

Fresenius Kabi Australia

Modern Slavery Statement Year 2020



ABOUT THIS STATEMENT

This Modern Slavery Statement (the 'Statement') has been prepared by **Fresenius Kabi Australia Pty Limited** ("Fresenius Kabi Australia") for the purposes of reporting under the Commonwealth Modern Slavery Act, 2018 (Cth) (Modern Slavery Act).

This is an inaugural statement on behalf of Fresenius Kabi Australia for the calendar year ended 31st December 2020.

MANDATORY REPORTING CRITERIA

To meet the seven mandatory reporting criteria required by the Modern Slavery Act, Fresenius Kabi Australia has structured its statement as follows:

Australian Modern Slavery Act mandatory reporting criteria	Reference in this statement	
1. Identify the reporting entity.	• Mandatory Reporting Criterion	Page 2
2. Describe the reporting entity's structure, operations and supply chains.	• Fresenius Kabi Australia	Page 4
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls.	• Risk of Modern Slavery	Page 4
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes.	<ul style="list-style-type: none"> • Respecting Human Rights • Our Human Rights Approach • Supplier Engagement & Management • Employee Training and Communication • Incident Reporting and Whistle-blowing Hotline 	Page 5 Page 6 Page 7 Page 8 Page 8
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks.	• Assessing Effectiveness & Continuous Improvement	Page 8
6. Describe the process of consultation with any entities the reporting entity owns or controls.	<ul style="list-style-type: none"> • Fresenius Kabi • Fresenius Kabi Australia 	Page 3 Page 4
7. Any other relevant information.	• No additional information, as responses to the other six criteria are considered to be sufficient.	

ABOUT FRESENIUS KABI

Fresenius Kabi is a global healthcare company that specializes in lifesaving medicines and technologies for infusion, transfusion and clinical nutrition. Our products and services are used to help care for critically and chronically ill patients.

With our corporate philosophy of "caring for life", we are committed to putting essential medicines and technologies in the hands of people who help patients and finding the best answers to the challenges they face.

Our product portfolio comprises a comprehensive range of I.V. generic drugs, infusion therapies and clinical nutrition products as well as the devices for administering these products. In the field of biosimilars, we focus on autoimmune diseases and oncology. In 2019, the first biosimilar product by Fresenius Kabi was launched. Within transfusion medicine and cell therapies, Fresenius Kabi offers products for collection of blood components and extracorporeal therapies.

Fresenius Kabi employs around 40,500 people worldwide. Fresenius Kabi AG is a wholly owned subsidiary of the Fresenius SE & Co. KGaA healthcare group.



FRESENIUS KABI AUSTRALIA

Fresenius Kabi Australia Pty Limited (Fresenius Kabi Australia) is a wholly owned subsidiary of Fresenius Kabi. Incorporated in 2004, Fresenius Kabi Australia now employs more than 120 staff across Australia and New Zealand. The head office is located in Mount Kuring-gai, northwest of Sydney, and has representation in all States and Territories. Additionally, there is a Fresenius Kabi subsidiary with a sales office in Auckland, Fresenius Kabi New Zealand Limited.

We are dedicated to caring for the lives of critically and chronically ill patients across Australia. Our portfolio of products includes intravenous specialty and generic medicines, transfusion technologies, infusion therapies, parenteral nutrition and related medical devices.

Risk of Modern Slavery

Fresenius Kabi Australia has the relevant frameworks in place to identify material risks and ensure they are monitored and adequately managed to acceptable levels. Nevertheless, foundational processes are continuously being developed and applied to identify risks within geographic, industry, product and service areas of Fresenius Kabi Australia's operations and supply chain.

Fresenius Kabi Australia has not identified any specific instances of modern slavery. However, it has identified the following as potential risk areas within its supply chain where the perception of or potential for risk factors of modern slavery may be present:

Goods and services we sell:

Fresenius Kabi products, local third-party products, and in-house services.

Operations and service providers:

Logistics and warehousing, professional technical services, and offshore back-office support.

Other goods not intended for sale:

Brand-affiliated materials and other sundry supplies.

Most of the products that are sold by Fresenius Kabi Australia and Fresenius Kabi New Zealand are supplied by Fresenius Kabi, from sites located across the world. Third-party pharmaceutical products manufactured or compounded in Australia are sold exclusively in Australia and New Zealand.

Fresenius Kabi Australia recognizes that collaborating with all its stakeholders can contribute towards the eradication of any form of modern slavery, mainly by maintaining close and ongoing dialogue with its business partners, suppliers and customers.



RESPECTING HUMAN RIGHTS



We continuously work to save lives, promote health and improve the quality of life of our patients. Being part of a global healthcare company, we consider human rights part of our corporate responsibility. We respect and support 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 Labor Organization (ILO) and aim to fulfill them in our area of responsibility. Moreover, we aim to make a decisive contribution to secure access to quality and affordable healthcare with our products and services.

To fulfil our responsibility as a healthcare company, we care about different areas in relation to human rights:

- No exploitative nor illegal child nor forced labor
- Standing against discrimination and promoting equal opportunity
- Creating safe working conditions
- Respecting the right of freedom of association and collective bargaining
- Protecting personal data
- Considering the influence on our environment
- Taking responsibility in our supply chain

Fresenius Kabi Australia has implemented codes of conduct, which include commitments to respecting human rights and basic principles for the areas related to its business.

CODE OF CONDUCT
For business ethics and compliance

[Code of Conduct](#) applicable to all Fresenius Kabi Australia employees.

The image shows the cover of a document titled 'CODE OF CONDUCT For business ethics and compliance'. The cover features a photograph of three business professionals in a modern office hallway. The Fresenius Kabi logo is in the top left corner.

CODE OF CONDUCT
Business ethics and compliance

BUSINESS PARTNERS

[Business Partner Code of Conduct](#) applicable to all Fresenius Kabi Australia business partners.

The image shows the cover of a document titled 'CODE OF CONDUCT Business ethics and compliance' with a sub-section for 'BUSINESS PARTNERS'. The cover features a photograph of two hands shaking in a firm grip, symbolizing a partnership. The Fresenius Kabi logo is in the top left corner.

CODE OF CONDUCT
Business ethics and compliance

SUPPLIERS

[Suppliers Code of Conduct](#) applicable to all individuals and organizations who provide goods and services directly and/or indirectly to Fresenius Kabi Australia.

The image shows the cover of a document titled 'CODE OF CONDUCT Business ethics and compliance' with a sub-section for 'SUPPLIERS'. The cover features a photograph of a man in a white shirt and tie, wearing a headset and looking at a document. The Fresenius Kabi logo is in the top left corner.

OUR HUMAN RIGHTS APPROACH

At Fresenius Kabi Australia, our areas of activity are guided by a three step process, which comprises preventive, detective, and responsive measures.





Supplier Engagement & Management

Fresenius Kabi covers a large part of the value chain itself, and thereby ensures the highest quality standards. Beyond that, we work with suppliers and other business partners worldwide to care for our patients.

Fresenius Kabi has identified strategic suppliers that the company monitors closely because of their importance to the business; this is managed by Fresenius Kabi's global strategic purchasing organization. Based on defined processes, Fresenius Kabi classifies strategic suppliers according to their risk and evaluates them regularly. The company also conducts supplier audits.

Since 2019, Fresenius Kabi assesses the aspects of occupational health and safety, environment, human rights, business ethics and sustainable procurement of strategic suppliers, which has been continued in 2020. This enables Fresenius Kabi to identify potential Corporate Social Responsibility (CSR) risks. Subsequently, suppliers can be requested to implement appropriate measures to reduce their CSR risks. Fresenius Kabi is supported in its supplier evaluation by an external service provider that provides sustainability assessments for global supply chains.

We expect all our suppliers and business partners to commit to ethical standards of conduct in daily business, towards employees, society, and the environment. This also includes the described areas in relation to respecting human rights.

Fresenius Kabi Australia's strategic suppliers are expected to comply with the Fresenius Kabi's Business Partner and/or Suppliers Code of Conduct, which includes expectations that suppliers shall act according to international and local laws and regulations as well as considerations of human rights. Our Suppliers Code of Conduct addresses issues of child and forced labor, minimum wage, and other employment rights.

We conduct risk-based due diligence to assess business partners and suppliers' compliance with the expectations laid out in the respective Codes and from this determine whether the business partner and/or supplier needs to go through a more enhanced due diligence.

Business Partner contracts include requirements for compliance with the Code as well as provision for audit and demand of corrective measures where incidents of non-compliance are identified.

Employee Training & Communications

All Fresenius Kabi Australia employees receive regular mandatory training on the Fresenius Kabi Code of Conduct. In 2020, Fresenius Kabi supplemented the e-learning training on the Fresenius Kabi Code of Conduct with a chapter on the topic of human rights. It provides a general introduction to human rights and the responsibility of companies to respect human rights. Employees are familiarized with the content of the human rights statement and the company's position on illegal child or forced labor, 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.



Incident Reporting & Whistle-blowing Hotline

We encourage all Fresenius Kabi employees, as well as third parties, to report incidents and concerns related to human rights via our [whistle-blower hotlines](#), web page or e-mail addresses; this can be performed anonymously if preferred. In addition, employees are encouraged to report any concerns directly to their line managers.

Assessment of current developments are periodically undertaken and where required, additional measures are implemented. Our primary goal is to regularly improve measures through which personnel can report concerns about illegal and unethical conduct.

Fresenius Kabi's suppliers shall create processes to ensure the protection of employee whistle-blower confidentiality and prohibit retaliation against employees who refuse an instruction or activity that is in violation of the Fresenius Kabi Suppliers Code of Conduct. Fresenius Kabi expects its suppliers to provide an anonymous complaint process for workers and employees to report workplace grievances in accordance with applicable laws and regulations.

Assessing Effectiveness & Continuous Improvement

We acknowledge that assessing and addressing modern slavery risks is an ongoing process and we are continuously looking for opportunities to assess our risks and measures in this regard.

In 2020, we initiated an external review in Australia and New Zealand on our current measures. Based on the recommendations provided in the review, we plan to further enhance and refine our approach to modern slavery by conducting tasks such as:

- Ongoing assessment of human rights and modern slavery risks in Fresenius Kabi Australia and New Zealand operations and supply chains;
- Continue to enhance our staff training on human rights and raise awareness of modern slavery;
- Continue to improve compliance communications and encourage reporting through our whistle-blowing hotline and other designated channels;
- Updating our Compliance checklist and conducting internal reviews on our implementation of human rights aspects;
- Establishing an internal working group to review progress to our future actions to assess and continually improve our approach to managing modern slavery risk.



Review progress and future actions



Assess human rights and modern slavery risks



Enhance communication



Enhance staff training



Update our Compliance check lists

Governance

This statement was approved by the board of Fresenius Kabi Australia on 26 May 2021.

On behalf of the Board of Directors of Fresenius Kabi Australia Pty Limited:

Martin Monaghan
Country Manager, Fresenius Kabi Australia Pty Limited.
26 May 2021



**FRESENIUS
KABI**
caring for life

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