CSL

Modern Slavery Statement
2024/25

Driven by Our Promise

About our Statement

This Statement on Modern Slavery (the Statement)[1] describes:

- the structure, operations and supply chains of CSL;
- where CSL believes there may be risks of modern slavery in our operations and supply chains;
- the actions we are taking to assess and address those risks; and
- how we assess the effectiveness of these actions.

The Statement is a joint statement in relation to the reporting period 1 July 2024 to 30 June 2025.

For the purposes of the Australian *Modern Slavery Act 2018* (Cth), this Statement is prepared by and for CSL Limited (ABN 99 051 588 348) and also for the reporting entities CSL Behring (Australia) Pty Ltd (ABN 48 160 734 761) and Seqirus (Australia) Pty Ltd (ABN 66 120 398 067).

For the purposes of the United Kingdom *Modern Slavery Act 2015*, this Statement is prepared by and for CSL Behring UK Limited (01622483), Seqirus UK Limited (09614642), Seqirus Vaccines Limited (03970089) and Vifor Pharma UK Limited (06514784).

For the purposes of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, this Statement is prepared by and for CSL Behring Canada Inc (86948 8171 RC0001).

For the purposes of this Statement, 'CSL', 'we', 'us' and 'our' collectively refer to CSL Limited and its key businesses, CSL Behring, CSL Plasma, CSL Seqirus and CSL Vifor (and include all relevant reporting entities for this Statement). This Statement also describes practices that are common to CSL's other controlled entities and CSL-managed joint venture operations (together with CSL, referred to as the 'Group' or the 'CSL Group'). For a list of CSL Limited's subsidiaries and where they are incorporated, refer to pages 130 to 132 of the 2025 Annual Report available at CSL.com.

Modern slavery is used to describe serious forms of exploitation where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Types of serious exploitation include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and child labour.

The International Labour Organization further defines forced labour as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.

+ CL'S MODERN SLAVERY STATEMENT CAN BE FOUND AT **CSL.COM/SUSTAINABILITY**

1. The Statement has been prepared for the purposes of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Australian *Modern Slavery Act 2018* (Cth), United Kingdom *Modern Slavery Act 2015* and the *California Transparency in Supply Chains Act 2010*. For the purposes of the Statement, CSL has considered the definition of modern slavery in each of these legal instruments.

About CSL

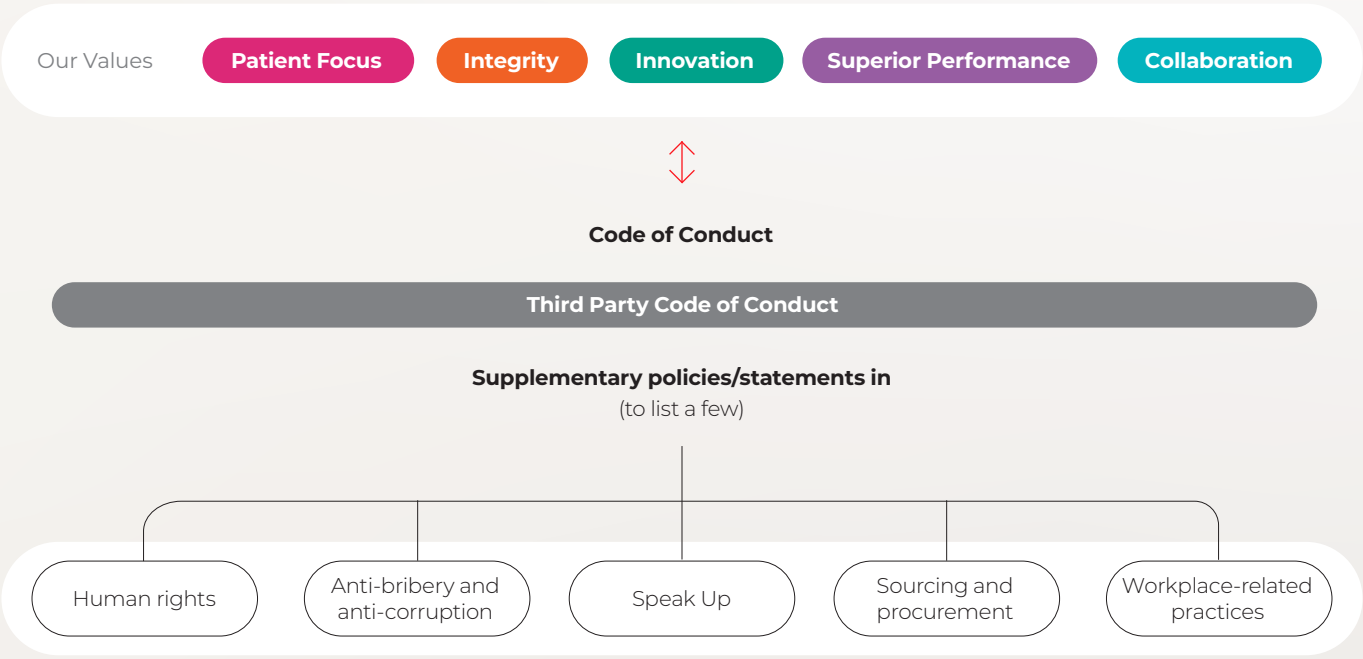
Organisational structure

CSL Limited is the parent of the CSL Group and its registered office is headquartered in Melbourne, Australia. It is incorporated in Australia, listed on the Australian Securities Exchange (ASX) and is a constituent of the S&P/ASX 20 index. CSL provides lifesaving products to patients in more than 100 countries and employs over 29,000 people.

CSL is a global biopharma company working to create enduring impact for patients and public health. CSL uses its deep expertise in plasma-derived therapies, vaccines and biotechnology to deliver medicines for serious and complex diseases such as haemophilia, immune deficiencies, influenza and iron deficiency anaemia. CSL innovates at every step of the process. It pioneers therapies and vaccines, improves patients' and donors' experiences, broadens access to treatments, and tackles complexity at scale through specialised manufacturing processes. Helping address unmet medical needs is what sets CSL apart. CSL's focus on diseases where it has a fundamental advantage in understanding the disease and the science; and medicines with a high degree of specialist expertise or manufacturing differentiation.

Our policy approach

CSL's Group Values, the Code of Conduct and related policies shape CSL's approach to responsible business conduct.



Our Code of Conduct is available to employees across several mediums including:

- electronic copies translated into 14 languages available on CSL's intranet and **CSL.com**;
- printed copies at offices across our global operations; and
- a custom designed e-learning module available to all existing and new employees.

In July 2025, CSL's Board approved an updated edition of CSL's Code of Conduct (formerly known as Code of Responsible Business Practice) and CSL's leadership approved an updated edition of CSL's Third Party Code of Conduct.

About CSL

CSL Group includes the following businesses:

CSL Behring

Leading the Way in Treating Rare and Serious Diseases

CSL Behring discovers, develops and delivers innovative therapies for people living with a range of rare and serious health conditions.

CSL Behring operates CSL Plasma, one of the world's largest plasma collection networks.

CSL Seqirus

Securing Health for All of Us

CSL Seqirus is a major contributor to the prevention of influenza globally and a transcontinental partner in pandemic preparedness.

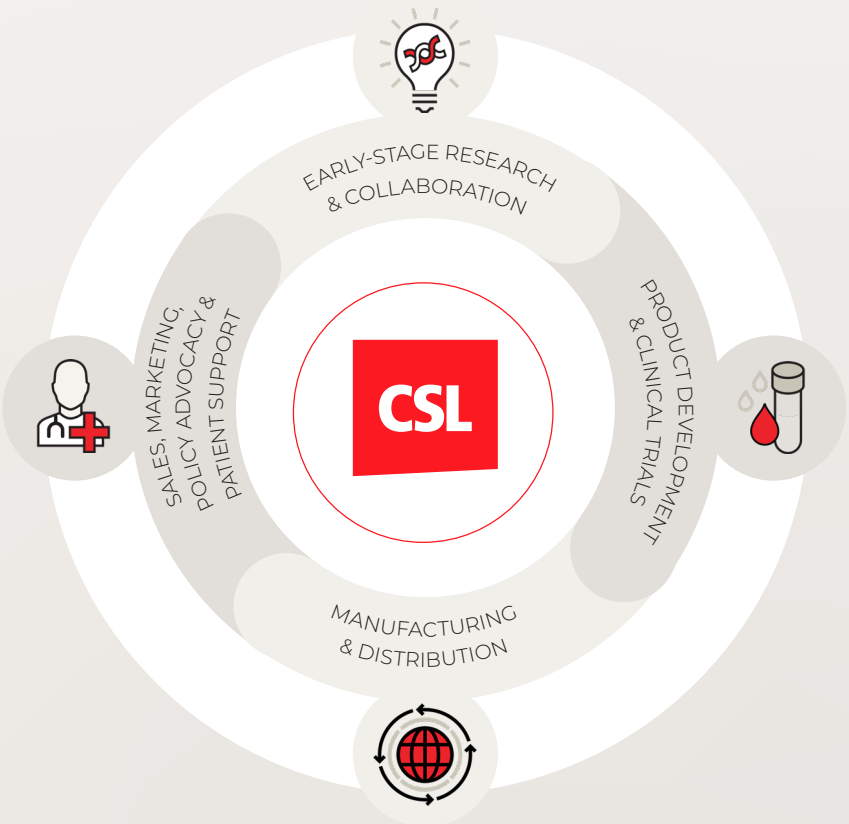
CSL Vifor

Changing the Game in Iron Deficiency and Nephrology

CSL Vifor is a global partner of choice for pharmaceuticals and innovative leading therapies in iron deficiency and nephrology. CSL Vifor also includes the joint company Vifor Fresenius Medical Care Renal Pharma (with Fresenius Medical Care).

Our value chain

CSL's ultimate goal is to deliver value through fulfilling unmet patient needs and protecting public health. We achieve value creation through high product quality, focused innovation capabilities, operational excellence and global commercial strength. Plasma donors provide critical raw material for our protein-based therapeutics, while partners and collaborators support innovation and CSL's portfolio diversification. Employees and a diverse range of third parties enable value creation by facilitating and driving our business activities.



+ READ MORE AT **INVESTORS.CSL.COM**

About CSL

Our operations at a glance

CSL's key businesses and unique capabilities are as follows:

	Headquarters	Total headcount[2]	Key operations and activities
	CSL Limited Headquarters Australia	698	· Early-stage research and development · Corporate head-office support (including company secretary, governance, finance and legal, risk and corporate affairs)
	CSL Behring Central office US	11,382	· Sourcing · Research and Development (R&D) · Product manufacturing – four facilities located in Australia, Germany, Switzerland and the US · Contract manufacturing · Warehousing, transport and logistics · Commercial operations · Key products: PRIVIGEN®, ALBUREX®, HIZENTRA®, IDELVION®, KCENTRA®, HAEGARDA®
	CSL Plasma Central office US	12,875	· Sourcing · Plasma donor management · Product manufacturing – plasma collection centres located in Germany, Hungary and the US · Warehousing, transport and logistics · Commercial operations
	CSL Seqirus Central office UK	3,415	· Sourcing · R&D · Product manufacturing – three facilities located in Australia, the UK and the US · Contract manufacturing · Warehousing, transport and logistics commercial operations · Key products: FLUAD®, FLUCELVAX®, AFLURIA®
	CSL Vifor Central office Switzerland	1,534	· Sourcing · R&D · Product manufacturing – one facility in Switzerland · Contract manufacturing · Warehousing, transport and logistics · Commercial operations · Joint company with Fresenius Medical Care to form Vifor Fresenius Medical Care Renal Pharma & Vifor Fresenius Kabi (Beijing) Pharmaceutical Consulting[3] · Key products: MIRCERA®, TAVNEOS®, VELTASSA®, VELPHORO®, FERINJECT®, VENOFER®

Supporting our businesses are CSL's enabling functions, consisting of: Finance; Human Resources; Sourcing and Procurement; Legal; Information & Technology (I&T); and Corporate & External Affairs.

CSL does not undertake external financing activities.

2. As at 30 June 2025.
3. Vifor Fresenius Medical Care Renal Pharma has combined Vifor Pharma's (now CSL Vifor) expertise in pharmaceuticals with the skills and infrastructure of Fresenius Medical Care (FMC). Joint company ownership sits at 55% CSL Vifor and 45% FMC (and 50%/50% at the Board of Director level). In 2020, Vifor Pharma (now CSL Vifor) announced a strategic partnership with Fresenius Kabi to form a joint company in the People's Republic of China. The joint company, Vifor Fresenius Kabi (Beijing) Pharmaceutical Consulting Co. Ltd., is owned 55% by CSL Vifor and 45% by Fresenius Kabi and focuses on marketing, market access and medical affairs for medicinal products.

About CSL

Our supply chains

Across our global operations we work with more than [35,000] suppliers segmented in the following categories:

- **indirect** – refers to expenses incurred for materials, services (including clinical trials) and maintenance required to operate the business, such as professional services, facilities management services (including cleaning services and security services), sales and marketing support, business travel, information technology, commercial spend and support to the CSL Plasma centres;
- **direct** – involves the procurement of goods, materials, logistics and services directly related to the manufacture and/or production of goods and/or services that CSL manufacture, such as packaging, chemicals, medical devices, filters, gels and ingredients and our contract manufacturing partnerships; and
- **capital and engineering** – goods and services related to new plant and equipment and its ongoing maintenance, engineering goods and services to ensure our production lines remain operational and fit for purpose.

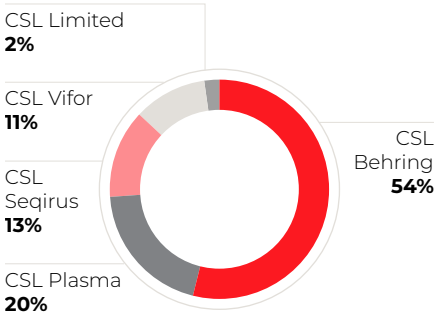
Our relationships with our suppliers vary from short-term engagements to long-term contractual agreements, as guided by our supplier management plan.

Spend by category*

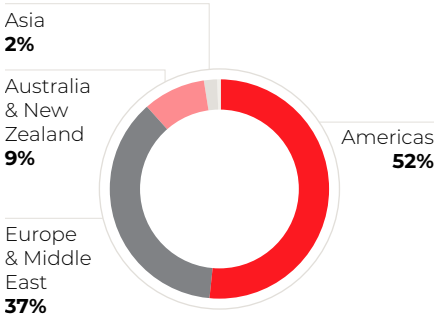
Category	%	Top two sub-categories
Capital and engineering	15	· Facilities services · Construction and engineering
Indirect	57	· Plasma · Commercial activity
Direct	29	· Contract manufacturing · Logistics

* Using 2025 financial year invoice data spend. 'Indirect' includes Corporate Services, Professional Services, Corporate Spend and services and products that support plasma collection and does not include plasma donor payments.

Spend by business unit*



Spend by region*



* Using 2025 financial year invoice data spend.

+ YOU CAN FIND MORE INFORMATION ON CSL, OUR OPERATIONS AND OUR STRATEGIC PRIORITIES, INCLUDING OUR RECENT PERFORMANCE, IN OUR 2025 ANNUAL REPORT AT **CSL.COM**

Identification of modern slavery risks in our operations and supply chains

CSL is committed to identifying and mitigating, where possible, the risk of modern slavery in its operations and supply chains.

CSL's Human Rights Statement builds on the rights of key stakeholders detailed in CSL's Code of Conduct and sets out our approach for human rights due diligence. Over the next 12 months we intend to transition our Human Rights Statement to a CSL-based Group Policy.

Over the reporting period, we conducted the following activities to identify possible modern slavery risks in our own operations and supply chains and have taken actions to assess and address those risks.

CSL operations

Over the reporting period, there have been no material changes to the composition of CSL's direct workforce since our first modern slavery statement. More than 90% of CSL's direct workforce are permanent employees, with a minority on fixed-term employment contracts. These contingent workers have access to the same monitoring and reporting mechanisms available to permanent employees. CSL does not have a reliance on casual workers.

Irrespective of an employee's location or business unit, employment practices are governed and managed by human resources. Supervisors/managers are supported by regional centres of excellence when contracting employees and have access to a broad library of approved practices (tools, guidance documents and standard operating procedures) for the recruitment, hiring, management and retention of directly supervised employees.

At a number of our sites, some workers are members of independent trade unions or works councils recognised by our management, and with which management retain ongoing dialogue regarding workforce conditions. These sites are located in Australia (Melbourne), the UK (Liverpool), Germany (Marburg) and the US (Kankakee).

As with prior years, given the nature of CSL's oversight and control over the Group's direct workforce, we do not consider our own operations to be a significant area of modern slavery risk.

Actions taken to assess and address risks in CSL's operations

Speak Up Policy

CSL is committed to ensuring that employees, contractors, suppliers and business partners are able to raise concerns regarding any potential misconduct and to have such concerns appropriately investigated. This commitment is implemented through CSL's Board-approved Speak Up Policy. The Speak Up Policy contains mechanisms – including a global 24/7 telephone and internet hotline service available on **CSL.com** – for employees, contractors, suppliers and business partners to raise concerns in a confidential and anonymous manner (where permissible by law) without being subject to any form of detriment or retaliation. CSL's Speak Up Hotline can be accessed by toll-free numbers or online and is promoted periodically through employee communications and training.

During the reporting period, through our Speak Up Hotline, no reports related to human trafficking, slavery, forced labour or child labour in our global operations were received.

Training

In addition to providing all employees with annual training on CSL's Speak Up Policy, over the reporting period:

- On United Nations World Day Against Child Labour, CSL's Procurement & Sourcing function received dedicated materials from an external expert on prevalence and warning signs of modern slavery, mechanisms for raising/escalating concerns at CSL and references to lists of goods produced by child labour or forced labour made available by The Bureau of International Labour Affairs in the US.
- All employees received training on CSL's Third Party Risk Management (TPRM) framework and approach. In addition to providing an overview of the standard operating procedure and the risk domains covered (which include modern slavery and human rights), the training includes the identification of risk and options for risk treatment.

These trainings help to raise awareness and support action across the lifecycle of supplier engagement and management.

Measures to remediate the loss of income

In 2025, CSL did not need to undertake measures to remediate loss of income to the most vulnerable rightsholders in our operations and supply chains.

+ FOR MORE INFORMATION ON CSL'S HUMAN RIGHTS STATEMENT, SPEAK UP POLICY AND SPEAK UP HOTLINE VISIT **CSL.COM**

Identification of modern slavery risks in our operations and supply chains

CSL's supply chains

CSL has reduced visibility and control over workers who are not part of CSL's direct workforce and supervised by CSL supervisors/managers. Our supply chain workers may be less aware of their rights and, consequently, susceptible to exploitation.

CSL recognises that with a supplier base of more than 35,000 constituents across a diverse set of industries and geographies, there is potential for modern slavery risks. As a result, our effort and commitment to continuous improvement is enduring.

Actions taken to assess and address risks in CSL's supply chains

Due diligence

To support risk management practices and CSL's due diligence approach across its supply chains, CSL operates an end-to-end process for the assessment of medium- to high-risk (based on industry type and location of operations) and critical third parties across a number of risk domains (e.g. trade compliance, data privacy, anti-bribery and anti-corruption, cyber security, environmental, and social and governance (ESG) risks), including the implementation and ongoing refinement of a risk management system.

CSL's enterprise-wide TPRM platform centralises the onboarding of third parties (including suppliers) based on third party criteria, such as the industry type and location of supplier's operations. For ESG related responses, a residual risk assessment is undertaken in EcoVadis, a third-party risk evaluation platform, when supplier responses to the inherent risk questionnaire reach specific preset scoring thresholds or affirmative responses to certain questions are recorded.

In 2025, CSL updated its Third Party Code of Conduct adopting the latest principles championed by the Pharmaceutical Supply Chain Initiative (PSCI) of which CSL is a member. In addition, over the reporting period CSL also updated the Responsible Sourcing Buyer Guidance (the Guide), which seeks to incorporate key decision-making criteria on sustainability-related areas of importance, including human rights, early in the sourcing and procurement process. The Guide sets out how to incorporate sustainability-related decision making into sourcing activities across specific spend bands.

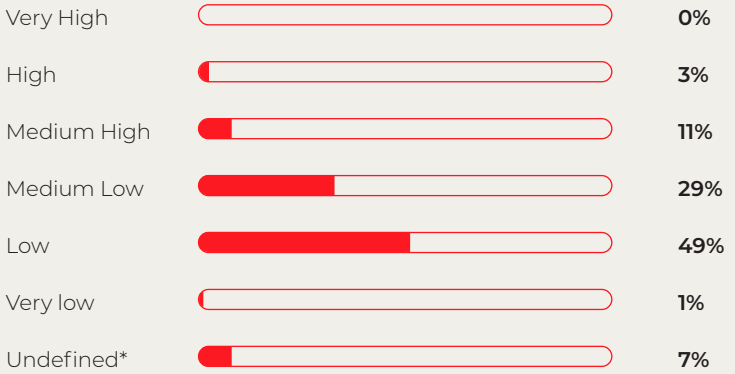
Supporting the Guide are sample questions, including those for human rights, that should be included in tender documents. In addition, users are provided with example contract clauses to be considered as part of contract negotiations.

Additionally, over the reporting period:

- 373 new suppliers were subject to an ESG-based self-assessment questionnaire. No instances of modern slavery were raised by these suppliers. Furthermore, a subset comprising 50 suppliers were subject to an enhanced EcoVadis assessment with seven suppliers further interrogated based on overall scores being lower than industry average. CSL may engage with these suppliers by requesting responses to corrective actions identified by EcoVadis following its assessment of supplier provided documentation/evidence, and/or via direct contact by CSL with the supplier to further understand health & safety performance or other performance-related alerts/notifications.
- CSL concluded a high-level environment and labour risk-based screening exercise of existing suppliers across all three business units, utilising EcoVadis Iq Plus. Just over 26,000 existing tier one suppliers across CSL's direct, indirect and capital & engineering spend categories were screened. This was a significant exercise involving large data sets from across the businesses, standardisation of industry type where possible and mapping to unique identifiers to facilitate screening. Utilising industry and country-based information, the following risk profiles were established.

In addition to technology partners such as EcoVadis, to further enhance our approach to supplier risk, CSL is an associate member of the PSCI. The PSCI is a group of major pharmaceutical and healthcare companies who promote responsible practices to continuously improve labour standards, health, safety and environmentally sustainable outcomes for their supply chains. This includes fair and safe work conditions and practices, responsible business practices, and environmental sustainability and efficient use of resources. CSL participates in a number of teams, such as Environment and Human Rights. These teams share knowledge and undertake a range of projects to advance best practice and address emerging issues/topics. As a member, CSL has access to member-based audits of suppliers. These audit results supplement our TPRM and EcoVadis risk management processes.

Outcome of Environmental and Labour Risk Based Screening of Existing Suppliers



* An undefined supplier may result if the supplier is deemed an unassessable company; industry risk analysis is in progress; unknown industry; Conglomerate.

Identification of modern slavery risks in our operations and supply chains

Future areas of focus to advance due diligence of CSL's supply chains

CSL recognises there is a range of actions it can undertake to further assess and address risks in its supply chain. The following remain priority focus areas of activity over the next 12 months.

Policy & Governance	· Establish a Human Rights Policy, incorporating aspects of modern slavery. · Raise awareness of CSL's updated Third Party Code of Conduct with key suppliers.
Risk Assessment & Management	· Establish TPRM risk scores for existing suppliers with an EcoVadis Iq score of high or medium high, with a focus on CSL's direct suppliers. · Undertake at least five PSCI-based audits of higher risk suppliers based on outcomes of the above or other indicators of risk. · Progress tier two mapping of suppliers of goods to CSL.
Capacity building	· All CSL auditors who conduct onsite GxP-based audits and supply chain security audits receive modern slavery training focusing on site-based warning signs.
Monitoring	· Commence review of purchasing practices and their potential impact on the risk for modern slavery for key sub-categories of CSL's Direct suppliers. · Participate in PSCI Worker Voice pilot or adopt learnings resulting from the industry-wide pilot.

Monitoring and assessing the effectiveness of our actions

Assessing the effectiveness of our efforts helps to inform areas for improvement and drive quality outcomes. We have made modest progress since reporting began and recognise the opportunity for deeper risk assessments and interrogation of our supply chains as identified in the future focus areas detailed above. These efforts to assess risk across our supply chains will enhance our practices and build greater capability across the organisation.

How we monitored progress and assessed the effectiveness of our actions

Governance
Policy approach
Employee training
Feedback loops
Benchmarking

- Undertook a human rights saliency and diagnostic assessment to identify opportunities for improvement leveraging external standards and industry best practices, leading to, in the first instance, the intention to develop a Human Rights Policy.
- Updated CSL's Code of Conduct and Third Party Code of Conduct to support awareness and consistency in CSL's management of human rights, including modern slavery, across its own workforce and its partners.
- Supported CSL's dedicated TPRM Working Group and TPRM Governance and Oversight Committee (which comprises heads of function from procurement, quality, ethics and compliance, risk and legal) with European-based legislative developments and external subject matter expertise on best practice approaches, including environmental and human rights due diligence. The TPRM Working Group meets quarterly and reports into the TPRM Governance and Oversight Committee that meets three times a year.
- For a second year, completed the UK Government–provided Modern Slavery Assessment Tool to understand areas of strength and improvement in our approach to identifying and managing modern slavery risks. In 2025, there were modest improvements (+6%) in CSL's overall performance score.

Risk assessment
Screening capability
Auditing measures

- Undertook a high-level screen of CSL's tier one existing suppliers supporting a potential program of future work.
- Continued and improved analysis and data reporting of TPRM workflow outcomes, including governance of risk management practices at the functional level.
- Continued leveraging PSCI's audit program, where audit results for suppliers utilised by multiple organisations are shared, to inform and scale our own risk management practices.
- Identified future focus areas to help advance our due diligence and protection of workers within the supply chain.

Monitoring
Corrective actions
Framework effectiveness
Industry participation

- Ongoing improvement of internal reporting capability to identify trends and/or suppliers for follow-up action. Specifically, we developed a workflow for actioning TPRM self-assessment questionnaire responses of concern prior to activating an EcoVadis enhanced questionnaire where applicable.
- Continued engagement in PSCI and support for an industry led worker voice pilot.

Consultation

CSL's management team continues to provide oversight over CSL's efforts, actions and initiatives. CSL's Global Leadership Group (GLG), led by the Chief Executive Officer and Managing Director, has oversight of the Group, including each of the reporting entities covered by this Statement and their controlled entities.

The GLG is responsible for Group functions such as human resources, risk, ethics and compliance, information and technology, legal, sustainability, strategy and environment, and health and safety. As a result, consultation with each of the reporting entities covered by the Statement and their owned and controlled entities was undertaken at a leadership and functional level. This included providing the Statement to the GLG for comment prior to it being put to the Board of Directors of CSL Limited for review and approval.

CSL also operates a centralised sourcing and procurement operating model that supports all functions and business units. The function is organised by category at a regional and local level and does not deviate by business unit.

CSL's TPRM Working Group, comprised of leaders and heads of function from across the Group, helps steer our efforts to improve and integrate environmental, social and governance risk identification across the Group, including in relation to modern slavery.

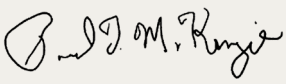
In support of Board approval, this Statement was also reviewed and endorsed by the Board of each of the Australian reporting entities listed. This process seeks to encourage awareness, oversight and accountability across the business.

Other information

Each year, we voluntarily register our Statement on Modern Slavery with the UK Home Office Modern Slavery Statement Registry. This process is facilitated by the applicable CSL Behring, CSL Seqirus and CSL Vifor entities operating to similar disclosure requirements to that of Australia within the UK.

Statement approval

This Statement was reviewed and approved for each reporting entity by the Board of Directors of CSL Limited on 18 December 2025 and signed on its behalf by:



Paul McKenzie

CEO and Managing Director of CSL Limited

Attestation

Fighting Against Forced Labour and Child Labour in Supply Chains Act also known as Canada's *Modern Slavery Act*

Company: CSL Behring Canada Inc.

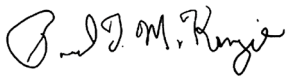
Reporting year: 1 July 2024 to 30 June 2025

To whom it may concern:

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), CSL Behring Canada Inc. submits the attached report. This report was finalised in December 2025, accepted and signed by the CSL Limited Board of Directors. CSL Limited is the parent company of CSL Behring Canada Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind CSL Behring Canada Inc.



Paul McKenzie
CEO and Managing Director of CSL Limited
18 December 2025