



**FRESENIUS
KABI**

caring for life

CODE OF CONDUCT

Business ethics and compliance

**BUSINESS
PARTNERS**

Index

FRESENIUS KABI BUSINESS PARTNER CODE OF CONDUCT	3		
ABOUT US	4		
FRESENIUS KABI'S BUSINESS: CARING FOR LIFE			
FRESENIUS KABI'S CORE VALUES			
INTRODUCTION	5		
PRINCIPLES	6		
1. Quality and Safety of our Products and Services	6		
2. Research and Development (Clinical Studies and Regulatory Affairs)	6		
3. Production	7		
4. Sourcing	7		
5. Workplace Safety and Work Environment	7		
6. Sales and Marketing	7		
		7. Environmental Responsibility	7
		8. Security of Confidential, Proprietary Company and Market Information	7
		9. Business Relationships	8
		10. Conflicts of Interest	8
		11. Antitrust and Competition	8
		12. Interaction with Public Entities	8
		13. Gifts, Meals, Hospitality and Entertainment	9
		14. Social Responsibility	9
		15. Employment and Standards of Conduct	9
		INFORMATION ON MISCONDUCT	10
		CONTACTS	10

FRESENIUS KABI BUSINESS PARTNER CODE OF CONDUCT

In order to illustrate to our trusted business partners why it is important to Fresenius Kabi that our business partners also adhere to our core values and principles, we want to provide you with insights into our mission and core values at the very beginning of this document.

On the next pages, you will find the main principles of the Code of Conduct, which you should observe when working with Fresenius Kabi.



© michaeljung/shutterstock.com

ABOUT US

FRESENIUS KABI'S BUSINESS: CARING FOR LIFE

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.

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.

FRESENIUS KABI'S CORE VALUES

CUSTOMER FOCUS

We put customers first

COLLABORATION

We work well together

QUALITY

We demand excellence

CREATIVITY

We deliver solutions

INTEGRITY

We are trustworthy

PASSION & COMMITMENT

We care

INTRODUCTION

1. QUALITY AND SAFETY OF OUR PRODUCTS AND SERVICES

Responsible and sustainable management is an integral part of Fresenius Kabi's culture and daily business. We at Fresenius Kabi set high standards for acting in an ethical and legally compliant way. Therefore, we ask you, as our business partners, to comply with the principles contained in this Code of Conduct and the laws and regulations that apply to our business in each country where Fresenius Kabi is active through the business partner.

This Code of Conduct lays the foundation to ensure compliance with all applicable laws and regulations. Consequently, Fresenius Kabi expects from its business partners that they do not pursue any business that is inconsistent with these principles.

The aim of this Code of Conduct is to provide a fundamental framework of compliance standards that provide all of our business partners with a set of clear rules and principles for their day-to-day activities. Business partners who act illegally or do not comply with the principles of this Code of Conduct may harm themselves and Fresenius Kabi.

Serious violations of legal, regulatory or contractual obligations could undermine our credibility and impair our future development. Moreover, failures may expose Fresenius Kabi, as well as the business partner, to severe penalties, such as fines, loss of licenses or other serious sanctions. "Industrial practice" is not a base for violating legal or regulatory rights and obligations. This Code of Conduct applies to all Fresenius Kabi business partners, regardless of their geographic location.

As a business partner of Fresenius Kabi you are responsible for understanding, governing and implementing your activities in compliance with the standards outlined in this Code of Conduct. Neither ignorance nor "good intentions" are adequate justifications for non-compliance.

We at Fresenius Kabi strongly believe that implementing this Code of Conduct will create value for you as a business partner and Fresenius Kabi. Therefore, we require you to comply with the principles laid down in the Code of Conduct and explained in detail as follows.



PRINCIPLES

1. QUALITY AND SAFETY OF OUR PRODUCTS AND SERVICES

The quality and safety of the products and services of Fresenius Kabi are the basis of its business activities.

Therefore business partners are also encouraged to ensure highest quality and safety of any product or service provided to Fresenius Kabi by the business partner.

In order to fulfil these fundamental prerequisite, business partners are encouraged to use a Quality Management System, which assures the appropriate quality of products with regard to safety and efficacy. It should ensure full compliance with national and international legal requirements.

If existent, the Quality Management System should be based on the following principles:

- Clear assignment of responsibilities
- Educated and well-trained employees
- Continuous safety monitoring
- Transparent and documented procedures
- Controlled production processes
- Continuous improvement

Even if there is no Quality Management System in place, business partners should meet any requirements set out in Good Manufacturing Practice (GMP), Good Clinical Practice (GCP), Good Distribution Practice (GDP) and, if applicable, the European Medical Device Directive (MDD).

2. RESEARCH AND DEVELOPMENT, (CLINICAL STUDIES AND REGULATORY AFFAIRS)

Research and development in the pharmaceutical field is subject to many legal and regulatory standards, including certain standards relating to the ethical conduct of scientific and medical research. Fresenius Kabi requires all of its business partners to comply with these standards and regulations, especially when engaged in clinical studies on behalf of Fresenius Kabi. Research and Development must be conducted in accordance with the global standards of Good Clinical Practice and applicable local regulatory requirements.

Business partners need to respect the intellectual property rights of others, such as patents, copyrights, design rights, utility model rights and trademark rights.

All products are to be developed so that they are compliant with all relevant laws, regulations and the respective Company guidelines.

3. PRODUCTION

The products of Fresenius Kabi and therefore also the products of its business partners need to meet the highest quality standards in line with appropriate manufacturing and control processes.

Business partners involved in the manufacturing and control processes on behalf of Fresenius Kabi have to ensure compliance with applicable Quality regulations, Good Manufacturing Practice (GMP) and Good Laboratory Practice requirements for the markets in which the products are registered and distributed during all steps of the processes.

Reliable manufacturing processes must ensure that all manufactured products are safe, reliable and efficient.

4. SOURCING

Fresenius Kabi expects from its business partners only to work with companies which act in an ethical and legally compliant way. Business partners should only utilize starting materials from suppliers that are appropriate for use in their products.

All bids and proposals should be evaluated objectively on the merits of price and performance.

5. WORKPLACE SAFETY AND WORK ENVIRONMENT

As a healthcare company we expect our business partners to maintain a certain minimum workplace safety and work environment standard.

Fresenius Kabi expects its business partners to continually work to reduce and mitigate risks and improve their workplace safety and work environment.

6. SALES AND MARKETING

Business partners are responsible for providing the correct information and training in the use and promotion of our products. This means abiding by the local laws that apply to the respective company's marketing activities. All marketing materials and promotion activities provided by our business partners must be in accordance with high ethical standards and must meet or exceed the standards set out by applicable laws, rules and regulations.

It must be the business partners' objective to achieve competitive advantages through superior quality of products and services and their ability to add value, but not through unethical business practices.

Fresenius Kabi's products are designed to be safe and reliable for their intended use. All products must be stored and distributed so that the quality is not impaired.

7. ENVIRONMENTAL RESPONSIBILITY

Fresenius Kabi expects from all business partners that they protect nature as the basis of life and use natural resources in a responsible way. Business partners should comply with all applicable legal requirements. Furthermore, Fresenius Kabi recommends to its business partners that they constantly improve their performance in the areas of environmental protection, occupational health and technical safety, product responsibility and logistics.

8. SECURITY OF CONFIDENTIAL, PROPRIETARY COMPANY AND MARKET INFORMATION

Business partners must treat Fresenius Kabi's company and market information confidentially and must not use such confidential information to procure an unlawful economic advantage for themselves or for others.

9. BUSINESS RELATIONSHIPS

Fresenius Kabi's reputation as a reliable company and as a business partner of integrity must not be jeopardized by corruption. Fresenius Kabi is emphatically against bribery and corruption and expects the same standard for the conduct of its business partners. All applicable local and international laws, rules and regulations, especially with regard to the laws on fair competition, and against bribery and corruption, must be respected by all business partners of Fresenius Kabi to the extent they are applicable to them.

Business partners must not offer, promise or give, whether directly or indirectly, benefits that compromise or appear to compromise the ability to make fair and objective business decisions. Furthermore, any benefits offered to public officials, especially to representatives of agencies and governments, are subject to special restrictions.

10. CONFLICTS OF INTEREST

Business partners need to apply the highest professional and ethical standards to themselves and to those with whom they associate. The private interests of business partners' employees – including

personal, social, financial or political interests – and the interests of Fresenius Kabi must be kept strictly separate.

Furthermore, business partners and their employees should not provoke any situation where an interaction with a Fresenius employee might conflict, or appear to conflict, with the best interests of Fresenius.

If the employee of a business partner has a family relationship to any Fresenius employee or if a business partner has any other relationship with a Fresenius employee that might represent a conflict of interest, the business partner should disclose this fact to Fresenius Kabi.

11. ANTITRUST AND COMPETITION

Business partners need to compete actively in the marketplace by complying with the laws and regulations that apply to their business in each country where they are active. Fresenius Kabi business partners must not attempt to unlawfully reduce or restrict competition for any business activities by taking improper measures.

No business partner of Fresenius Kabi is allowed to make any illegal agreements which may have as their object or effect the restriction of competition.

Not only are written and oral agreements which attempt to or actually restrict competition forbidden, but also concerted practices, as well as any conduct with the same aim. Fresenius Kabi business partners must not treat customers or suppliers in an illegal or an unethical manner. Offers and proposals must be evaluated objectively on the merits of price and performance.

12. INTERACTION WITH PUBLIC ENTITIES

Business partners shall comply with applicable local laws and regulations when interacting with public entities, including public insurance institutions. Billing of Fresenius Kabi products sold to such entities must be transparent and accurate, and reflect the actual transaction. Furthermore, interactions with public entities must be in compliance with the principles and expectations set out in this Code of Conduct.

13. GIFTS, MEALS, HOSPITALITY AND ENTERTAINMENT

Business partners are not allowed to provide incentives or rewards to an employee of Fresenius Kabi that would be illegal or unethical. Furthermore, no business partner is allowed to provide gifts, salaries, personal favours, gratuities or entertainment to a Fresenius Kabi employee that are not within the bounds of moderation and common business courtesy. The provision of any gift, meal or entertainment to a Fresenius Kabi employee, which can be expected to influence the employee's decision in relation to the business partner, is prohibited. The principles of this section apply also to any sponsoring activities.

14. SOCIAL RESPONSIBILITY

Fresenius Kabi expects from its business partners to create an environment of mutual respect, encouragement and teamwork. A sharing environment that provides the opportunity for open communications and continuous improvements should be valued. This can be created by employees with diverse backgrounds, experience and talents. Business partners should respect and value diversity.

Therefore, the relevant internationally recognized principles and standards should be supported and honoured. The dignity and privacy of every person must be respected.

15. EMPLOYMENT AND STANDARDS OF CONDUCT

Business partners of Fresenius Kabi need to prohibit using, supporting or assenting to compulsory labour and illegal child labour.

Furthermore, business partners need to provide a work environment that is free from all forms of discrimination and harassment.





INFORMATION ON MISCONDUCT

Fresenius Business partners are required to be aware of and conduct their business in accordance with this Code of Conduct and the applicable laws and regulations of the country in which they are operating. Business partners who believe that Fresenius Kabi employees or anyone acting on behalf of Fresenius Kabi have acted illegally or breached the principles of this Code of Conduct should report the matter.

INFORMATION SHOULD BE REPORTED TO:

- Your Fresenius Kabi relationship manager
- Compliance@Fresenius-Kabi.com

We will ensure that no retaliatory actions are taken against anyone who informs us about suspected misconduct.

CONTACT

If you have any general questions, please use the compliance e-mail address:



Contact

Compliance@Fresenius-Kabi.com

Editor:



Fresenius Kabi AG

Corporate Compliance

Else-Kröner-Strasse 1
61352 Bad Homburg/Germany

Copyright Notes

© Pressmaster/shutterstock.com

© XiXinXing/shutterstock.com

© Monkey Business Images/shutterstock.com

© michaeljung/shutterstock.com