

Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9

Annual Report

May 31, 2024

A. REPORTING ENTITIES

In accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9* (the “Act”), any entity that is listed on a stock exchange in Canada, has a place of business in Canada, does business or has assets in Canada, and which meets certain other conditions, must submit and make available a report describing the steps taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used in its supply chain. This report applies to the following entities doing business in Canada which, unless otherwise specified, are referred to collectively herein as “Fresenius Kabi Canada”:

- (i) Fresenius Kabi Canada Ltd.
- (ii) Calea Ltd.
- (iii) Calea Vancouver Inc.
- (iv) Calea Pharmacy Ltd.

B. INTRODUCTION

This report has been prepared in compliance with the requirements of the Act to set out the steps taken by Fresenius Kabi Canada during its financial year ending December 31, 2023, to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada, or elsewhere in relation to goods imported into Canada by Fresenius Kabi Canada.

C. ABOUT FRESENIUS KABI

Fresenius Kabi Canada is part of a global healthcare company that specializes in lifesaving medicines and technologies for infusion, transfusion and clinical nutrition. Fresenius Kabi Canada’s 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 Canada offers products for collection of blood components and extracorporeal therapies.

Fresenius Kabi AG employs over 40,000 people worldwide, with about 500 employees located in Canada. 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 Organization and aim to fulfil these standards in our areas of responsibility. More details can be found on our Fresenius Group website at [Human Rights | FSE \(fresenius.com\)](#).

D. FRESENIUS KABI IN CANADA

Fresenius Kabi’s Canadian head office is located in Toronto, Ontario. Fresenius Kabi also operates several sites throughout Canada, including in Burnaby, BC; Calgary, AB; Mississauga, ON; and Hamilton, ON. Fresenius Kabi recognizes that collaborating with stakeholders can contribute to the eradication of any

form of forced labour by maintaining close and ongoing dialogue.

(i) 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 website of the Fresenius Group.²

(ii) Our Supply Chain

Fresenius Kabi Canada covers a large part of the supply chain itself and therefore ensures the highest quality standards. Most of the products sold by Fresenius Kabi Canada are supplied from Fresenius Kabi sites located across the world, while our robust global supply chain function carries out risk based 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 the prohibition of child and forced labour, minimum wage requirements, and other employment standards. Fresenius Kabi Canada 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 Canada business partners and supplier contracts contain obligations to comply with all applicable laws and respect human rights and the environment, 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.

E. EMPLOYEE TRAINING AND COMMUNICATIONS

Fresenius Kabi Canada employees receive regular mandatory training on the Fresenius Kabi Code of Conduct. Employees are familiarized with the content of the human rights statement, the company's position on forced and illegal child labour, discrimination and on promoting equal opportunity in the workplace, 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.

F. INCIDENT REPORTING & WHISTLEBLOWING HOTLINE

Fresenius Kabi Canada employees, as well as third parties, are encouraged to report incidents and concerns related to potential compliance violations or human rights in connection with Fresenius Kabi Canada business activities via dedicated reporting channels. Employees, customers, suppliers, and any other third parties are encouraged to ask questions, seek guidance, or report suspected misconduct to the global ethics and compliance group via email to compliance@fresenius-kabi.com, to our 24/7 reporting platform at www.complianceactionline.ethicspoint.com, or otherwise through our company web page or email addresses. Any question or report is treated confidentially and carefully by the Fresenius Kabi Ombudspanel. This specialized, independent board of compliance experts has experienced

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

² Available at: www.fresenius-kabi.com/responsibilities/human-rights


global investigators reporting to Fresenius Kabi’s chief compliance officer. As per our Speak-Up Policy, we do not tolerate retaliation against reporters.

G. ASSESSING EFFECTIVENESS AND CONTINUOUS IMPROVEMENT


Fresenius Kabi Canada continues to assess risks and to adjust measures. Key performance indicators allow us to assess the effectiveness of the measures we have in place. These include evaluating any reports received through our compliance hotline and other reporting channels, as well as any concerns raised by our supply chain team. In 2023, Fresenius Kabi Canada did not receive any reports or identify concerns. In 2024 we intend to continue to take steps to improve our supplier onboarding and audit processes, raise awareness of the importance of human rights in the context of forced and child labour in our supply chains with staff, and introduce new contract clauses and addendums to further emphasize the importance of same with our business partners and suppliers.

H. ATTESTATION

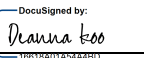
In accordance with the requirements of the Act, and in particular section 11(4)(b)(ii) thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Per: 
Name: _____
Title: _____
Date: _____


I have the authority to bind Fresenius Kabi Canada Ltd.

Per: 
Name: _____
Title: _____
Date: _____

I have the authority to bind Calea Ltd.

Per: 
Name: _____
Title: _____
Date: _____

I have the authority to bind Calea Vancouver Inc.

Per: 
Name: _____
Title: _____
Date: _____

I have the authority to bind Calea Pharmacy Ltd.