

Modern Slavery Policy

Field of Application: Fresenius Kabi Australia Pty Limited and subsidiaries

Scope: This policy applies to all individuals working for and on behalf of Fresenius Kabi, in any capacity, including all employees, directors, officers, agency workers, consultants, interns and any other third-party representative. It also includes business partners and suppliers.

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1 Objective

Provide all individuals and organizations that hold business with Fresenius Kabi Australia Pty Limited and its subsidiaries (hereinafter referred to as 'Fresenius Kabi') with a framework of compliance with the obligations set out under the Modern Slavery Act 2018 (Cth) (the Act); proportionate the general overview of modern slavery and its risks, and how Fresenius Kabi ensures they are identified, monitored, and adequately managed to acceptable levels within its Supply Chains and Operations.

2 Abbreviations and Terms

2.1 Abbreviations

Abbreviation	Definition
APAC	Asia and the Pacific
Cth	Jurisdiction abbreviation for Commonwealth
Fresenius Kabi	Fresenius Kabi Australia Pty Limited and Fresenius Kabi New Zealand Limited
ILO	International Labour Organization
IOM	International Organization for Migration
MS	Modern Slavery
UN	United Nations

3 Introduction

Fresenius Kabi delivers on its commitments and acts with high standard of ethics and compliance. Fresenius Kabi considers human rights part of its corporate responsibility; it respects and supports human rights as they are defined by international standards, such as the United Nations Universal Declaration of Human Rights and the Fundamental Principles as published by the International Labour Organization (ILO) with an aim to fulfill them.

According to the ILO and Walk Free Foundation, in 2016 there were more than 40 million victims of modern slavery across the world. Further statistics shared by the ILO indicate that:

- 25 million are in forced labour and 15 million in forced marriage
- prevalence of forced labour specifically was recorded in Asia and the Pacific (APAC).

The Act defines Modern Slavery as a situation where victims are being deprived of their freedom through threats, coercion, or deception. Modern slavery includes the following types of exploitation or practices:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage
- Debt bondage
- Deceptive recruiting for labour or services
- The worst form of Child labour.

Although Modern Slavery is a term utilized to describe serious exploitation, it does not necessarily include substandard working conditions or underpayment of workers; however,

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further scrutiny shall be made to such practices in order to address any potential threat to human rights.

4 Scope

This policy applies to all individuals working for and on behalf of Fresenius Kabi, in any capacity, including all employees (on leave, casual and contractors), directors, officers, agency workers, consultants, interns and any other third-party representative. It also includes business partners and suppliers.

Fresenius Kabi will only perform business with organizations and individuals who fully comply with this policy, or those who are taking the necessary steps towards compliance.

Fresenius Kabi Australia Pty Limited wholly owns Fresenius Kabi New Zealand Limited; therefore, together they are committed to respecting human rights and abiding to this Policy.

5 Policy Statement

Fresenius Kabi complies with laws and regulations and does not tolerate nor agree to any form of modern slavery, including but not limited to, trafficking in persons, slavery, servitude, forced marriage, debt bondage, deceptive recruiting for labour or services, and the worst form of Child labour.

6 Process

Fresenius Kabi acknowledges that assessing and addressing modern slavery risks is an ongoing process and is continuously looking for opportunities to assess the risks and measures to consider in this regard.

6.1 Fundamentals to effectively manage modern slavery risks

Fresenius Kabi constantly endeavours to improve its responsibility commitment; therefore, the following steps have been considered to minimize, prevent, mitigate, and remedy any identified high risks associated to modern slavery within its supply chains and operations:

A Modern Slavery statement was developed and publicly published, addressing the mandatory criteria outlined in the Modern Slavery Act 2018 (Cth) and providing insights on its forward-looking commitments.

Training employees is a priority for Fresenius Kabi; all employees receive regular mandatory training on the Fresenius Kabi Code of Conduct and Human Rights. The training provides a general introduction to human rights and the responsibilities of companies to respect them. It also familiarizes them with the content of the human rights statement and the Company's position on illegal child or forced labour, discrimination and equal opportunity, safe working conditions, the right of freedom of association and collective bargaining, protecting personal data, the influence on the environment and responsibility in the supply chain. In addition, when employees first join the Company, the on-boarding program includes a section dedicated to modern slavery and what Fresenius Kabi is doing in avoiding such practices.

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As part of its Governance, Fresenius Kabi has dedicated compliance platforms to seek guidance or report any suspected misconduct. Fresenius Kabi encourages all employees, as well as third parties to report incidents and concerns related to unethical behaviours, including modern slavery. Reporting can be done by anyone anonymously if so preferred, with each and every incident and/or concern assessed independently by an external third-party. Employees are also encouraged to report any ethical concerns directly to their line managers or to the local Compliance Officer.

In addition, Fresenius Kabi expects that its Business Partners and Suppliers will have the proper anonymous complaint process for workers and employees to report workplace grievances in accordance with applicable laws and regulations.

Fresenius Kabi has implemented codes of conduct which include commitments to respecting human rights and basic principles for the areas related to its business. The Fresenius Kabi Code of Conduct, Business Partner Code of Conduct and Suppliers Code of Conduct ("Codes") are publicly available.

A risk-based due diligence process is currently in place to assess Business Partners and Suppliers' compliance with the expectations laid out in the respective Codes and to determine whether the Business Partner or Suppliers will need to undergo a more enhanced and thorough due diligence.

To further enhance and refine the process, Fresenius Kabi has developed a Modern Slavery Questionnaire which needs to be completed by all strategic Suppliers. The aim is to improve the screening process of strategic Suppliers by considering key questions regarding their processes in place to mitigate any potential risks of modern slavery practices within their business.

Business Partner and strategic Suppliers contracts include the necessary contractual clauses that establish requirements for compliance with local laws and regulations and the Codes, as well as provision for audit and demand for corrective measures where incidents of non-compliance are identified.

The current Modern Slavery Policy has also been developed and publicly published to encourage internal and external stakeholders to understand what modern slavery is, and the steps put in place by the Company to mitigate such risks and the reporting channels available.

6.2 Further Commitment

Fresenius Kabi commits to continue improving its understanding, effectiveness and competences in its approach regarding modern slavery. Existing policies and procedures are to be revised regularly to ensure they remain relevant. Fresenius Kabi will also continue creating awareness with Business Partners and Suppliers about the existing commitment with Human Rights and anti-modern slavery practices.

As required by the Australian law, Fresenius Kabi will prepare and submit a Modern Slavery statement on a yearly basis outlining the actions taken to address modern slavery risks within its Supply Chains and Operations.

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7 Responsibilities

The Managing Director of Fresenius Kabi holds responsibility for this policy and in ensuring that the Company complies with all its legal and ethical obligations.

Directors and Senior Management of Fresenius Kabi are responsible for ensuring that all individuals working for and on behalf of Fresenius Kabi are taking the necessary steps to comply with the provisions set out in this policy.

When committed to business with Fresenius Kabi, all individuals working for and on behalf of Fresenius Kabi shall acknowledge that they have read, understood, and accepted any provisions within this Policy.

This Policy will be periodically reviewed by Fresenius Kabi to ensure that it is kept up to date with local laws and regulations and amended or replaced when required.

8 References

[Australian Government Guidance on Modern Slavery](#)

[Fresenius Kabi Australia Modern Slavery Statements](#)

[Fresenius Kabi Business Partner Code of Conduct](#)

[Fresenius Kabi Code of Conduct](#)

[Fresenius Kabi Human Rights Approach](#)

[Fresenius Kabi Modern Slavery Policy](#)

Fresenius Kabi Modern Slavery Suppliers Questionnaire

[Fresenius Kabi Suppliers Code of Conduct](#)

[Global Estimates of Modern Slavery: Forced labour and forced marriage](#)

[Reporting Misconduct](#)

9 Document Change History

Version	Reason for Change & Change Description
1.0	Document newly established