

# **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 2022 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 2023.

## **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 for the therapy and care of critically and chronically ill patients. With our corporate mission 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 highly complex biopharmaceuticals, clinical nutrition, medical technologies, and I.V. generic drugs. In the field of biosimilars drugs, we focus on autoimmune diseases and oncology. Within transfusion medicine and cell therapies, Fresenius Kabi offers products for collection of blood components and extracorporeal therapies.

Fresenius Kabi employs around 42,000 people worldwide. We’re part of the Fresenius healthcare group and our ultimate parent company is Fresenius SE & Co KGaA.

As a global healthcare group, human rights are an integral 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 fulfil these standards in our areas of responsibility. More details can be found on our Fresenius Group website at [www.fresenius-kabi.com/responsibilities/human-rights](http://www.fresenius-kabi.com/responsibilities/human-rights).

## **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 stakeholders can contribute to the eradication of any form of modern slavery by maintaining close and ongoing dialogue.

## **POLICIES**

We have implemented codes of conduct that promote best practice and ethical conduct for our employees, suppliers and business partners including a Fresenius Kabi Code of Conduct applicable to our employees and a Third-Party Code of Conduct which is applicable to our Business Partners and Suppliers.<sup>1</sup>

The Fresenius Kabi Management Board has adopted the Fresenius Group-wide human rights statement, which can be found on the website of the Fresenius Group.<sup>2</sup>

## **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 or 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, 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 Third-Party Code of Conduct which includes sections on child and forced labour, minimum wage and other employment standards.

Fresenius Kabi UK carries out risk-based due diligence to assess business partner compliance with the expectations set out in the Third-Party Code of Conduct and from this determines 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 and respect human rights and the environment, the Modern Slavery Act and the Third-Party Code of Conduct. We work to include provisions for audit of these suppliers and requirements for corrective measures/termination if required.

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<sup>1</sup> Available at [Third Party Code Of Conduct - Fresenius Kabi Global \(fresenius-kabi.com\)](https://www.fresenius-kabi.com)

<sup>2</sup> [www.fresenius-kabi.com/responsibilities/human-rights](https://www.fresenius-kabi.com/responsibilities/human-rights)

## **EMPLOYEE TRAINING AND COMMUNICATIONS**

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**

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 2022 we did not receive any such reports. We have:

- encouraged reporting through our Compliance Hotline, including through our newly created global Speak up Policy
- ensured that modern slavery is discussed regularly at the highest level of the business
- raised awareness of modern slavery with all employees
- reviewed the supplier onboarding and audit process to ensure that we assess modern slavery and human rights risks in our supply chain
- included modern slavery provisions in contracts with suppliers.

In 2023, we will continue to enhance and improve our approach to preventing modern slavery by conducting tasks such as:

- continuing to raise awareness with our staff
- introducing new provisions in our contracts with suppliers addressing human rights compliance
- using NHS Labour Standards Assessment as a tool to improve our compliance.

Our next statement will follow the year ending 31 December 2023.

**DIRECTOR NAME: MIKKO TIITINEN**

**Position: Managing Director**

**Date: 30 June 2023**