

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 2025 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 26 June 2026.

ABOUT FRESENIUS KABI

Fresenius Kabi is part of the global healthcare company Fresenius and specialises in lifesaving medicines, medical technologies and services for critically and chronically ill patients. With more than 41,000 employees and present in over 100 countries, Fresenius Kabi's broad portfolio enables access to high quality products across emergency medicine, surgery, oncology, intensive care, and at home – reaching around 450 million patients each year.

Through complementary business areas, Fresenius Kabi offers highly complex biopharmaceuticals for the treatment of cancer, autoimmune and endocrine diseases; leading enteral, parenteral and homecare solutions within medical nutrition; innovative medical technology including infusion pumps, cell and gene therapy devices, disposables and blood collection systems; and intravenous generic drugs and fluids that are vital to the work of healthcare providers globally.

As a global healthcare group, human rights are an integral part of our corporate responsibility. We respect 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.

Fresenius has established a dedicated Human Rights Programme that focuses on both Fresenius Kabi's own organisation and its supply chain, including clear responsibilities in our commitment towards respecting human rights. At Fresenius Kabi, the Human Rights Function drives the implementation of the human rights strategy. The operational implementation of the strategy and human rights due diligence is supported by defined subject matter experts for relevant specialist areas, for example, Human Resources or Procurement, who contribute their expertise to risk assessments and take appropriate action in their areas of responsibility.

More details can be found on our Fresenius Kabi website at www.fresenius-kabi.com/responsibilities/human-rights and the Fresenius website at [Human Rights | FSE](#).

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.

Policies

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. We have implemented codes of conduct that promote best practice and ethical conduct for our employees, suppliers and business partners including a Fresenius Code of Conduct applicable to our employees and a Third-Party Code of Conduct which is applicable to our Business Partners and Suppliers. These policies explicitly prohibit forced labour, child labour and human trafficking and establish clear expectations regarding fair working conditions, wage and freedom of association.

The Fresenius Kabi Management Board has adopted the Fresenius Group-wide Human Rights Statement, which can be found on the Fresenius Kabi website at [Business Ethics at Fresenius Kabi | Integrity, Compliance & Human Rights](#).

Our supply chain

The majority of Fresenius Kabi UK's sourcing spend relates to intercompany purchases of finished goods supplied from Fresenius Kabi sites globally. Other goods and services are sourced from providers in the UK or Ireland.

Risk of Modern Slavery

We adopt a risk-based approach to identifying and managing modern slavery risks, consistent with the Fresenius Group Human Rights Programme. As a part of this, Fresenius Kabi UK 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, including logistics and warehousing, and third-party manufacturers and professional technical services
- Other goods not intended for resale used in the UK business.

In 2025, we further structured our approach, identifying areas where, due to our business model, human rights risks are most likely to arise. As part of this structured assessment, Fresenius identified exploitation – including modern

slavery – as one of several topics of high relevance defining the focus of our human rights due diligence.

Higher-risk exposure is primarily associated with:

- Labour-intensive sectors, such as logistics and warehousing;
- Deeper tiers of the supply chain, where visibility and leverage are inherently limited.

Overall, we assess our exposure to modern slavery risks as low. However, elevated risks may persist beyond tier 1 suppliers and in specific sectors characterised by limited transparency and reduced leverage.

Supplier Due Diligence

Fresenius Kabi UK conducts due diligence checks on suppliers relating to labour standards within the supply chain of the products and services they supply to us. Suppliers are expected to comply with all applicable national and international laws, regulations and ethical standards of conduct and the requirements and standards set out in the Fresenius Kabi Third-Party Code of Conduct¹.

In line with evolving best practice, we have strengthened the integration of modern slavery considerations across our procurement lifecycle including:

- Risk-based due diligence at supplier onboarding;
- Inclusion of human rights and audit provisions within contracts;
- Ongoing supplier monitoring and periodic assessments;
- Enhanced due diligence for certain suppliers.

We continue to review and enhance these methodologies used to assess and investigate supplier modern slavery risks.

Supply Chain Mapping and Risk Identification

We have continued to develop supply chain mapping activities to improve visibility of risks of exposure and to identify areas where modern slavery risks may be higher. This includes collaboration between Group, Procurement, Compliance and other functional subject matter experts and suppliers' identification of risks beyond Tier 1 suppliers where appropriate.

External Collaboration

As a Group we recognise the importance of collaboration and addressing modern slavery risks. In 2025, we continued engagement with industry initiatives including the Pharmaceutical Supply Chain Initiative (PSCI) and will continue to assess opportunities to collaborate with NGOs and industry partners to strengthen due diligence and remediation practices.

¹ [Fresenius-Kabi-Third-Party-Code-of-Conduct.pdf.coredownload.inline.pdf](#)

Labour Exploitation / Debt Bondage

As part of our Group Human Rights Programme, we are strengthening safeguards to prevent labour exploitation, including risks of debt bondage. This includes expectations on fair recruitment practices, prohibitions of worker-paid recruitment fees, and monitoring of risks affecting vulnerable and migrant workers in line with our Third-Party Code of Conduct.

Employee Training and Communications

Fresenius Kabi UK employees receive regular mandatory training on the Fresenius Kabi Code of Conduct and Human Rights Training and as part of this are introduced to the organisation's position on compulsory or illegal child labour, discrimination and equal opportunity, safe working conditions, the right of freedom of association and collective bargaining, the influence on the environment and responsibility in the supply chain.

Incident Reporting and Whistleblowing Hotline

We maintain processes for responding to suspected instances of modern slavery including investigation and remediation aligned to good practice.

Fresenius Kabi UK employees, as well as organisations and individuals outside of Fresenius Kabi, are encouraged to report incidents and concerns related to human rights via the Fresenius Kabi Compliance Hotline, web page or email address. Details of this are on the Fresenius Kabi business ethics website².

Reporting can be anonymous if preferred or can be discussed with managers or the UK Compliance team³.

Assessing Effectiveness and Continuous Improvement

We monitor effectiveness through a combination of whistleblowing data, procurement insights and periodic human rights risk assessments, supported by Group level oversight and internal control systems.

In 2025 Fresenius Kabi UK did not receive any reports or concerns relating to modern slavery.

In 2025 we have:

- Launched human rights training to all staff
- Provided awareness raising updates to staff
- Joined the Pharmaceutical Supply Chain Initiative
- Continued to map our value chain and review risks
- Launched a new global Fresenius Code of Conduct for employees.

² [Business Ethics at Fresenius Kabi | Integrity, Compliance & Human Rights](#)

³ www.complianceactionline.ethicspoint.com

In 2026, we will continue to enhance our approach by:

- Further strengthening supply chain risk assessment and mapping
- Enhancing supplier due diligence
- Expanding targeted modern slavery and human rights training
- Continuing engagement with industry initiatives and external stakeholders
- Maintaining alignment with the evolving Group Human Rights Programme

Our next statement will follow the year ending 31 December 2026.

DIRECTOR NAME: MIKKO TIITINEN

Position: Managing Director

Date: 26 June 2026