



FY2020 Modern Slavery Statement

Fresenius Medical Care Australia Pty Limited

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Introduction

Fresenius Medical Care Australia Pty Limited (FMC) is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain. This statement is made in compliance with the Modern Slavery Act 2018 and sets out the steps taken by FMC during its financial year ending 31 December 2020 to prevent slavery and human trafficking from taking place in any of its supply chains or in any part of its business.

We operate in a highly regulated industry which is subject to a number of complex laws, rules and regulations. We therefore expect the same high standards from our suppliers, and this includes an expectation that they conduct their business in a lawful and ethical manner, which includes adopting business practices that prevent or eliminate modern slavery and human trafficking from taking place within their onward supply chains.

A. Reporting entity

This statement is for our financial year ending 31 December 2020 and has been approved by the Board of Directors on 17 June 2021 for Fresenius Medical Care Australia Pty Ltd, ABN 80 067 557 877, Level 27, 100 Miller Street, North Sydney NSW 2060. This statement also covers other Fresenius entities which include Fresenius Medical Care Packs (Australia) Pty Ltd, Fresenius Medical Care South Asia Pacific Pty Ltd and Fresenius Medical Care Seating (Australia) Pty Ltd.

B. Structure and supply chain

FMC is one of the leading independent providers of dialysis care in Australia. You can find out more about our organisation and what we do at <https://www.fmc-au.com/>

The main products we sell are:

- Hemodialysis machines
- Dialysers
- Bloodlines
- Dry concentrates
- Peritoneal dialysis machines
- Peritoneal dialysis bags
- Peritoneal dialysis accessories
- Acute machines
- Acute kits
- Acute fluids
- Spares

We are a vertically integrated company, which means we can offer products, services and support along the entire dialysis chain. Our primary suppliers are affiliated Fresenius entities based in Germany who manufacture our dialysis products. We also purchase and obtain support services from other third party suppliers across Australia and Asia.

In our vertically integrated organization, responsibility for procurement is shared between our manufacturing business and our health care services business as well as headquarters. The respective procurement departments are responsible for overseeing the implementation of our Global Supplier Code of Conduct. The procurement departments for our manufacturing and our health care services business have a direct reporting line to the Management Board. They are working on strengthening sustainable supply chain management in cooperation with the Company's Global Sustainability department.

C. Policies

Fresenius Medical Care Group AG & Co. KGaA as well as its direct and indirect subsidiary companies worldwide (Fresenius Medical Care Group) have global Human Rights, Workplace Rights and Labor Rights and Employment Principles which confirms our commitment to prohibition of modern slavery and human trafficking. A global policy specifying company position on child labor and modern slavery is currently being developed within FME Group's Global Human & Labor Rights Program.

We also have a number of policies which promote best practice and ethical conduct which demonstrate our commitment to promoting a safe, healthy and productive workplace for our employees and include respective expectations towards our business partners who assist us in our business operations. These include:

Code of Ethics and Business Conduct

Fresenius Medical Care Group's Code of Ethics and Business Conduct applies globally to every officer, director, employee, contract work and agent of the Fresenius Medical Care Group. [Click here to access the Code of Ethics and Business Conduct.](#)

This Code of Ethics and Business Conduct makes clear to employees the standards of conduct and behaviour expected of them when representing FMC and expects our employees to report any actual or suspected violation of the law, which would include the Modern Slavery Act 2018. We also require our business partners to comply with our Compliance Brochure dedicated to Business Partners and our Supplier Code of Conduct which helps maintain our high ethical standards throughout the supply chain.

We are committed to investigate all alleged breaches of our Code of Ethics and Business Conduct and take appropriate disciplinary action, as required, if a breach is established.

Global Supplier Code of Conduct

The global Supplier Code of Conduct outlines our expectations of suppliers. Suppliers are encouraged and expected to establish adequate procedures within their organisations as well as their value-and supply-chains to comply with these requirements. Adherence to the code is one important criterion in the supplier selection process. We aim to cooperate with suppliers on sustainability with the objective to increase transparency on the environmental and social impacts associated with our supply chains. [Click here to access the Supplier Code of Conduct.](#)

Compliance Action Line

Fresenius Medical Care fosters an open working atmosphere and therefore encourages its employees to question everything that does not comply with the rules and to report any indications of possible violations to their superiors or the Compliance, Legal or Human Resources departments. In addition, both Fresenius Medical Care employees and external parties, including suppliers, can anonymously (to the extent permitted by law) report suspected unethical or inappropriate business practices of employees via a hotline – the Compliance Action Line – and via appropriate email addresses. In accordance with Fresenius Medical Care’s policy, there must be no negative consequences for whistleblowers if they have made the report in good faith. [Click here](#) to access more information on the Compliance Action Line.

Conflict Minerals

As the leading manufacturer and provider of dialysis equipment and services, with shares listed on the New York Stock Exchange, we are subject to the provisions of Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act) relating to “Conflict Minerals”. As outlined in our Conflict Minerals Policy, we adopt standards in line with the Organization for Economic Co-operation and Development’s (“OECD”) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

We are committed to compliance with Section 1502 of the Dodd-Frank Act and encourage our suppliers to foster similar commitments of their supply chain related to conflict minerals disclosures. Suppliers who are non-compliant with our Conflict Minerals Policy are reviewed for continued business. [Click here](#) to access the Conflicts Minerals Policy.

D. Risks of Modern Slavery practices and actions taken to address the risks

In 2020, we initiated global risk assessments to evaluate sustainability risks both in our own operations as well as in our supply chain.

To regularly assess the company’s actual and potential impact on human rights, we have developed a due diligence approach. Topics relating to human rights are integrated into our corporate risk management process and continuously monitored. In 2020, we initiated a global human and labor rights risk assessment. The methodology used is based on the requirements of the UN Guiding Principles on Business and Human Rights. Depending on the outcomes of this assessment, we are planning to derive further measures.

Various channels are available to employees, patients and other third parties, including suppliers, to report potential violations of laws and company policies. To enhance our grievance management approach, we started an analysis of our existing grievance mechanisms in 2020. For this, we used the effectiveness criteria of the UN Guiding Principles on Business and Human Rights.

We have intensified our communication on our commitments and activities relating to human rights. Our aim here is to raise awareness among our employees. In 2020, for example, we held virtual awareness sessions to inform our leadership teams about our global Human Rights, Workplace Rights and Labor and Employment Principles. In 2021, we incorporated our requirements and expectations with regard to human rights to a greater extent in the mandatory training for employees on our Code of Ethics and Business Conducts. We will also include the topics in training programs for procurement personnel on our new Supplier Code of Conduct.

Furthermore, we are committed to integrating external perspectives in our human rights due diligence concept. In 2020, for example, we joined the Human Rights Working Group of Business for Social Responsibility, a global non-profit organisation with a network of more than 250 member companies and other partners.

In the context of our Global Sustainability Program, we launched an initiative to evaluate suppliers based on sustainability risks. This helps us to cluster our supplier base according to their sustainability risks, monitor them more closely and take corresponding action. Critical suppliers will be asked to provide information about their sustainability performance, for instance in the form of a self-assessment. We will use this to identify suppliers we want to work with in order to ensure compliance with our sustainability standards. We have also started to monitor social media releases regarding our suppliers to expose potential issues. By the end of 2020, we had screened the social media presence of more than 20 % of our most important suppliers by relevant spend.

E. Risk and opportunity management

At Fresenius Medical Care, an integrated management system is in place to ensure that risks and opportunities are already identified at an early stage, optimising the risk profile and minimising the costs potentially related to the occurrence of risks through timely intervention. Fresenius Medical Care's risk management is therefore an important component of the corporate management of Fresenius Medical Care. The adequateness and effectiveness of the internal control systems of Fresenius Medical Care are reviewed on a regular basis by the Management Board and by Fresenius Medical Care's auditor.

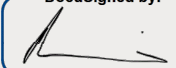
The foundational work leading into our first reporting period provides a base whereby we can leverage the data collation, analysis and due diligence performed to date, and actions taken, to pave the way for enhanced monitoring and reporting. The bulk of our efforts and resources have focused on assessment of our suppliers, with further actions planned to enhance our approach to assessing suppliers including requesting our key suppliers to complete a Modern Slavery Supplier Questionnaire. Our approach to measuring the effectiveness of how we assess and manage modern slavery-related issues continues to evolve. We are committed to communicating transparently regarding the risk of modern slavery in our operations and supply chain.

We take compliance with the Modern Slavery Act 2018 seriously, and do not tolerate slavery and human trafficking within our supply chains. If we were to find evidence that one of our suppliers was involved in modern slavery or human trafficking we would investigate those allegations, and consider terminating our relationship with them if the incidents were not resolved to our satisfaction.

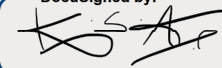
Third parties and other stakeholders who approach us directly for information in relation to our Modern Slavery Statements outside of what is disclosed in this Modern Slavery Statement will be directed to the Associate Director, Compliance ANZ within FMC for further information.

F. Sign-off

This statement was approved by the Board of Fresenius Medical Care Australia Pty Limited on 17 June 2021.

DocuSigned by:

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Andrew Currie
Managing Director
Date: 17 June 2021

DocuSigned by:

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Anbu Srinivasan
Managing Director
Date: 17 June 2021



APPENDIX 1

Modern Slavery Act requirement	FMC Modern Slavery Statement	Page
Identify the reporting entity	Reporting entity	4
Describe the structure, operations and supply chains of the reporting entity	Structure and Supply Chain	4
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Risks of Modern Slavery practices and actions taken to address the risks	6
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to address those risks, including due diligence and remediation processes	Policies	5
	Risks of Modern Slavery practices and actions taken to address the risks	6
Describe how the reporting entity assess the effectiveness of such actions Ongoing assessment of modern slavery risk	Risk and opportunity management	7
Describe the process of consultation with any entities that the reporting entity owns or controls	Reporting Entity	4
Provide any other information that the reporting entity or the entity giving the statement considers relevant	Introduction	3