reported immediately to Zoetis Corporate Compliance through the following Zoetis Safe to Say Helpline and other 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>, or
 - By scanning a QR code.



- **External Engagement:** Zoetis is an active participant with PSCI, where 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, and environment and management systems.

Annex A: Australian Commonwealth Modern Slavery Act

Report for the year 2024 to be filed pursuant to Act requirements.

Annex B: Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Report for the year 2024 to be filed pursuant to Act requirements.

Annex C: Norwegian Transparency Act

Report for the year 2024 to be filed pursuant to Act requirements.

Annex D: UK Modern Slavery Act

Report for the year 2024 to be filed pursuant to Act requirements.