

Report

# Modern Slavery Statement 2023

*Risks | Commitment | Actions*



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## Introduction

IQVIA's Modern Slavery Statement 2023 has been published in accordance with the Australian Modern Slavery Act 2018. It presents the actions IQVIA has taken to address modern slavery and human trafficking risks both locally and globally in our business' operations and supply chain.

## About IQVIA

At IQVIA our mission is to drive healthcare forward, delivering better patient outcomes through innovation, technology, and the advancement of medical treatments. Our 84,000 healthcare focused employees integrate analytics, technology, and expertise to solve the most complex problems for our over 10,000 life science, regulator, and provider customers in more than 100 countries.

Further information on our business can be found on our [IQVIA Web Pages - Powering Healthcare with Connected Intelligence](#) and [IQVIA Australia & New Zealand](#)

Through collaboration, we hope to overcome some of the biggest challenges facing global health. We are passionate about helping clients in pursuit of this goal, and continuously push ourselves to do more to advance public health efforts and improve health for all. Read more about our [Commitment to Public Health](#)

We are committed to doing our part by harnessing our resources and expertise to identify, understand, and address unmet public health needs. We believe that by unleashing the power of [Human Data Science](#), we can reimagine ways to address the most complex global health challenges.

Working in partnership with life science companies, medical researchers, government agencies, payers, non-profit organisations, and other healthcare stakeholders, we deliver insights and solutions that make a meaningful difference in global public health.

Wherever we do business in the world, ethics and integrity form the core of everything we do and are embedded in our IQVIA values. This is a commitment — where we strive to do what is right at all times, at the highest levels of compliance, and to following transparent policies and ethical practices. As such, we work to ensure the prevention of acts of modern slavery and human trafficking, by requiring those same high standards from our suppliers.

We actively combat approaches that have the potential to foster modern slavery and human trafficking by taking a zero-tolerance approach to unethical practices. This is clear from our organisational culture, our policies and procedures and our Code of Conduct. We are committed to acting professionally, fairly, and most importantly, with integrity — not only across our supply chain, but in all our business dealings.

For further information about our ethical standards, please read our annually published [Environmental, Social and Governance Reports](#)



## Structure, operations and supply chain risk assessment & management in Australia and New Zealand

### Risks

With more than 1,000 employees in Australia & New Zealand (ANZ), our team provide a comprehensive portfolio of services and solutions to biopharmaceutical, medical device and healthcare customers, including:

- A Clinical Research Organisation with an unsurpassed range of clinical development services powered with industry leading connected intelligence, data analytics and technologies to specifically support clinical development efficiencies and accelerates timelines.
- Commercialisation solutions to accelerate peak sales and bring new medicines and technologies to patients faster, including real-world research that provides crucial evidence about the value of new medicines.

We use our in-depth market knowledge, globally integrated technologies, and deep domain expertise to help our customers in small biotech, global biopharma, consumer health, government and not-for-profit agencies succeed in improving human health.

Our ANZ footprint adds to our approximately 84,000 employees globally, who focus on driving our business and achieving our ambition to advance human health. Our workforce is comprised of a wide variety of professionals including clinicians, data scientists, epidemiologists, software developers, clinical experts, commercial specialists, and data management professionals. Every employee plays a key role in ensuring our business operates in an ethical and transparent manner — allowing our customers, our shareholders and the overall industry in which we operate to be confident of our commitment to operating with integrity.

Whilst we recognise that an organisation's workforce has the potential to be a high-risk area regarding modern slavery and other human rights matters, we believe this risk is reduced for IQVIA. This is because the majority of our workforce is educated or skilled and works in controlled environments with a well-structured management system and well-established policies and processes.

We provide a full range of compulsory training modules on a variety of ethics and compliance topics to all employees.

**Within the IQVIA global organisation, there are global and local functions responsible for compliance and risk management including:**



**Ethics and Compliance**



**Legal**



**Internal Audit**



**Quality Assurance**



**Human Resources**



**Chief Medical and Scientific Office**



**Procurement**

These functions are responsible for safeguarding our commercial and ethical interests through robust policy development and reviews, staff engagement, people management, improving governance, and managing third-party contractors and/or suppliers.



## Policies and procedures

### Commitment

As part of IQVIA's commitment to combating modern slavery, the following policies and processes govern our organisation:

#### **Our Code of Conduct — “Doing the Right Thing”**

Our Code of Conduct (the “Code”) is our enterprise-wide, codified set of anchoring principles. The Code clearly defines what we stand for as an organisation, what we expect of ourselves and what we must do to maintain our reputation. The Code governs how we carry out our work, identifies resources for seeking help or reporting concerns, and clarifies how we expect our colleagues and clients to conduct themselves. It applies to all IQVIA employees, as well as contractors, temporary staff, directors, officers, and agents.

#### **Our Supplier Code of Conduct**

Based on internationally recognised standards, our Supplier Code of Conduct is aimed at advancing social and environmental responsibility. The Supplier Code of Conduct requires all our suppliers commit to uphold the human rights of workers and treat them with dignity and respect.



#### **Our Anti-Bribery/Anti-Corruption Policy**

This policy sets forth IQVIA's commitment to conducting all IQVIA operations ethically and in compliance with anti-bribery and anti-corruption laws and related regulations. It applies globally to all directors, officers, employees, contractors and temporary staff.



## Reporting and corrective actions

### Actions

#### **Our Whistleblowing Policy Australia**

This Policy is intended to encourage the reporting of any instances of suspected unethical, illegal, fraudulent or undesirable conduct involving IQVIA and provides protections and measures so that persons who make a report may do so confidentially and without fear of intimidation, disadvantage or reprisal. This Policy applies to all employees in Australia and covers the processes for dealing with disclosures made by employees in a confidential and secure manner. This policy also covers the special protections for whistleblowers under the Corporations Act and Tax Act.

#### **Independent EthicsPoint — IQVIA**

We expect employees to seek guidance regarding matters of ethics and compliance and to report potential violations of our Code, policies or the law. While employees are encouraged to address their concerns directly with others if they are comfortable doing so, we make several reporting avenues available, including our Human Resources, Internal Audit and Legal departments, Ethics and Compliance Office, local or more senior management and our global Ethics line. The Ethics Line is operated by an independent third party, which makes it available by telephone or the internet 24/7 and permits anonymous reporting to the extent permitted by law.

These channels are clearly communicated to employees in our Code of Conduct and in other communications to allow for early issue detection and remediation. We prohibit retaliation against anyone who raises concerns in good faith. Investigation of reported non-compliance are undertaken by the appropriate IQVIA function and, where violations are substantiated, appropriate corrective action is taken.



## Due diligence

Our procedures are designed to establish, assess and monitor areas of potential risk where slavery and human trafficking could occur throughout the business, including in our supply chains. They ensure appropriate measures are put in place to minimize these risks and provide protection for those raising concerns.

All of our commercial contracts are subject to assurances from third-party organisations that require them to operate in an ethical and legal manner. We also require the values of our contractors to be aligned with our own.

Our Clinical teams undertake site selection visits to ensure external health organisations are operating safely, and they undertake robust audits to ascertain suitability of both people and facilities.

**We ensure strict adherence to legislation in connection with engaging and managing temporary and self-employed workers.**

## Measuring effectiveness

IQVIA has put in place a series of measures which provide us with insight into the practices of suppliers and third parties that we engage. Our commitment is to continue to review and assess all commercial relationships within our supply chain and to educate the key stakeholders regarding human trafficking and modern slavery in the process.

IQVIA is proud to work with some of the most recognised companies in the healthcare industry that share our commitment to the eradication of human trafficking and modern slavery. As such, we believe our operations are low risk.

We continue to promote our organisational values throughout all aspects of our business, and we insist that our suppliers and partners continue to do the same. If we find evidence of a failure to comply with our policies, we will seek to either address or terminate our relationship with the relevant supplier.

## Consultation

**This statement has been published in accordance with the Modern Slavery Act (2018) and outlines the steps taken by IQVIA during the financial year ending 31st December 2022 to prevent modern slavery across our organisation. Throughout this statement 'modern slavery' refers to all forms of enslaved labour, child labour, and trafficked labour.**

We have consulted with key areas of our business, including our Senior Leadership Team and senior representatives from our Internal Audit, Legal, Quality Assurance, HR, Procurement & Ethics and Compliance teams to support our obligations under the Act.

### **This Statement covers the following entities:**

**IQVIA RDS PTY Ltd ABN 20 060 233 810**

**IQVIA Solutions Australia PTY Ltd ABN 19 000 967 859**

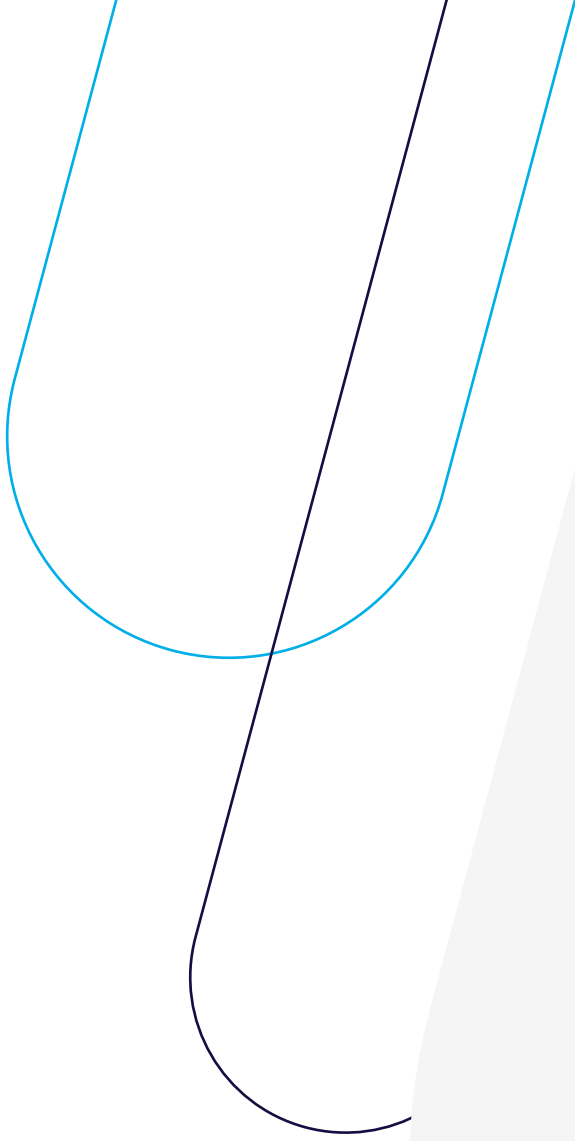
**Ascott Sales Integration PTY Ltd ABN 96 094 015 255**

**Nuevo Health PTY Ltd ABN 26 165 686 662**

The leadership team of each reporting entity was given an opportunity to consider and provide comments on this statement prior to publication. The Directors of each reporting entity have approved this statement.



**ANDREW SUTTON**  
**VP & GM, IQVIA Australia & New Zealand**  
**2023 Statement**



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**CONTACT US**  
[iqvia.com](https://www.iqvia.com)