

 FRESENIUS KABI		Electronic Signatures	
Australia Guideline to Speak-up Policy			
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Scope:

The Company encourages its employees, directors, officers, contractors (including employees of contractors), suppliers and consultants (Personnel) to report an issue if they have grounds to believe someone has engaged in serious wrongdoing with respect to the Company.

The Company's Global Speak-up Policy provides a framework for reporting potential Compliance Violations and Whistleblower Protection. This document provides more information, specific to Whistleblowers in Australia, who are also entitled to protections guaranteed by law, under the Corporations Act 2001 (Cth).

1 What can be reported?

For whistleblowers in Australia to be protected under the Global Speak-up policy, and the Corporations Act 2001 (Cth), reported conduct must amount to a Compliance Violation, as outlined in clause 3 of the Global Speak-up policy. For the avoidance of doubt, conduct such as pure HR grievances or quality related cases do not generally qualify whistleblowers for protection under the Global Speak-up policy or under the Corporations Act 2001 (Cth). Such matters should instead be communicated to the relevant internal department.

2 Whom to report to?

We encourage Fresenius Kabi Personnel to openly discuss any question or concern regarding Compliance with their direct manager or Local Compliance coordinator. These reporting lines, along with the Global Reporting Channels set out in clause 4 of the Global Speak-up policy, are the preferred and standard set-up for handling reports. In addition, whistleblowers in Australia may also report to:

- a legal practitioner, for the purpose of seeking legal advice;
- the Company's auditor, or a member of the Company's audit team;
- a director, or another senior manager of the Company; or
- ASIC or another relevant regulatory body.

Certain disclosures can be made in 'emergency' or 'public interest' situations to members of parliament or professional journalists. More information can be found at <https://asic.gov.au/about-asic/asic-investigations-and-enforcement/whistleblowing/whistleblower-rights-and-protections/> in the section headed "Whistleblower reports to a journalist or parliamentarian".

3 How to make a disclosure?

In making a disclosure, you can follow the information set out in clauses 3.1 and 4 of the Global Speak-up Policy.

If you wish to make a disclosure anonymously, you will still receive the same protections under the Corporations Act and clause 5 of the Global Speak-up Policy.

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4 Protection of Whistleblowers

The Corporations Act provides for a number of protections for whistleblowers. A whistleblower can be:

- a) a member of Fresenius Kabi Personnel,
- b) a supplier of goods or services to the Company (including their employees); or
- c) a spouse, dependent, or other relative of a person listed in (a) or (b).

More information can be found at: <https://asic.gov.au/about-asic/asic-investigations-and-enforcement/whistleblowing/whistleblower-rights-and-protections/>

Fresenius Kabi is committed to ensuring that whistleblowers receive the benefit of these protections including confidentiality in respect of all matters raised under the Global Speak-up Policy, and that those who make a report are treated fairly and do not suffer detriment.

5 Additional Protections for Whistleblowers under the Taxations Administration Act

The *Taxations Administration Act 1953* (Cth) also gives special protection to disclosures about breaches of any Australian tax law, provided certain conditions are met. Information can be found here: <https://www.ato.gov.au/general/gen/whistleblowers/>

6 Main References

Document	Title
Global-Pol-LE-000070727	Speak-Up policy