FRESENIUS KABI

caring for life

Fresenius Kabi UK

Modern Slavery Statement
Year 2021



Modern Slavery Statement for Fresenius Kabi Limited and Calea UK Limited (Fresenius Kabi UK)

INTRODUCTION

This statement has been prepared in compliance with section 54 of the Modern Slavery Act 2015 to set out the steps that Fresenius Kabi UK has taken during its financial year ending in 2021 to prevent slavery and human trafficking from taking place in its business or any of its supply chain.

This statement has been approved by the UK Leadership Team on 30 June 2022.

ABOUT FRESENIUS KABI

Fresenius Kabi is a global healthcare company that specialises 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 IV 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. Within transfusion medicine and cell therapies, Fresenius Kabi offers products for collection of blood components and extracorporeal therapies.

Fresenius Kabi employs around 41,000 people worldwide. We're part of the Fresenius healthcare group and our ultimate parent is Fresenius SE & Co KGaA.

As a global healthcare organisation, human rights are a fundamental part of our corporate responsibility. We respect and support human rights as defined by international standards such as the United Nations Universal Declaration on Human Rights and the Fundamental Principles as published by the International Labour Organisation and aim to meet these standards in our areas of responsibility.

FRESENIUS KABI UK

Fresenius Kabi UK head office is located at two adjacent sites in Runcorn, Cheshire which include warehouse space and a compounding centre as well as a branch office in Ireland.

Fresenius Kabi UK recognises that collaborating with its stakeholders can contribute to the eradication of any form of modern slavery by maintaining close and ongoing dialogue with our business partners, suppliers and customers.

POLICIES

We have implemented codes of conduct that promote best practice and ethical conduct for our employees, suppliers and business partners.



Fresenius-Kabi Code of Conduct - applicable to all Fresenius Kabi UK Employees



Business Partner Code Of Conduct - Fresenius Kabi Global - applicable to all Fresenius Kabi UK Business Partners)



Supplier Code Of Conduct - Applicable to all individuals and organisation who provides goods and services directly or indirectly to Fresenius Kabi UK

OUR SUPPLY CHAIN

Fresenius Kabi UK covers a large part of the supply chain itself and therefore ensures the highest quality standards. Most of the products sold by Fresenius Kabi UK are supplied from Fresenius Kabi sites located across the world. Third-party pharmaceutical products manufactured or compounded in the UK are mostly from providers in the UK and Ireland.

We carry out due diligence checks on strategic suppliers relating to the labour standards within the supply chain of the products and services they supply to us including a Corporate Social Responsibility questionnaire. Our suppliers are expected to comply with all applicable national and international laws and regulations and ethical standards of conduct. Suppliers and business partners are expected to comply with the requirements and standards set out in the Fresenius Kabi Supplier or Business Partner Code of Conduct. These address issues of child and forced labour, minimum wage and other employment rights.

Fresenius Kabi UK carries out risk-based due diligence to assess business partners' compliance with the expectations set out in these codes and from this determine whether there is any requirement to carry out enhanced due diligence checks.

Fresenius Kabi UK business partners and supplier contracts contain obligations to comply with all applicable laws including the Modern Slavery Act and our codes of conduct. We include provision for audit of these suppliers and requirements for corrective measures/termination if required.

EMPLOYEE TRAINING AND COMMUNICATIONS

All Fresenius Kabi UK employees receive regular mandatory training on the Fresenius Kabi Code of Conduct. Employees are familiarised with the content of the human rights statement, the company's position on compulsory or illegal child 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.

INCIDENT REPORTING & WHISTLEBLOWING HOTLINE

All Fresenius Kabi UK employees, as well as third parties, are encouraged to report incidents and concerns related to human rights via our compliance hotline, web page or email addresses. Reporting can be anonymous if preferred or can be discussed with managers or the Compliance team.

ASSESSING EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

Fresenius Kabi UK continues to assess risks and to adjust measures in this regard. Key performance indicators allow us to assess the effectiveness of the measures we have in place. These include:

- any reports to our Compliance Hotline; and
- any concerns reported from our Supply Chain Team.

In 2021 we did not receive any such reports or concerns raised. We have:

- continued to communicate to our staff on human rights and raise awareness of modern slavery
- improved communications and encourage reporting through our Compliance Hotline
- ensured that modern slavery is discussed regularly at the highest level of the business
- included modern slavery provisions in contracts with suppliers.

In 2022, we will continue to enhance and improve our approach to preventing modern slavery by conducting tasks such as:

- ongoing assessment of human rights and modern slavery risks in Fresenius Kabi UK operations and supply chains

- continuing to provide training to our staff and to raise awareness
- using NHS Labour Standards Assessment as a tool to improve our compliance.

Our next statement will follow the year ending 31 December 2022.

DIRECTOR NAME: MIKKO TIITINEN

Position: Managing Director

Date: 30 June 2022