

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 2024 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 27 June 2025.

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. 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.

We established a dedicated human rights program including clear responsibilities to put in place our commitment towards respecting human rights. At Fresenius Kabi, a Human Rights Function drives the implementation of the human rights strategy. The operational implementation is supported by defined risk owners for relevant specialist areas.

These risk owners are responsible for the concrete implementation of human rights due diligence in their functional area. Specialist departments, for example

Human Resources or Procurement, 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 in the 2024 Fresenius sustainability statement [Sustainability Statement - Fresenius Annual Report 2024](#).

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.¹

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

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

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

¹ Available at [Third Party Code Of Conduct - Fresenius Kabi Global \(fresenius-kabi.com\)](http://Third Party Code Of Conduct - Fresenius Kabi Global (fresenius-kabi.com))

² www.fresenius-kabi.com/responsibilities/human-rights

Fresenius Kabi UK considers that its exposure to the risk of modern slavery within these areas is low. Fresenius Kabi UK has not identified any specific instances of modern slavery within its operations and supply chain. Fresenius Kabi UK carry out 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 Conduct. This code includes sections on child and forced labour, minimum wage and other employment standards and implements other national standards and international due diligence requirements.

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.

Contracts with business partners and supplier 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. Fresenius Kabi work to include provisions for audit of these suppliers and requirements for corrective measures/termination if required.

EMPLOYEE TRAINING AND COMMUNICATIONS

Fresenius Kabi UK employees receive regular mandatory training on the Fresenius Kabi Code of Conduct and are familiarised with the content of the human rights statement, 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 & WHISTLEBLOWING HOTLINE

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 which can be found on <https://www.fresenius-kabi.com/responsibility/business-ethics>. Reporting can be anonymous if preferred to www.complianceactionline.ethicspoint.com or can be discussed with managers or the UK Compliance team.

ASSESSING EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

Fresenius Kabi UK as well as the whole group continues to assess risks and to adjust measures. Key performance indicators enable the assessment of measures in place. These include:

- any reports to our Compliance Hotline;
- any concerns reported from our Supply Chain Team.
- reviews of human rights risk management annually or as needed, including update of preventive or remedial measures; and review of the human rights program by the Fresenius Human Rights Office as well as the internal control system (ICS).

In 2024 Fresenius Kabi UK did not receive any reports or concerns relating to modern slavery. We have:

- encouraged reporting through our Compliance Hotline, including through the 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
- continued to include modern slavery and human rights and environment provisions in contracts with suppliers and carry out relevant checks as a part of supplier onboarding;
- used NHS Labour Standards Assessment as a tool to improve compliance and improved our score;
- carried out a mapping exercise of the supply chain to understand where risks of modern slavery are highest;

In 2025, we will continue to enhance and improve our approach to preventing modern slavery by conducting tasks such as:

- New human rights training to be launched to all staff
- Ongoing updates to raise awareness with our staff;
- Joining the Pharmaceutical Supply Chain Initiative a group of pharmaceutical and healthcare companies dedicated to driving ethical, social and environmental improvements in the pharmaceutical supply chain and thereby committing to uploading the highest standards in labour practices.
- Continuing to map our supply chain and review risks.
- Launching a new Fresenius Code of Conduct for employees.

Our next statement will follow the year ending 31 December 2025.

DIRECTOR NAME: MIKKO TIITINEN

Position: Managing Director

Date: 27 June 2025