

Fresenius Kabi Australia

Modern Slavery Statement
Year 2023



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).

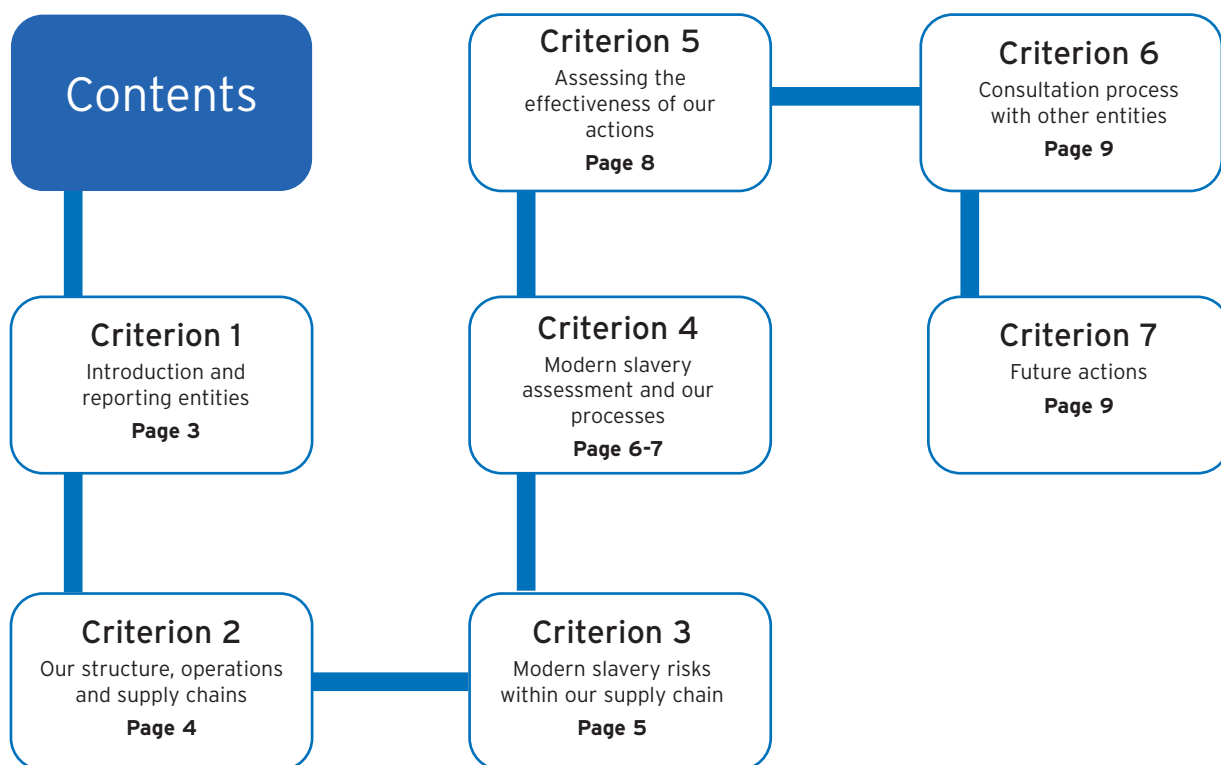
The Fresenius Kabi Modern Slavery Statement highlights the steps Fresenius Kabi Australia has taken to identify, mitigate and manage the risks of modern slavery in its operations and supply chains for the year ended 31st December 2023.



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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:



INTRODUCTION

The Australian legislation requires certain entities based and operating in Australia to submit an annual report on their risks of modern slavery in their operations and supply chains, and the actions taken to address any identified risks.

This statement reflects the commitment and actions taken by us at Fresenius Kabi Australia and its subsidiaries in line with the objectives of the legislation. To fulfil the criteria set in the Modern Slavery Act 2018 (Cth) (the Act), we continued the ongoing assessment of modern slavery risks in our operations and supply chains initiated in 2020, which has resulted in the enhancement of our Governance approach towards modern slavery.

Fresenius Kabi Australia is a wholly owned subsidiary of Fresenius Kabi AG located in Bad Homburg, Germany. Fresenius Kabi Australia wholly-owns Fresenius Kabi New Zealand Limited, with staff operating remotely with no fixed office presence. There is no similar legislation to the Modern Slavery Act in New Zealand.

This statement is prepared in accordance with the Modern Slavery Act and relates to the specific reporting entity Fresenius Kabi Australia Pty Limited (ACN 109 383 593), a company incorporated in Australia with its registered office at Level 2, 2 Woodland Way, Mount Kuring-gai, NSW 2080 (Fresenius Kabi Australia). This statement covers Fresenius Kabi Australia's financial year ending 31 December 2023.



STRUCTURE, OPERATIONS AND SUPPLY CHAIN

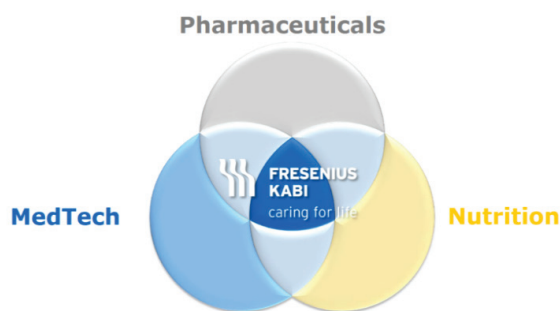
Fresenius Kabi is a global healthcare company that specializes in lifesaving medicines and technologies for infusion, transfusion and clinical nutrition. Its products and services are used to help care for critically and chronically ill patients. Fresenius Kabi's primary focus is on meeting the needs of patients and health care professionals while acting responsibly to fulfil its ethical and legal duties.

Structure

Fresenius Kabi Australia was incorporated in 2004. The head office is located in Mount Kuring-gai, northwest of Sydney, and has a wide geographical reach across Australia with representation in all States and Territories. Additionally, Fresenius Kabi New Zealand Limited - a subsidiary of Fresenius Kabi Australia - is located in Auckland, New Zealand. Fresenius Kabi Australia has a total workforce of more than 120 employees, supporting the administrative, sales, technical and warehousing operations.

Operations

Fresenius Kabi Australia key offering consist of 3 diversified business areas:



Medical Technologies: Leading supplier of medical devices and transfusion technology products to public and private healthcare institutions.

Clinical Nutrition: Clinical nutrition for critically and chronically ill patients in the hospital and outpatient environments.

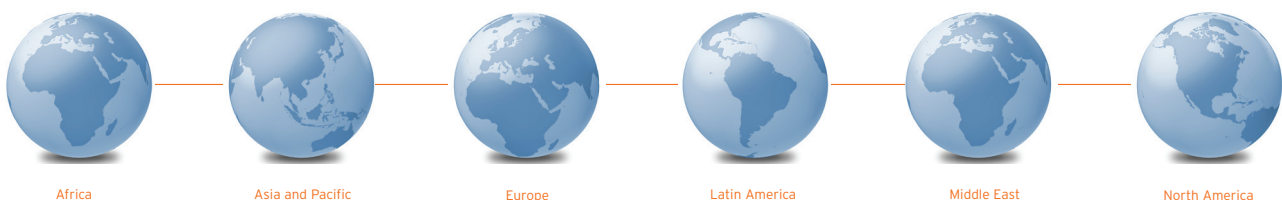
Pharmaceutical: Broad range of intravenously administered generic drugs across a wide array of therapeutic categories: anesthetics & analgesics, anti-infectives, biosimilars, critical care drugs and gastrointestinal products.

Supply Chain

Fresenius Kabi Australia imports more than 90% of its products from other Fresenius Kabi locations globally.

The production network of Fresenius Kabi is decentralized. International plants supply the world-regional markets, and regional plants meet the needs of their respective countries. The production network spans more than 60 production sites including compounding centers in Europe, North America, Latin America, Asia Pacific and Africa.

As a global healthcare company, Fresenius Kabi considers human rights part of its corporate responsibility.



MODERN SLAVERY RISKS WITHIN OUR SUPPLY CHAINS

In line with the United Nations, Fresenius Kabi Australia recognizes modern slavery as situations of exploitation where people's rights are vulnerated due to abuse of power, coercion, deception, threats and violence.

Modern slavery can be a silent crime affecting many countries and impacting multiple industries. That is why it is everyone's responsibility to address and work towards its elimination when it becomes identified.

Risk of Modern Slavery

Fresenius Kabi Australia continues to improve existing frameworks to identify potential risks of modern slavery within its operations and supply chains, and ensures they are monitored and adequately managed.

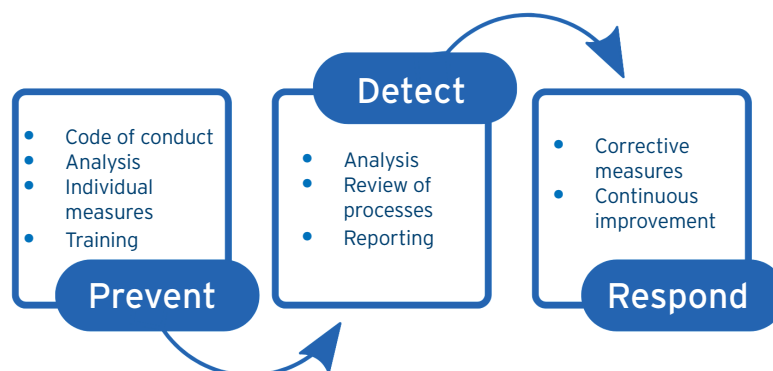
The majority of Fresenius Kabi's sourcing spend relates to intercompany purchases of finished goods. Other goods and services are sourced with business partners and suppliers based in Australia and New Zealand.

Fresenius Kabi Australia has identified 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 include Fresenius Kabi products, and in-house services
- Operations and service providers include logistics and warehousing, local third-party manufacturer, professional technical services, and offshore back-office support
- Other goods not intended for sale are considered to be company-branded materials and other sundry supplies.



Fresenius Kabi Australia considers that its exposure to the risk of modern slavery within these areas is low. Fresenius Kabi Australia has not identified any specific instances of modern slavery within its operations and supply chain.



MODERN SLAVERY ASSESSMENT AND OUR PROCESSES

Fresenius Kabi Australia considers human rights part of its corporate responsibility. We underline this commitment with a Group-wide Human Rights Statement on Fresenius Kabi's global website. Fresenius Kabi Australia respects and supports human rights as they are defined by international standards, such as the United Nations Universal Declaration of Human Rights and the Declaration on Fundamental Principles and Rights at Work, published by the International Labour Organisation (ILO)*, and aims to fulfil them. To fulfil its responsibility as a healthcare company, Fresenius Kabi Australia cares about different areas in relation to human rights:

- Providing a safe and healthy work environment
- Respecting freedom of association and the right to collective bargaining
- Prohibiting child labor, forced labor, and any form of modern slavery
- Promoting equal treatment and prohibiting discrimination
- Safeguarding society and the environment
- Preventing use of force by security forces
- Taking responsibility in our supply chains

All our suppliers are expected to comply with this Code of Conduct in all aspects, amongst them the protection of labor conditions, human rights, anti-corruption and environmental protection when doing business with Fresenius Kabi.

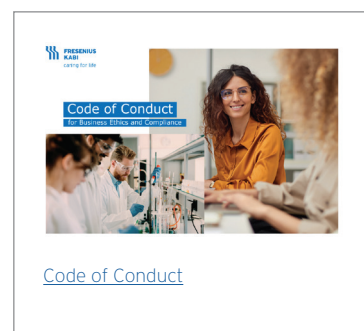
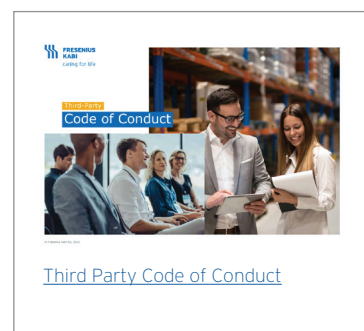
At Fresenius Kabi we value sustainable relationships and strive to conduct business only with partners who share our commitment to the highest ethical standards. We carefully select business partners and suppliers to ensure responsibility in our entire supply chain. To identify compliance risks, we conduct due diligence prior to any work together. This helps to detect potential compliance concerns with third parties early on to ensure our high compliance standards are met.

We expect third parties to adhere to our Third-Party Code of Conduct. This code applies to our contract partners on the supply side, sales side and to other third parties we do business with. It implements requirements of German Supply Chain Due Diligence Act (human rights laws) and former Fresenius Kabi Business Partner Code of Conduct.

Fresenius Kabi has summarized its fundamental expectations towards employees, suppliers, and business partners in respective codes of conduct.

For us, compliance means more than acting in accordance with laws and regulations. Compliance means doing the right thing. This means that we adhere to all rules, including legal requirements, internal guidelines, industry association codes, as well as our commitments, and we act according to ethical principles. Compliance is part of our corporate culture and, consequently, our daily work.

Fresenius Kabi Australia maintains a compliance program designed to detect, prevent and respond to potential compliance risks. Key elements of the compliance program are: risk management and internal controls, code of conduct and dedicated compliance policies, and channels for reporting misconduct.



*ILO Declaration on Fundamental Principles and Rights at Work, adopted June 1st, 1998

MODERN SLAVERY ASSESSMENT AND OUR PROCESSES

Continued

In 2023, Fresenius Kabi Australia established an internal working group to oversee the implementation and development of the modern slavery statement and how modern slavery risks are managed at an affiliate level. The group is composed of representatives from various departments, including Compliance, Supply Chain, Communications, Finance and Human Resources, reflecting the diverse perspective of the topic across the operations and supply chains. The working group meets twice a year and is intended to promote the exchange of information on current human rights topics, plan local initiatives and present new concepts and methods.

Our actions also included ensuring that all our stakeholders were made aware of modern slavery, its risks, the impact in society, and a few key strategies were put in place with the aim of working to reduce or mitigate those risks. Our training and communications strategy has been enhanced, targeting new and existing staff, as well as strategic and high-risk business partners and suppliers.

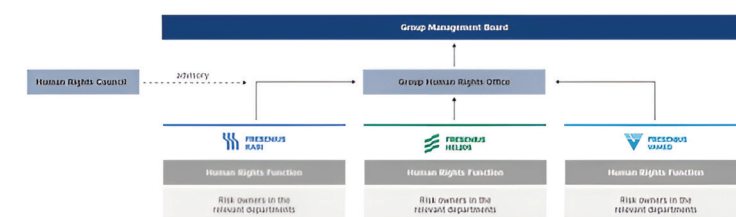
Fresenius Kabi Australia believes that transparency across its operations and supply chain network is vitally important in identifying and addressing modern slavery risks. In 2023, in an effort to continue our commitment to continuous improvement in connection with the Australian Modern Slavery Act, Fresenius Kabi Australia rolled out our Supplier's Modern Slavery Questionnaire to further assess and corroborate compliance with antimodern slavery actions of our strategic and high-risk business partners and suppliers and to proactively collaborate them to identify any potential risk of modern slavery.

The Modern Slavery Policy has been published to further specify our expectations - with no place for trafficking in persons, slavery, servitude, forced marriage, forced labor, debt bondage, deceptive recruiting for labor or services, and the worst form of child labor. The policy has been communicated to all our employees and it is available on our intranet site as well as in our country website <https://www.fresenius-kabi.com/au/modern-slavery>.

Additionally, a new set of human rights and environmental protection clauses have been drafted and became effective during first quarter of 2023. They are now a standalone set of terms and should be used for all relevant agreements. The scope for the clause is to be used in agreements for all suppliers and Business Partners globally.

As part of our own commitment to respecting and promoting human rights, there are also increasingly regulatory requirements that we have to take into account - in our own operations as well as in our supply chains. In order to implement these effectively and sustainably in our organization, a Group Human Rights Function was established in the Risk & Integrity department on January 1st, 2023, in our parent company, the Fresenius SE & Co. KGaA

The Group function consists of a Group Human Rights Office as well as corresponding Human Rights Functions in Fresenius Kabi as well as the other Fresenius Group companies Fresenius Helios and Fresenius Vamed, and regularly exchanges information on measures and progress with the Group Human Rights Office.



Fresenius Group Human Rights Governance

MODERN SLAVERY ASSESSMENT AND OUR PROCESSES

Continued

The Group Human Rights Office is responsible for the overall governance of the Group-wide Human Rights program and the Group Human Rights Statement, as well as the Group reporting based on the data received by the Business Segments. It supports the Business Segments, monitors the legal and regulatory environment as well as the Business Segments activities on Human Rights due diligence. The Group Human Rights Office consists of employees of the Fresenius Corporate’s Risk & Integrity department and is in exchange with the Business Segments Human Rights functions, acts as the chair of the Groupwide Human Rights Council and is in exchange with the Risk Steering Committee.

To continue encouraging confidence in our Company culture, we focused on strengthening our stakeholders' awareness of the existing reporting channels. Fresenius Kabi Australia and New Zealand employees who are aware of any potential misconduct can contact their supervisors or the local Compliance representative or alternatively report the potential compliance violation anonymously through dedicated speak up systems in place. These channels are encouraged to be used to highlight any potential misconduct violation and/or raise any integrity concerns. Such channels include the speak up line, compliance action website or dedicated email addresses, all handled by an independent third-party, available 24/7. The speak up systems are open not only to employees, but also to third parties, such as customers, suppliers, and other partners.

Fresenius Kabi Australia does not tolerate non-compliance. If a violation of applicable regulations is detected, we will take the necessary actions to remediate the violation and prevent further recurrences. We also take all reports of potential misconduct as an opportunity to review our company processes for possible improvements.



Dealing with potential compliance and human rights violations

ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Risk Assessment

Fresenius Kabi Australia continuously assesses the effectiveness of identifying modern slavery risks within its operations and supply chains. We have set-up a risk-based compliance management system. It is our aim to prevent corruption and bribery within the business environment in which we operate. Beyond that, prohibiting violations of antitrust law, data protection regulations, trade restrictions, anti-money laundering laws as well as the prevention of potential human rights violations are key areas, which we address with dedicated compliance measures.

The compliance culture and activities within the organization are integral to the company's operations but also true to its mission and core values. The aim is to prevent violations, continuously improve our compliance management system, and continue to maintain a high compliance culture throughout Fresenius Kabi Australia.

Further assessment is conducted by the responsible parties within the affiliate and overseen by the internal working group through workshops held during the year. Such workshops foster awareness of modern slavery within the affiliate's operations and supply chains. The workshops also include the review of current business practices against regulatory requirements to ensure they meet all criteria or with the view to enhance existing policies and procedures over time as required.

Training

Compliance training has a high priority for Fresenius Kabi Australia. Employees are offered regular training on compliance issues. The training courses cover basic topics such as our Code of Business Conduct, Human Rights, as well as other corporate Compliance guidelines. In this way, we ensure that our core company values and principles not only become entrenched but also central to the way in which we operate. In undertaking this training we use various formats including in-house face to face training as well as virtual on-line training.

This year, we have also made available a Modern Slavery Training for our vendors, in order to strengthening our commitment with our Corporate Social Responsibility and the Modern Slavery regulation in Australia. We have invited our third party vendors to educate themselves on this topic -with our complete support- in order to enable a sustainable supply chain. Because ethics go hand-in-hand with successful business.

Review of Business Partners

At Fresenius Kabi Australia, risk-based due diligence reviews of business partners and suppliers are carried out before entering into a business relationship. Selection of business partners and suppliers as part of the due diligence, is based on defined risk-based criteria. A risk profile of the business partner or supplier is created. On this basis, we initiate targeted measures such as standard provisions in contracts to prevent and detect violations. Contractual provisions based on the risk profile of the partner might include for example, the right to terminate the contract in case of misconduct. Should substantiated concerns and/or violations of laws, regulations or policies be found, we will take appropriate measures and implement corrective or improvement actions accordingly. Depending on the severity of the misconduct, which may include the undertaking of agreed 3rd Party audits or certifications, or, as last resort termination of the business relationship.

Fresenius Kabi Australia's sourcing documents e.g. purchase orders, include provisions related to compliance with laws and regulations; modern slavery compliance being one of them. They are expected to be read and accepted by all business partners and suppliers we conduct business with.

Fresenius Kabi Australia continues to closely collaborate with its business partners and suppliers to ensure they are taking the necessary and proper actions towards the eradication of modern slavery within their operations and supply chains.

CONSULTATION PROCESS AND FUTURE PLANS

Consultation

Fresenius Kabi Australia proactively seeks to increase risk knowledge within the industry it operates. Therefore, we will continue engaging with relevant stakeholders to gain insight and input in identifying potential modern slavery risks as well as to assess future efforts and plans to eradicate potential modern slavery risks within the Company's operations and supply chains.

Future Plans

Fresenius Kabi Australia continuously explores ways to improve our current Compliance processes and its impacts on our daily operations. For 2024, we have set as an objective to continue the ongoing assessment of human rights and modern slavery risk in our operations and supply chain implementing a new risk assessment process and controls in alignment with Fresenius Kabi Group Human Rights global program.

Based on the identified opportunities, we plan to continue enhancing and refining our approach to modern slavery by conducting tasks such as:



- Ongoing assessment potential modern slavery risks in Fresenius Kabi Australia and New Zealand operations and supply chains
- Updating our Compliance policies and conducting internal reviews on our implementation of modern slavery aspects



- Ongoing updates of existing trainings to employees regarding human rights and modern slavery
- Develop specific training for employees involved in procurement and purchasing



- Continuing implementing several initiatives to inform all employees the existing policies regarding human rights and modern slavery
- Provide communication on modern slavery tools available internally and externally
- Promote and enhance our business partners and suppliers Fresenius Kabi Australia's commitment with human rights and modern slavery.

In connection with the above-mentioned plans for 2024, a main corporate initiative is planned to take place during next year.

We aim to uphold human rights and pay particular attention to fair and safe working conditions, the right to freedom of association and collective bargaining, and equal treatment. We condemn child labor, forced or exploitative labor, and modern slavery. We strive to safeguard society, the environment, personal data, and confidential information.

Fresenius Kabi is committed in respecting human rights. We are working tirelessly to upholding this commitment with our updated human rights statement to be published during 2024. The statement is intended to provide detailed information on the human rights due diligence processes implemented globally. Fresenius Kabi is subject to the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG).



GOVERNANCE



Review progress and future actions



Assess modern slavery risks



Enhance communication



Enhance staff training



Update our Compliance check lists

This statement was approved by the board of Fresenius Kabi Australia on 28 June 2024.
On behalf of the Board of Directors of Fresenius Kabi Australia Pty Limited:

Juan Villar

Managing Director, Fresenius Kabi Australia Pty Limited.

28 June 2024



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