
Human Rights Statement



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Our human rights responsibility

We at Fresenius continuously work to save lives, promote health and improve the quality of life of our patients. As defined in our Group [Code of Conduct](#), conducting business in an ethical and responsible manner is part of our corporate responsibility. This includes respecting internationally recognized human rights, protecting the environment and using resources efficiently. We are guided by international standards and applicable legislation.

This document demonstrates our commitment to supporting and promoting human rights and environmental aspects – following described as human rights. It builds on our Group-wide human rights commitment published in 2018 to reflect further development of our efforts to embed human rights into our activities. It complements relevant other Group and business segment specific policies and guidelines, where applicable. This document also reflects the requirements of the German Act on Corporate Due Diligence in Supply Chains to publish a human rights policy statement.

The principles set out in this statement apply to our own business activities and all employees of the Fresenius Group. The Fresenius Group includes four independently operating business segments, each one active in a major growth area of healthcare: Fresenius Medical Care, Fresenius Kabi, Fresenius Helios and Fresenius Vamed. Additionally, the business segments in this statement include Fresenius Corporate, the holding company of the Fresenius Group.

Our fundamental principles

To clearly demonstrate our human rights responsibility as a global healthcare company, the following aspects of human rights serve as fundamental principles on how we conduct business – in both our own business activities as well as in our supply chains.

Providing fair and safe working conditions

We are committed to providing a respectful workplace with fair and safe working conditions. We pay wages that meet or exceed local industry conditions or local minimum wages. When we determine wages, we take relevant market conditions into account.¹ For this, we comply with the relevant laws and regulations of the place of employment and are guided by international labor rights.

Occupational health and safety are core elements of our business. We are committed to identifying, mitigating, and preventing occupational health and safety-related hazards and risks. This way, we foster a culture that promotes a safe and secure work environment and prevents harm.²

¹ Payment of a fair wage at least equal to the minimum wage established by the applicable law; guided by the International Labor Organization (ILO) Conventions 26 and 131.

² Respect for occupational health and safety obligations under the law of the place of employment, where this creates a risk of accidents at work or work-related health hazards; guided by ILO Conventions 1, 4, 155 and 164.

Respecting the right of freedom of association and collective bargaining

We respect freedom of association and the right to collective bargaining, including the rights of our employees to freely choose whether or not to form and/or be represented by a particular collective body or a trade union, in accordance with the law of the place of employment.³

No child labor, no forced or exploitative labor or modern slavery

We do not tolerate the use or threat of violence, or any other form of coercion. We strictly forbid using, supporting, or approving exploitative and child or forced labor.⁴ We do not tolerate forced and exploitative labor or any forms of modern slavery. Employment relationships must be based on voluntary participation and can be terminated at any time by the employees of their own free will and within a reasonable period of notice, in line with applicable laws. Salaries shall be fair and in line with the law of the place of employment and not unlawfully be withheld.⁵

Promoting equal treatment and condemning discrimination

We do not tolerate any form of discrimination or harassment based on national or ethnic origin, color, social origin, health status, citizenship, disability status, sexual orientation, age, gender or gender identity, gender expression, marital status, pregnancy, political opinion, religion or belief, and any other criteria as protected by local laws and regulations.⁶

Safeguarding society and the environment

We commit to our joint responsibility to protect nature as the basis of life, to preserve resources and to reduce our impact on the environment. It is our mutual duty to protect resources for future generations.

Wherever we operate we aspire to be a good corporate citizen and respect human rights of the local communities. We are committed to refraining from damaging the soil, polluting water and air, emitting harmful or excessive noise, and using excessive amounts of water, in order to preserve the health of people, the natural bases for the production of food, and to ensure that people have access to safe drinking water and sanitary facilities. We consider these aspects important as we acknowledge the intrinsic connection between human rights and the environment.

We do not engage in the unlawful eviction and takeover of land, forests, or waters, which secure the livelihood of people.

Protecting personal data and confidential information

We respect the privacy of every person. We feel accountable for the personal data of our patients, employees, customers, and suppliers. We are committed to

³ Guided by the ILO Conventions 87, 98, 135 and 154.

⁴ Guided by the ILO rules on the prohibition of child labor below the minimum age according to ILO Convention 138 and on the prohibition of the worst forms of child labor according to ILO Convention 182.

⁵ Respect for the prohibition of forced labor, except for work and services that are in conformity with ILO Convention 29 and 105 or with the 1966 UN International Covenant on Civil and Political Rights

⁶ Guided by ILO Conventions 110, 111 and 159.

protecting personal data and confidential information. Here, we take into account the particular sensitivity of employees as well as patient and health related data.

Taking responsibility in our supply chain

While we hold ourselves to a high standard, we expect equally high standards of the third parties we are working with. Hence, we also expect our suppliers and other business partners to comply with the principles set out in this statement as well as outlined in the Codes of Conduct across the Fresenius Group. This includes the implementation of appropriate processes to respect human rights – also in their supply chains. Upon request, we expect our suppliers and other business partners to verify how they comply with the human rights principles set out in this statement.

Reflecting international standards, frameworks, and legal requirements

Our commitment set out in this statement is guided by the United Nations Guiding Principles on Business and Human Rights (UNGP) as well as relevant internationally recognized human rights standards and frameworks, such as the United Nations (UN) Universal Declaration of Human Rights, UN International Covenant on Economic, Social and Cultural Rights, UN International Covenant on Political and Civil Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In cases where international human rights are restricted by local laws, we strive to promote the principles behind the international standards without conflicting with local laws.

We are committed to complying with applicable national laws such as the German Act on Corporate Due Diligence Obligations in Supply Chains.

How we implement our commitment to respect human rights

To continue meeting our responsibility towards people and the environment, we pursue and continuously evolve our human rights risk analysis and due diligence measures. Aligned with our Group-wide approach, each business segment has established risk management systems according to their specific business model and organizational structure.

Our due diligence – for our own operations and supply chain – is based on four pillars:

1. Responsibilities and governance

The Fresenius management board oversees our Group-wide human rights due diligence program. The operational implementation is guided by clear responsibilities: Our Group Human Rights Office cooperates closely and aligns regularly with the human rights functions across the business segments. These human rights functions work closely with the expert departments relevant for implementation of our commitment to respect human rights. The departments, e. g. Human Resources or Procurement, provide their specialist knowledge for the risk evaluation, and are responsible to take appropriate risk management measures in their respective field of responsibility.

To foster exchange on current initiatives across the Fresenius Group we established a Human Rights Council that meets quarterly. It is composed of representatives of the business segments from various functions such as Compliance, Sustainability, Communications and Procurement including the Human Rights Functions.

2. Risk analysis and impact

As one of the world's leading healthcare companies, a clear focus on innovation and efficiency has helped us to make high-quality healthcare accessible to a steadily increasing number of people. For more than 100 years now we have been working to save lives and improve the quality of life of our patients around the globe.

Our efforts depend on complex supply chains. We are sensitive that human rights risks and impacts may occur in these supply chains as well as in our own operations. We aim to regularly analyze, document and manage these risks – in our supply chain as well as related to our products and services.

To identify, prevent, and end or minimize human rights risks or impacts, we continue to implement adequate risk management processes throughout the Group. We have taken guidance from the UNGP and applicable laws for such processes. To identify human rights risk areas we are following a risk-based approach. In our risk analysis we consider potential risks based on country and industry as well as business segment specific aspects. We prioritize the risks based on an additional analysis on the potential impact and likelihood as well as the extent to which we might contribute to the materialization of the risk through our business activities.

The risk analysis is conducted annually and on an ad hoc basis for our own operations as well as applicable business partners.

3. Prevention and remedial action

To prevent, end, or minimize human rights risks, each business segment takes appropriate preventive measures regarding the potential risks relevant for the respective business activities as well as in the supply chain and implements measures according to each case.

Where our business activities have caused, contributed to, or where we have detected actual human rights violations, we are committed to implementing effective remedial action. We will adopt such remedial measures in our own business activities as well as in the supply chain on a case-by-case basis, depending on the nature of the violation.

4. Complaints procedure

We recognize the importance of open communication and aim to create an environment where patients, employees, members of local communities, business partners, or any other potentially affected individual can report potential violations of human rights via the respective compliance hotline of the business segments,

to the human resources functions, or through other complaint channels of the Fresenius Group that are accessible to internal and external stakeholders.

We are committed to appropriately following up on each internal or external stakeholder complaint. Should such complaint be substantiated, we will take appropriate remedial action. We will carefully consider complaints to improve our business processes and take corrective and/or improvement actions as needed.

For Fresenius Corporate, complaints can be reported to corporate-compliance@fresenius.com or anonymously here:

<https://bkms-system.net/fse-compliance>

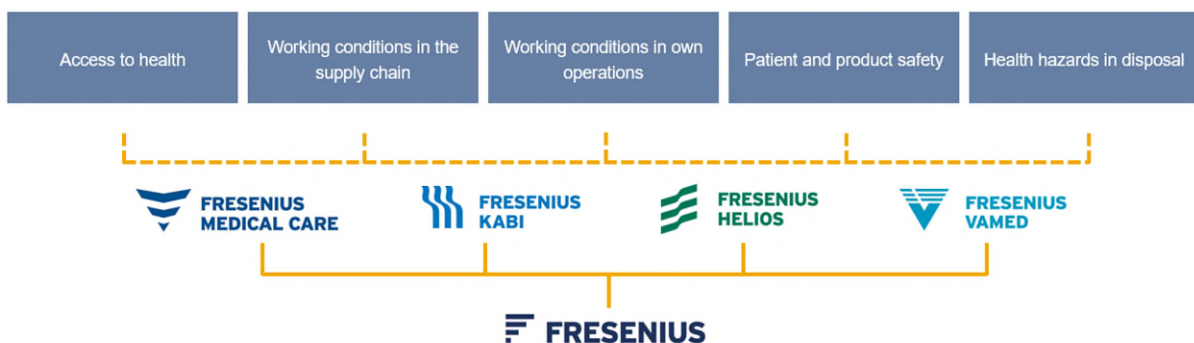
Toll-free number +49 (0) 800 1401519

Toll number +49 (0) 30 8943054

The business segments' specific hotlines and reporting channels can be found on the respective websites.

Human rights related measures and focus areas across the Fresenius Group

We have identified five focus areas to guide our human rights related activities across the Fresenius Group:



Each business segment is responsible for taking appropriate measures following our Group-wide aligned approach with the aim to respect human rights. Additionally, the business segments take into account the applicable regulatory requirements, the business models and their organizational structures. Across the Fresenius Group, we incorporate the results of our risk analysis in the adjustment of processes. Wherever risks occur, we implement appropriate preventive and remedial measures.

Fresenius Corporate Segment

Fresenius is a global healthcare Group. The management board formulates the company's strategy, discusses it with the supervisory boards, and oversees its implementation. The management board, in principle, consists of seven members: the Chairman, the Chief Financial Officer, the Management Board Member responsible for Human Resources (Labor Relations Director), Risk

Management, Legal and Compliance and the Chief Executive Officers of the four business segments.

Operationally, the Fresenius Corporate Segment is responsible for Group governance functions, administrative functions for headquarter operations, the Fresenius insurance programs and IT infrastructure. The Fresenius Corporate Segment is located in Germany. Here, in particular, we focus our human rights due diligence on working conditions in our own business activities and in the supply chain.

The commitment of our employees forms the basis of our success. Their achievements, skills, and dedication help us and our business segments to provide better medicine for more people. Guided by our [Code of Conduct](#), occupational health and safety measures, trainings and adequate remuneration form the basis to provide an environment in which our employees can thrive. Further information on how we provide healthy, fair, and safe working conditions can be found in the separate Non-financial Report.

To minimize potential salient human rights risks connected to our business activities in our supply chains, we have established preventive measures. These range, for example, from our [Business Partner Code of Conduct](#) to our business partner due diligence processes, and binding contractual clauses in relation to human rights compliance that we expect our suppliers and business partners to sign.

The risk analysis according to the specific requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains is currently being conducted. Results of the risk analysis will be implemented into the Human Rights Statement and regularly updated thereafter.

Fresenius Medical Care

Fresenius Medical Care is the world's leading provider of products and services for individuals with renal diseases. We aim to create a future worth living for chronically and critically ill patients – worldwide and every day.

Respecting human rights and acting with integrity is core to our global values and our commitment to sustainability. We set up appropriate processes to identify, prevent, and address negative impacts on human rights taking into account the interests of our patients, employees, communities, and other relevant stakeholders.

In our own operations our patients' and our employee's well-being is our top priority. As part of our commitment to delivering safe, high-quality products and care, we continuously monitor the performance of our products and services. Our focus is on quality, safety, accessibility, and patient experience. As an international healthcare company, we recognize the importance of improving access to health care.

Our Global Social and Labor Standards Policy is our leading document concerning human rights topics related to our employees. It outlines our global minimum standards regarding fair and transparent working conditions, a discrimination and harassment-free workplace, freedom of association and the right to collective bargaining, OHS, privacy and prohibition of child labor, forced labor and retaliation.

Our suppliers play an important role in providing optimal care for our patients, and contribute to our sustainability efforts. Our [Supplier Code of Conduct](#) as well as our Compliance Brochure for Business Partners form the basis of our contractual relationships. These include minimum requirements our suppliers must adhere to i.e. regarding labor conditions, including OHS, environmental protection, and quality. To evaluate the sustainability performance of our suppliers, we are entitled to ask them to self-assess their compliance with our Global Supplier Code of Conduct. Fresenius Medical Care is entitled to conduct on-site inspections to verify the information provided.

The risk analysis according to the specific requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains is currently being conducted for our own operations and within the supply chain. Results of the risk analysis will be implemented into the Human Rights Statement and regularly updated thereafter.

Fresenius Kabi

Fresenius Kabi is a global healthcare company that specializes in lifesaving medicines and technologies for critically and chronically ill patients. Our daily work has a major impact on patients' quality of life. Our goal is to meet the needs of patients and healthcare professionals while driving forward the topic of sustainability in healthcare. We thus consider human rights part of our corporate responsibility.

Our updated internal [Code of Conduct](#) was recently published and demonstrates our commitment to foster human rights and environmental aspects. We are working on an updated Third-Party Conduct, which outlines our expectations from third parties we interact with in relation to ethical business, human rights, and environmental responsibility.

Since 2019, Fresenius Kabi has assessed the aspects of occupational health and safety, environment, human rights, business ethics, and sustainable procurement of relevant strategic suppliers. Since 2022, Fresenius Kabi expanded the risk analysis taking into account potential human rights risks in the supply chain and in its own business operations.

The risk analysis according to the specific requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains is currently being conducted for our own operations and within the supply chain. Results of the risk analysis will be implemented into the Human Rights Statement and regularly updated thereafter.

Fresenius Helios

Fresenius Helios is Europe's largest private hospital operator, offering expertise in all areas and at all levels of inpatient and out-patient care as well as state-of-the-art services in the field of fertility treatments. Fresenius Helios carries responsibility for over 22 million patients who undergo medical treatment every year.

As an operator of hospitals and medical care centers, Fresenius Helios bears a great responsibility towards society. Hence human rights due diligence is a central field of action. The medical care of patients and the well-being of its employees are in the daily focus of the healthcare group. In line with this responsibility, Fresenius Helios considers ethical, legally compliant behavior to be a prerequisite for all its activities. Therefore, Fresenius Helios has established strict compliance rules and aims to prosecute any violations.

In addition, Fresenius Helios adheres to the guidelines of its parent company Fresenius and also embeds respect for human and environmental rights in all its segment-specific Code of Conducts: [Helios Germany](#), [Quirónsalud](#) and [Eugin](#). Furthermore, the [Supplier Code of Conduct](#) includes clear guidelines for our contractual partners on environmental protection, animal welfare, human rights, and labor standards.

Since 2022, Helios Germany expanded the implementation of the risk analysis on potential human rights risks in the supply chain and in its own business operations. The specific requirements according to the German Act on Corporate Due Diligence Obligations in Supply Chains are currently being implemented.

The risk analysis according to the specific requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains is currently being conducted for our own operations and within the supply chain. Results of the risk analysis will be implemented into the Human Rights Statement and regularly updated thereafter.

Fresenius Vamed

Fresenius Vamed is a leading healthcare provider. The international portfolio comprises the entire value chain from project development via planning and construction to the total operational management and highly specialized commercial, infrastructure, and technical services for healthcare facilities. The services are provided in all areas of healthcare, ranging from prevention to acute care, rehabilitation, and nursing.

Respect for human rights is part of Fresenius Vamed's corporate responsibility. Ever since our founding, we understood health to be a global, sustainable, and holistic asset and aim to ensure safe access to health services for patients and employees. This is also reflected in our mission statement and [Code of Conduct](#). As a reflection of our corporate culture, Fresenius Vamed commits to adhere to ethical standards not only in interaction with its own employees, but also with customers, suppliers, and other business partners.

Working in a clinical environment imposes further requirements. Responsibilities for our company and employees are included in the Vamed [Clinical Code of Conduct](#).

We expect our business partners to adhere to the ethical principles and legal obligations included in the Vamed [Code of Conduct](#) for Business Partners.

Fresenius Vamed has established a human rights organization with a Human Rights Committee and Human Rights Officers who are responsible for the protection of human rights and human rights risk analysis. Since 2021, Fresenius Vamed expanded the implementation of the risk analysis on potential human rights risks in the supply chain and in its own business operations. The specific requirements according to the German Act on Corporate Due Diligence Obligations in Supply Chains are currently being implemented.

The risk analysis according to the specific requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains is currently being conducted for our own operations and within the supply chain. Results of the risk analysis will be implemented into the Human Rights Statement and regularly updated thereafter.

Monitoring effectiveness

We are committed to carefully monitoring which human rights related regulatory developments apply to our operations and our supply chain. We are also committed to monitor the effectiveness of our measures.

Across the Fresenius Group, we monitor our human rights risk management process. Based on the results we will update remedial or preventive measures if required.

Documentation and reporting

Fresenius will regularly report on its efforts to implement human rights due diligence, including measures and their progress in accordance with the relevant legal requirements. Further information can be found on the Fresenius website and the business segment´s websites as well as in the Non-financial Reports.

We will document relevant activities with respect to the human rights due diligence in accordance with relevant legislation.

Looking ahead

Implementing respect for human rights in the operations of a global healthcare company and across supply chains is a complex task. We are convinced that our stakeholders deserve the patience and thoroughness we are putting in our current and ongoing efforts. We are fully committed to listening and learning from other organizations and stakeholders as we make progress.

We appreciate your input and feedback via email to humanrights@fresenius.com.

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