

## **Business Ethics**

A culture of integrity, accountability & transparency.

Ethical business conduct isn't just morally imperative – it's also good for business. According to the 2021 Edelman Trust Barometer, 76% of respondents said they refuse to buy products or services from a company they do not trust.

There is no doubt: Business ethics have a significant impact on building trust, complying with regulations, fostering employee engagement, meeting customer needs, enhancing financial performance, and promoting ethical practices in the supply chain.

Our success depends on our integrity, which is one of our six core values. These values form the DNA of our corporate culture, representing what we stand for: customer focus, quality, integrity, collaboration, creativity, passion, and commitment. We live these values in our daily work, every decision we make, and our interactions with business partners, suppliers, customers, healthcare professionals, and the general public.

For us, integrity means doing the right thing, within legal requirements and beyond. We have built a culture of integrity, accountability, and transparency – a culture that our employees around the globe uphold every day. But making this a reality is a team effort.

Together, we respect human rights, enable a sustainable supply chain, extinguish bribery and corruption, and take a zero-tolerance approach to antitrust violations. We deliver on our commitments and act with high standards of integrity and compliance because ethics go hand-in-hand with successful business. In fostering this kind of culture, we gain trust, strengthen our reputation, and drive sustainable performance.

### **Our commitment to corporate compliance**

Inappropriate conduct undermines fair competition, damages our credibility, and ultimately threatens our capacity to do business. Therefore, it is essential for us to comply with strict ethical standards, as well as international and local laws. We ensure this by following our Code of Conduct, establishing compliance committees, and implementing a compliance management system.

### **Code of Conduct**

Our Code of Conduct is built on Fresenius Kabi's values and guides us when we face a compliance issue or an ethical dilemma. It is a binding framework that leads us to the right decision, irrespective of hierarchy, and clarifies our mission, values, and principles. The [Fresenius Kabi Code of Conduct](#) can be referred here.

### **Third-Party Code of Conduct**

We value sustainable relationships and strive to conduct business only with partners who share our commitment to the highest ethical standards. We expect our business partners and suppliers to commit to our ethical principles in any contract, and we have set those expectations forth in our Third-Party Code of Conduct. The [Third- Party Code of Conduct](#) of the Fresenius Kabi group can be referred here.

### **Compliance management system**

It is not enough to prevent compliance violations – they must also be identified and sanctioned. To ensure this, we have implemented a compliance management system based on international regulations and guidelines. The system is based on three pillars: prevention, detection, and response.

## **Preventing compliance violations**

Our compliance tools focus on prevention. They include:

- Educating on risk identification and assessment
- Implementing regular training
- Raising awareness for employees
- Providing ongoing consultation, binding policies, and standard operation procedures

## **Detecting potential compliance violations:**

In line with our "[Speak Up Policy](#)" and the "[Annex to Speak Up Policy](#)", we strongly encourage employees, customers, suppliers, and third parties to direct reports on potential compliance or human rights violations in connection with our business operations to our dedicated global reporting channels.

## **Responding to compliance violations:**

We designate case teams to review and investigate reported incidents thoroughly. When a violation is detected, we take immediate action. We strive to improve these internal processes and compliance measures continuously.

## **Reporting misconduct**

We are fully committed to compliance. We strongly encourage employees, customers, suppliers, and any other third parties to direct any report on **potential compliance violations** or **human rights concerns** in connection with our business operations to our dedicated global reporting channels.

You can write an e-mail to [Complianceofficer.India@fresenius-kabi.com](mailto:Complianceofficer.India@fresenius-kabi.com) or [compliance@fresenius-kabi.com](mailto:compliance@fresenius-kabi.com) to ask questions, seek guidance, or report any suspected misconduct.

In addition, we offer a reporting platform, available 24/7, where potential compliance violations or human rights violations can be reported. Anonymity and translation services are available.

You can make your report under [www.complianceactionline.ethicspoint.com](http://www.complianceactionline.ethicspoint.com).

Any question or report is treated confidentially and carefully by the Fresenius Kabi Ombudspanel. This specialized, independent board of compliance experts has experienced global investigators reporting to Fresenius Kabi's chief compliance officer.

We do not tolerate retaliation against reporters. Please see detailed information on our case management process and other possible reporting channels in our "Speak Up Policy", link given above.

Thank you for speaking up and helping to maintain integrity!