

WHAT TO REPORT?

1. What can be reported?

All concerns regarding unethical, illegal or questionable business practices or occurrences in connection with Fresenius Medical Care's business are relevant!

For example, regarding:

- Discrimination or harassment issues;
- Fraud, corruption and bribery, antitrust or other financial crime;
- Sustainability concerns;
- Environmental or Health & Safety violations
- Human rights concerns or
- any other concerns about Fresenius Medical Care's business integrity.

We want to know about it. Your voice will be heard!

Therefore, we offer the following categories, among others, to ease reporting:

- Business Integrity
- Employee Relations & Human Resources
- Human Rights Issues
- Environmental Impact
- Health & Safety in the Workplace
- Lost or stolen asset (USA, Canada, and Mexico only)
- Patient Care Services & Product (USA, Canada, and Mexico only)

2. Non-Retaliation

You should not worry too much about whether your topic falls under one of the mentioned areas or satisfies certain conditions. In turning to us with your complaint, you are enabling us to assess the relevance of the matter and to follow up appropriately.

**Fresenius Medical Care
has a zero-tolerance policy
against retaliation.**



Business Integrity

My concern relates to a violation of Fresenius Medical Care's policies and/or local or global laws. This could include any economic crime, such as corruption or fraud, as well as any misconduct concerning internal procedures such as accounting, data privacy or data protection or other Fresenius Medical Care policies.



Employee Relations & Human Resources

My concern relates to workplace situations or practices referring to issues such as discrimination, harassment, bullying, defamation, retaliation, intimidation, hostile working environment, unfair working conditions such as favoritism, inclusion and diversity, violence/aggressive behavior, compensation and benefits, hours of work, managing the workforce, inappropriate behavior, work performance, wrongful disciplinary action, and termination.



Human Rights Issues

My concern relates to issues such as freedom of association, collective bargaining (joining or engaging with trade unions), information and consultations rights (works' councils/workplace bodies), freedom from forced labor, child labor, payment of wages below the minimum. Land rights and rights of indigenous people would also fall into this category.



Environmental Impact

My concern relates to situations having a negative impact on the environment and their direct or indirect negative consequences on internal and external stakeholder groups like patients, employees, workers and residents of local communities. Reports may relate to issues like water stress, exceeding water pollution thresholds, noise pollution, air quality, increased emission output (impeding to reach 1.5-degree Celsius goal), unsound waste management, unsafe use of hazardous chemicals and products.



Health & Safety in the Workplace

My concern relates to behaviors, actions, practices, and surroundings that impede providing a healthy and safe workplace and do not allow the identification, mitigation, and prevention of potential health and safety-related hazards and risks.



Lost or stolen asset Patient Care Services & Product (USA, Canada and Mexico only)

I am located in USA, Canada or Mexico and my concern relates to a lost or stolen asset (e.g. laptop, USB stick), or is related to patient care service or product.