Sustainability Overview
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Dear Readers,

We at Fresenius Kabi are dedicated to providing high quality products for the treatment and care of critically and chronically ill patients. Our primary focus is on meeting the needs of patients and healthcare professionals while acting responsibly to fulfill our ethical and legal duties. And sustainable management is an integral part of our company’s culture.

Everyone at Fresenius Kabi is dedicated to creating value for healthcare professionals and their patients by delivering the best-possible solutions. Our success depends on the skills, dedication and integrity of our employees. We aim to create a safe, healthy and productive working environment that is built on trust and respect. Fresenius Kabi sees diversity as a major asset in realizing our company’s full potential.

We embraced the guidelines of the United Nations Global Compact in 2016 to underscore our sustainability efforts and have initiated a number of activities to reinforce these principles.

This Sustainability Overview summarizes our purpose, values and ethical principles for sustainability on a global level. It follows the structure and ethical principles of the United Nations Global Compact. We are always working to discover new ways to address this important issue within our company and expand our efforts.

We have already made considerable achievements and progress in sustainability. Nevertheless, challenges still remain.

We constantly strive to improve our sustainability footprint. We are convinced our value driven approach, our dedication to quality and our commitment to responsible and ethical management will secure the sustainable growth of Fresenius Kabi.

Yours sincerely,

Dr. Andrea Bauer
Executive Vice President
Global Quality Management
Fresenius Kabi
OUR PURPOSE

Fresenius Kabi is a global healthcare company that specializes in life-saving medicines and technologies for infusion, transfusion and clinical nutrition.
Our products and services are used to help care for critically and chronically ill patients.

With our corporate philosophy of “caring for life”, we are committed to putting essential medicines and technologies in the hands of people who help patients and to finding the best answers to the challenges they face.

Our product portfolio comprises a comprehensive range of high quality I.V. generic drugs, infusion therapies and clinical nutrition products as well as the medical devices for administering these products. Within transfusion technologies, Fresenius Kabi offers products for the collection and processing of blood components and for the therapeutic treatment of patient blood with apheresis systems.

Our long-standing expertise in pharmaceuticals and medical devices allows us to support clinical staff and care professionals as they provide the best therapy for patients. As a global healthcare company with a decentralized organization, we are ideally placed to meet the needs of our customers and patients worldwide. Every day, about 35,000 employees share a passion for “caring for life”. It is our commitment to what matters most in healthcare: Improving a patient’s quality of life.
OUR VALUES

Our values are the DNA of our corporate culture – the core of who Fresenius Kabi is.
Our values form the basis of our day-to-day activities. Our employees around the world build on these values by leveraging their broad knowledge and skills to play an active role in shaping the future of Fresenius Kabi. We place paramount importance on living our values in our work.

By listening more closely, applying our expertise and going the extra mile, we deliver better, more intelligent and effective products and services. We are driven to understand the needs of medical professionals and to deliver solutions to the challenges they face.

It is a privilege for us to respond to healthcare needs by ensuring life-saving medicines and technologies are in the hands of people who care for patients.

OUR VALUES

CUSTOMER FOCUS
We put customers first

QUALITY
We demand excellence

INTEGRITY
We are trustworthy

COLLABORATION
We work well together

CREATIVITY
We deliver solutions

PASSION & COMMITMENT
We care
Fresenius Kabi is dedicated to complying with the strong ethical standards set out in the United Nations Global Compact’s 10 principles.
Everyone at Fresenius Kabi is committed to acting in an ethical and compliant manner. It is what we expect of each and every employee – in every country, in every production unit and in every function.

Conducting business professionally and honestly is not only the right thing to do, it also drives performance and long-term growth.

This approach means complying with all laws and regulations is an integral part of our culture. For us, integrity is a core value and is part of the commitment made by each of our employees.

Our integrity – whenever and wherever we do business – is a global aspiration because we care for our employees, our partners, our customers and our patients.

**Fresenius Kabi Code of Conduct**

The Fresenius Kabi Code of Conduct clearly defines the fundamental ethical principles for our business.

Since they too play a pivotal role in our overall success, we demand that our suppliers and business partners also commit to the highest ethical standards in their interactions with us. These expectations and principles are established in our Business Partner Code of Conduct and Suppliers Code of Conduct.
"At Fresenius Kabi we believe that the absolute respect for human rights in all of our business activities has an important impact on the communities we engage with, be it in our role as employer, manufacturer, care provider or partner to our customers. We feel responsible for taking measures to protect and support human rights in our business environment and have made this part of our Code of Conduct for employees as well as for our suppliers and business partners."

Tjerk Schlutfer,
Vice President Corporate Compliance, Fresenius Kabi
Principle 1
We support and respect the protection of internationally proclaimed human rights.

Fresenius Kabi supports human rights in its Code of Conduct:

We are committed to treating all employees with dignity and respect. We believe in the value of workplace diversity and respect human rights. Fresenius Kabi demands the same commitment and behavior from its suppliers.

Our company supports the principles expressed in the United Nations Declaration of Human Rights and its fundamental principles. The declaration rejects every form of forced labor and expects suppliers to comply with these principles as well.

Principle 2
We make sure that we are not complicit in human rights abuses.

Our Code of Conduct requires us to respect human rights and calls on every Fresenius Kabi employee to prevent human rights abuses, including all types of discrimination. We offer training and special programs to raise awareness and support our employees in their efforts to prevent discrimination.

Any employee or third party may report human rights-related concerns anonymously to our compliance hotline.

We are determined to respond to any misconduct, and we are determined to continuously improve our compliance processes.

Education and Training
Fresenius Kabi provides training to all of its employees on the Code of Conduct and also provides e-learning and classroom training sessions in particular risk areas.
Labor

At Fresenius Kabi, we make a difference in the quality of life of millions of patients every day. Our people are our strength – expert, knowledgeable and motivated. Each day, about 35,000 employees share a passion for “caring for life”.
We strongly support the continuous development of our staff and see it as a cornerstone in the long-term growth of our company. We offer and seek out training programs to help them master fresh challenges and meet new demands.

Selection, evaluation, leadership and development are vital components of our human resources strategy. We can best meet our business needs by ensuring our people are perfectly matched to the needs and demands of their positions.

As a healthcare company, we are as concerned about the health and safety of our customers and our business partners – as well as their customers – as we are of our own employees.

We work to provide a safe, healthy and productive workplace for our employees. Fresenius Kabi has developed guidelines and procedures in compliance with legal regulations to protect employees from potential workplace hazards.

Our employees sometimes work with high potent substances as part of pharmaceutical manufacturing. Consequently, protecting the environment and ensuring their health and safety is of utmost importance. We regularly integrate new occupational health and safety requirements into our management systems.

We are also continuously working on our occupational health and safety management system, which adheres to the international Occupational Health and Safety Assessment Series (OHSAS) 18001 standard. The system helps us achieve the best-possible working conditions by continuously improving OHS-related procedures and controls at our sites while aligning them with internationally recognized best practices.

As part of our efforts, we monitor all of our accident and incident investigations around the world.

Their expert skills are the key to providing high quality products for the treatment and care of critically and chronically ill patients, and their dedication and integrity underpins every activity at Fresenius Kabi.
Principle 3
We uphold the freedom of association and the effective recognition of the right to collective bargaining.

Fresenius Kabi adheres to all regulations related to labor laws. Employees are represented in various councils and are actively involved in company decisions. A written policy stating employee rights and responsibilities as well as their compensation and benefits is included in the Fresenius Kabi Code of Conduct. These policies ensure a right for association and collective bargaining.

In the Suppliers Code of Conduct, suppliers are also expected to comply with all applicable employment laws and regulations. This code explicitly references International Labor Standards (ILO).

We have continued to communicate our Suppliers Code of Conduct to our suppliers and to incorporate the commitments of our suppliers into our supply contracts.

Suppliers must also ensure that their pay rates match or exceed the minimum standard set by the local government or legislature in every country where they do business. Suppliers must regularly review wage and salary levels.

- **Economic Committee**: Discusses and consults the company on economic topics. The Economic Committee is responsible for determining whether planned corporate actions have implications for personnel planning.

- **IT Committee**: Addresses employee data protection issues and ensures that existing and planned IT systems cannot be misused for monitoring employee behavior or efficiency.

- **Partnership Committee**: Negotiates profit-sharing with the employer.

In Germany, six Fresenius Kabi employee representatives are released to perform their full-time functions as members of the general works council, which holds standing committees for:

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Works councils are also established at the site level to meet local regulations.

European organizations are also represented by the European works council at the Fresenius Group level, which is composed of delegates from national works councils.
Principle 4
We reject all forms of forced and compulsory labor.

Fresenius Kabi has established strict human resources policies to prohibit forced and compulsory labor within the company. Our Code of Conduct makes our stance clear: Fresenius Kabi prohibits all employees from using, supporting or consenting to compulsory labor.

We expect the same of our suppliers and state our position explicitly in the Suppliers Code of Conduct. In addition, overtime must always be voluntary and workweeks may never exceed the maximum allowed by laws and regulations.

We have established human resources procedures to ensure fair compensation while including regulations to document working hours and provide remuneration for overtime.

Human Resources Management
We constantly adapt our human resources tools to keep pace with the ever-changing employment environment. Shifting demographics, the transformation to a service economy, skills shortages and the compatibility of a career and family life all play significant roles. A number of initiatives and programs are offered at Fresenius Kabi to respond to these changes, such as flexible working hours when it is possible.
**Principle 5**

We support the abolition of child labor.

Fresenius Kabi fights child labor by not only clearly stating its position in its Code of Conduct but also through sound recruiting and human resources policies and procedures.

Our manufacturing sites produce pharmaceutical products, clinical nutrition and medical devices and all operators have to undergo a qualification process which ensures the adherence to this principle.

Fresenius Kabi expects its suppliers to fully comply with applicable national and international laws and regulations, and with the requirements and standards laid out in the Fresenius Kabi Suppliers Code of Conduct.

Child labor is also strictly prohibited in our Suppliers Code of Conduct. Fresenius Kabi will not conduct business with companies that use any form of child labor to manufacture or provide goods or services.

We expect our suppliers to share our commitment to acting responsibly and with integrity.
Principle 6
We reject discrimination in employment and in the workplace.

Fresenius Kabi creates an environment of mutual respect, encouragement and teamwork. We value a sharing environment that provides the opportunity for open communication and continuous improvement.

Thanks to our global presence, our employees contribute diverse backgrounds, experience and knowledge. We value this diversity as an asset to our business that reflects the various markets in which we operate.

By nurturing a culture of teamwork and collaboration, we promote interaction across borders, functions and hierarchies. With that in mind, the entrepreneurial spirit of each employee is a crucial element of our success.

Each employee is responsible for contributing to a workplace environment that rewards high performance and a commitment to professionalism while establishing an atmosphere of trust and respect. We support and honor the relevant internationally recognized principles and standards. The dignity and privacy of every person must be respected.

Fresenius Kabi is committed to providing equal opportunity to every employee and will not tolerate discrimination in hiring or in the workplace.

Fresenius Kabi supports the employment of persons with disabilities and places importance on providing appropriate workplaces. We strive to meet the needs of our persons with disabilities at our facilities with measures such as barrier-free access, specially equipped restrooms and specific devices like adjustable desks. We create the necessary committees on a national level whenever necessary.

In Germany, people with disabilities are represented by the ‘Representative for disabled employees’ and are granted specific benefits such as reduced working hours and additional vacation time.
Environment

Principle 7
We support a cautious approach to environmental challenges.

Fresenius Kabi takes its responsibility to protect the environment seriously. We constantly work to improve our environmental protection efforts and apply our high environmental standards worldwide.

We have established a global management system to protect the environment. The system has been certified according to the DIN/EN/ISO 14001 standards.

Fresenius Kabi has had a matrix certification since 2007. Additionally, Fresenius Kabi AG holds a matrix certificate for various local entities which have already fully implemented the global system. The number of certified local entities has continuously increased over the years.
Global Environmental Policy

As a healthcare company, Fresenius Kabi is committed to protecting nature as the basis of life and to using its resources responsibly. It is our mission to constantly improve our performance in environmental protection and to comply with legal requirements.

The environmental management system is based on the following guiding principles:

- **Promoting awareness of each employee’s responsibility for the environment**
- **Early assessment of the environmental impact of every new activity, every new procedure and every new product**
- **Assess and monitor the environmental impact of company activities**
- **Prevention, reduction and elimination of pollution as well as the conservation of natural resources**
- **Avoid accidental emissions of substances or energy**
- **Establish and use procedures to monitor compliance with the environmental policy**

Fresenius Kabi also complies with the European Union’s REACH regulation. Fresenius Kabi is primarily affected by REACH as a downstream user - and in rare cases as producer - and we strictly fulfil our legal obligations.
Fresenius Kabi has developed a global EHS strategy to expand the ISO 14001 and ISO 50001 management systems, and ensure and promote the individual environmental responsibility of all our local entities. An internal global team supports the local entities in the establishment and improvement of the systems around the world.

**Our environmental goals are:**

- Avoiding or reducing emissions and providing good ambient air quality
- Energy conservation
- Avoiding or reducing wastewater and providing good ambient water quality
- Water conservation
- Avoiding or reducing other releases
- Substitution and/or reduction of stored hazardous substances, if possible
- Waste prevention and/or recycling and reuse of waste, where possible
- Noise prevention
- Compliance with applicable legal requirements (such as emission limits)

The continuous expansion of the newly established ISO 50001 energy management system also allows us to significantly improve our energy efficiency.

**Principle 8**

We develop initiatives for greater environmental responsibility.

**Principle 9**

We encourage the development and distribution of environmentally friendly technologies.

Fresenius Kabi actively develops environmentally friendly products and pledges to use environmentally friendly technologies throughout the entire production process.

We will continue to reduce the environmental impacts of our products and services and have also expanded our commitment to the entire lifecycle by exploring opportunities to improve environmental protection throughout our operations.

Our freeflex-bag is one forward-looking development in this area. Fresenius Kabi won the top French innovation award for the user-friendly bag system, which is entirely PVC-free and shows outstanding drug compatibility at an extended pH interval.
Anti-Corruption

Principle 10
We reject all types of corruption, including extortion and bribery.

Fresenius Kabi’s Code of Conduct includes a written policy against corruption which underlines our efforts to prevent corruption in our business environment: Our reputation as a reliable business partner with integrity shall not be jeopardized by corruption. Fresenius Kabi is emphatically against bribery and corruption and does not tolerate conducting business through unfair means.

As Fresenius Kabi regularly interacts with physicians and hospitals, our global policy on interacting with healthcare professionals and healthcare organizations establishes the key principles for such interactions:

The Principle of Separation: Interaction between Fresenius Kabi and healthcare professionals and/or healthcare organizations must not be misused to influence purchasing decisions through undue or improper advantages nor should such interaction be contingent upon a sales transaction or the use or a recommendation of Fresenius Kabi’s products.

The Principle of Transparency: Any interaction with healthcare professionals and/or healthcare organizations must be transparent and comply with national and local laws and regulations. The appropriate transparency for the employers of healthcare professionals and national oversight bodies must be maintained during every interaction.

The Principle of Equivalence: Whenever healthcare professionals are engaged to perform a service for Fresenius Kabi, the remuneration must represent the fair market value for the services performed by the healthcare professional.

The Principle of Documentation: Any time a healthcare professional is engaged to perform services for Fresenius Kabi, the relationship must be based on a written agreement that clearly defines the purpose, scope and remuneration for the work. All activities under the agreement must be properly documented.

Suppliers and business partners shall perform their obligations towards, and contracts with, Fresenius Kabi in full compliance with all applicable laws, rules and regulations, including laws on fair competition and anti-corruption. Suppliers and business partners must ensure that their employees, directors, officers, agents or other persons acting on their behalf do not make any payment, contribution or gift to any government official, provider organization, customer or other person for the purpose of obtaining or receiving favorable treatment in securing or maintaining business or any other concession (any payoff, influence payment, bribe, rebate or kickback). The remuneration of business partners (including advisors, agents and brokers) must be adequate to the services provided and must be in accordance with local laws and regulations. The granting or acceptance of benefits through the assignment or involvement of business partners for the purpose of illegal business practices is prohibited.
Auditing, Monitoring and continuous Improvement

As an essential part of Fresenius Kabi’s compliance efforts, the effective implementation of all compliance initiatives are monitored and depend on a variety of factors including new regulatory requirements, changes in business practices and other considerations. The results of monitoring efforts are reported to the local management and the Management Board.

Compliance Program

Fresenius Kabi maintains an effective compliance program designed to detect, prevent and respond to any attempt at corruption.

Key elements of this compliance program are:

Compliance Committee:

Fresenius Kabi has established a Compliance Committee to advise the Chief Compliance Officer and to assist in the implementation of the compliance initiatives in our organization. The committee is chaired by the Chief Compliance Officer and submits quarterly progress reports on Fresenius Kabi’s compliance program to the Management Board.

Risk Assessment:

Fresenius Kabi conducts regular compliance risk assessments to identify and mitigate compliance risks related to its business environment.

Code of Conduct and dedicated Compliance Policies:

Fresenius Kabi’s Code of Conduct sets forth the fundamental principles that guide the company’s operations. The Code of Conduct outlines our core values as well as the expectation for compliant behavior for all employees.

We communicate the same expectation towards our business partners and suppliers in a Business Partner Code of Conduct and a Suppliers Code of Conduct, which have been published on the Fresenius Kabi website and can be found at: www.fresenius-kabi.com

Fresenius Kabi strives to conduct business only with individuals and organizations who share our commitment to the highest ethical standards.

This includes understanding the risk profiles of our business partners and the risk profiles of the services for which Fresenius Kabi has retained the business partners (Business Partner Due Diligence).

Reporting Misconduct

Employees may report any compliance concerns to their supervisors, their human resources department or the compliance department. They can also write an e-mail to compliance@fresenius-kabi.com to ask questions, seek guidance or report any suspected misconduct.

Fresenius Kabi has also established a compliance hotline which is available to employees 24 hours a day, 7 days a week, through which potential violations of legal obligations and policies may be reported. Anonymity and translation services are available. Due to local legal requirements, some local limitations may apply to submitted reports. www.complianceactionline.ethicspoint.com

Fresenius Kabi does not tolerate retaliation by any individual against another for good faith reports of compliance violations.
Social Responsibility

Fresenius Kabi is committed to social responsibility.

We believe we can create an impact beyond pharmaceuticals and medical devices by supporting initiatives around the globe. For this reason, Fresenius Kabi provides vital medicines and funds to aid organizations and hospitals worldwide. We also guide our activities to strengthen local communities.

We see it as our responsibility to support medical aid organizations to enable access to healthcare on-site, especially when it comes to pressing health needs. Our medical donations and support are in keeping with our company’s purpose, which is to put lifesaving medicines and technologies in the hands of people who care for patients.

Guided by the mission of “caring for life”, Fresenius Kabi supports various organizations and initiatives worldwide to create value for patients and the community.

Whether it is education, medical aid or on-the-spot relief after a natural disaster, the support that Fresenius Kabi provides is focused on our philosophy – “caring for life”.

As part of the company’s social responsibility, Fresenius Kabi employees organize blood donations around the world like these employees from China. These donations help support lives – keeping our philosophy of “caring for life” in mind. Clinical demand for blood products is growing and voluntary donation is the main channel for collecting platelets.