PROCTER & GAMBLE UK STATEMENT PURSUANT TO THE UK MODERN SLAVERY ACT 2015

Procter & Gamble UK, Procter & Gamble Product Supply (UK) Limited, and Procter & Gamble Technical Centres Limited ("we") are a part of the Procter & Gamble group of companies ("Group"), and our ultimate parent company is The Procter & Gamble Company ("P&G"). P&G's head office is in the United States of America. More details of the structure of our business can be found at http://www.pg.co.uk/who_we_are/structure_governance.

The UK Modern Slavery Act 2015 requires commercial organizations carrying out business in the UK with an annual turnover of at least £36 million to publish a modern slavery statement. The following describes the steps taken across the Group, including P&G UK, Procter & Gamble Product Supply (UK) Limited, and Procter & Gamble Technical Centres Limited to combat slavery and human trafficking on a global basis:

Organisation and Structure

The Group's organizational structure is comprised of Sector Business Units (SBUs), Enterprise Markets, Corporate Functions, and Global Business Services. Its ten product categories are organized into five SBUs: Beauty, Grooming, Health Care, Fabric & Home Care, and Baby, Feminine & Family Care.

The Group provides branded consumer packaged goods to consumers around the world. Its products are sold in more than 180 countries and territories, primarily through mass merchandisers, e-commerce channels, grocery stores, membership club stores, drug stores, and other channels. It also sells direct to individual consumers. The Group has on-the-ground operations in approximately 70 countries, including 99 manufacturing sites, and has about 109,000 employees worldwide.

P&G in the UK engages in sales, marketing, and distribution, as well as manufacturing.

The Group's global supply network includes tens of thousands of suppliers from around the world and across a wide range of industries and services. These suppliers provide essential materials, packaging, equipment, transportation, contract manufacturing and logistics, as well as IT, capital, marketing and other services to all the countries in which it operates, including the UK.

Policies

Through the Group's policies and procedures, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Group's Human Rights Policy Statement reflects our commitment to respect and promote the human rights of our employees, our external business partners, and the communities in which we operate. Our approach to ensuring respect for human rights is aligned with the expectations set out in the U.N. Guiding Principles on Business and Human Rights (UNGPs), which respects and honors the principles of internationally recognized human rights, including those expressed in the International Bill of Human Rights (i.e., Universal Declaration of Human Rights, the International Covenants on Economic, Social and Cultural Rights, and the International Covenants on Civil & Political Rights); the principles concerning fundamental rights as set out in the International Declaration on Fundamental Principles and Rights at Work; and the United Nation's Declaration on the Rights of Indigenous Peoples, including those related to Free, Prior and Informed Consent.

Due Diligence Processes

Human rights due diligence consists of the processes that the Group follows to manage actual and potential impacts on individuals' human rights while engaging stakeholders throughout the process. The Group works to promote sustainable practices, support value creation, and

assess both actual and potential adverse human rights impacts. The Group strives to implement and improve systems in business relationships across our value chain in order to mitigate the risk.

The Group's approach comprises the following:

- **Assess & Identify**: Actual or potential impacts on people, using a risk-based approach
- **Integrate & Act**: Take steps to prevent adverse impacts from occurring; mitigate their likelihood and severity; leverage the Group's business relationships to influence; and work to enable an effective remedy
- **Track & Monitor**: The effectiveness of the Group's business process for assessing and addressing adverse impacts
- **Communicate**: Share information with stakeholders on how the Group addresses adverse impacts and risk, including, where appropriate, through public reporting
- **Openly engage**: With business partners and stakeholders to understand potential human rights impacts and develop meaningful actions to work to address adverse impacts

In order to facilitate compliance with the Modern Slavery Act 2015, the Group has established a multi-functional team, which includes representatives from Purchases, Product Supply, Human Resources, Research & Development, Finance & Accounting, Global Business Services, Corporate Communications, Ethics & Compliance, Government Relations and Legal functions. Led by P&G's Director for Human Rights, this team has designed and implemented processes for supply chain review, supplier and employee outreach, due diligence and risk management.

Supplier Adherence to the Group's Values and Ethics

The Group's Worldwide Business Conduct Manual (WBCM) explains the global standards to be followed in our daily business activities as well as our legal and ethical responsibilities. The WBCM applies to all employees and members of the P&G Board of Directors, regardless of location, seniority level, business unit, function, or region. The Group also expects external parties with whom the Group does business to follow standards equivalent to the WBCM.

The Group's Responsible Sourcing Expectations for External Business Partners explains the global standards to be followed in daily business activities on our behalf. External business partners, their subcontractors and suppliers are expected to be informed of and share our commitment to these standards. The Group reserves the right to conduct audits to assure compliance with these expectations and also reserves the right to discontinue any relationship should the external business partner violate, fail to correct, or have a pattern of violating these expectations.

No Child Labour

The International Labour Organization (ILO) states that "Child Labour is often defined as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work."

The Group does not permit the exploitation of children and will not use child labor in our end-to-end value chain.

No Forced Labour

The Group support the Global Consumer Goods Forum Priority Industry Principles, which state: "Forced labour is an unacceptable human rights violation that can take multiple forms and must be addressed. While certain employment and recruitment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers. The Group will take active measures to apply these

Principles across our global value chains and own operations, to cases where such practices may lead to forced labour. The Group will seek to apply these Principles to all workers regardless of their employment status, location, contractual arrangements, or role. The Group do this as part of our collective journey to advance the human rights of workers and positively shape global labour markets:

- Every worker should have freedom of movement. The ability of workers to move freely should not be restricted by their employer through abuse, threats, and practices such as retention of passports and valuable possessions.
- No worker should pay for a job. Fees and costs associate with recruitment and employment should be paid by the employer, not the employee.
- No worker should be indebted or coerced to work. Workers should work freely, aware of the terms and conditions of their work in advance and be paid regularly as agreed.

Assessing and Managing Supply Chain Risks

Specifically, as part of our initiatives to identify and mitigate risk, the Group evaluates its suppliers and identifies high-risk suppliers on a number of parameters including known risks and country location.

For direct suppliers, the Group requires that an independent, third-party auditor audit high-risk suppliers, and, if outages are found, that supplier is re-audited within two years. These audits are announced beforehand, and the auditors utilize the Sedex Members Ethical Trade Audit (SMETA) Best Practice Guidelines and audit report format.

Based on the Group's activities and supply chains, the risk of forced labour or child labour are generally most significant in certain agricultural raw materials supply chains, at the level of raw material cultivation several tiers down the supply chain, often where migrant labour or contract labour are present.

During the reporting period of July 1, 2024, through June 30, 2025 the Group identified risks in its palm oil**,** psyllium, mica, and jasmine supply chains.

Where risks are identified, the Group's actions to assess and manage these risks have included:

- Conducting further detailed assessments, often utilizing independent expert organizations with field-based experience, to more comprehensively assess & understand risks;
- Requiring compliance with heightened due diligence requirements around the specific risks of forced or child labour;
- Developing sourcing strategies that may seek to avoid higher-risk supply chain partners or sourcing geographies, require independent certifications and compliance with external standards, or seek to increase leverage with supply chain partners;
- Engaging with supply chain partners by using leverage to seek to prevent and address risks and impacts.

One example of a supply chain with risk of forced labour is the palm oil supply chain.

The Group's approach to manage and assess this risk includes clear Group policy commitments and supplier expectations, proactive supplier engagement, independent monitoring, certification requirements, internal and third-party grievance processes, external stakeholder engagement, and using leverage with suppliers for remediation and to enable remedy for affected stakeholders. The Group's Tier 1 Suppliers are required to be members of Roundtable on Sustainable Palm Oil (RSPO) and to be committed to the RSPO Principles and Criteria (P&Cs) as part of its compliance verification. RSPO certification requires verification via independent audits that plantation and production processes align with RSPO standards, including annual surveillance audits. Post the initial certification, surveillance audits are conducted annually. If compliance to standards is not maintained, then certified status may be withdrawn. RSPO also operates an RSPO Complaints Systems where concerns raised are investigated and addressed. If substantiated, this may lead RSPO to require remediation plans and/or suspension of certifications. These measures provide

independent auditing, validation, and monitoring of compliance to ensure sustainable palm production practices.

In addition to the RSPO complaints process, the Group maintains its own Supply Chain Grievance process to investigate all concerns reported directly to the Group and, where indicated, take appropriate actions.

Remediation

Measures that the Group has taken to remediate forced labour and child labour include:

- Engaging: Collaborating with supply chain partners to investigate and resolve allegations, including development of supplier time-bound action plans, improvements to supplier's internal management systems, and involvement of external expert organizations.
- Suspending: Immediate halts to further development activities or temporary suspension of downstream purchasing from the area or the supplier in question. The Group will continue limited engagement via third-party monitoring or assessments to determine if/when a suspended supplier is in accordance with policies and the law and has demonstrated actions that would qualify for resumption of business.
- Enabling Remedy: Using leverage to encourage and support suppliers to provide effective remedies to affected stakeholders.

Speaking Up

The Group is committed to creating a work environment, both internally and with our business partners, that fosters open communication and supports individuals in reporting potential violations of the Group's policies or the law. Employees and individuals in our operations or extended supply chain can report violations at the Worldwide Business Conduct Helpline, which is staffed by an independent third party 24 hours a day, seven days a week and includes, where permitted by local law, an anonymous way to report concerns. The Group is committed to reviewing all allegations of wrongdoing with trained teams who ensure thorough, impartial, and fact-based investigations. Retaliation for raising concerns in good faith is not tolerated. The Group manages all allegations arising in relation to its supply chain through its Supply Chain Grievance Framework, which is aligned with the effectiveness criteria of the UNGPs and seeks to enable remedy for affected stakeholders when impacts have occurred that are linked to the Group's products or services.

Training

The Group conducts compulsory training on forced labour and child labour for employees in key functions. It has a library of engaging, custom-built training courses, which are available to all employees as a resource and are further assigned based on role and location to maximize relevance and impact.

As part of a wider learning program, the Group developed a series of short videos (less than 2 minutes each) to help its employees, and those of its vendors and contractors, recognize human rights issues in the workplace. By educating them to spot problems in the office and manufacturing facilities, the Group empowers them to speak up and seek help for others.

Assessing Effectiveness

As outlined above, the Group actively monitors the risks of forced labour and child labour in its operations and supply chains through a range of measures, including, social audits and other verification schemes. The Group uses the outputs from such activities to assess its performance in mitigating forced labour and child labour risk. Further, the Group monitors complaints raised through its grievance mechanisms to identify trends and further strengthen its due diligence. The Group regularly engages with expert organizations and civil society stakeholders. In line with international standards, the Group continually assesses its human rights due diligence measures to identify areas where these measures might be further strengthened to be most effective.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes

P&G UK's, Procter & Gamble Product Supply (UK) Limited's and Procter & Gamble Technical Centres Limited's slavery and human trafficking statement for the financial year ending 30 June 2025.

To ask a question or report a concern please visit https://secure.ethicspoint.com/domain/media/en/gui/73321/index.html.

Procter & Gamble UK

Director

Procter & Gamble Product Supply (UK) Limited

Director

Procter & Gamble Technical Centres Limited

Director

16th December 2025