



Sustainability Principles

Preamble

Fresenius Medical Care strives to create a future worth living for dialysis patients worldwide every day. Fresenius Medical Care focusses on providing high quality products and services and bringing the optimal sustainable medical and professional practices to patient care. This is Fresenius Medical Care's commitment to its patients, its partners in the healthcare system and its investors.

Fresenius Medical Care's core values – as currently laid out in Fresenius Medical Care's Code of Business Conduct – state the commitment to quality, honesty and integrity, innovation and improvement, respect and dignity in working and business relations with its employees and business partners. Accordingly, Fresenius Medical Care has established policies and procedures to ensure compliance with applicable laws and such values.

Our suppliers play an important role and contribute to Fresenius Medical Care's sustainable growth and business success. Thus, Fresenius Medical Care expects its suppliers to support its commitment to society, the environment and its stakeholders. For this purpose, Fresenius Medical Care has developed these Sustainability Principles (or merely "Principles") to require its suppliers to comply with these principles also along their own supply chain and establish adequate procedures for this purpose.

The Principles are to be considered as minimum requirements and take into consideration - international standards such as the Universal Declaration of Human Rights, the International Labour Organization's Declarations on Fundamental Principles and Rights at Work (ILO declarations), the UNGlobal Compact and the EU Green Public Procurement Guidelines. In case national regulations or any other applicable Law or commitment undertaken or applicable, govern the same topics, the provision providing the highest standard shall apply.



1 Integrity and Ethics

Suppliers are expected to conduct their business in ethical responsible manner and act with integrity.

1.1 Compliance with applicable laws and regulations

Suppliers shall comply with all applicable laws and regulations as well as to establish adequate procedures for this purpose.

Suppliers shall support Fresenius Medical Care to meet its own regulatory requirements and thus make best efforts to maintain and upon request provide adequate documentation including but not limited to operations on site and products purchased by Fresenius Medical Care (e.g. with regard to content, origin and restrictions of substances, products wastes and customer product information obligations).

1.2 Business Integrity

Suppliers shall not tolerate any form of corruption, bribery, extortion or embezzlement. Suppliers shall not offer, pay, request or accept bribes or participate in other illegal inducements in business or government relationships.

1.3 Confidentiality and Data Protection

Suppliers must safeguard and properly use confidential and proprietary information to ensure that company, employees, patient privacy and patient privacy's rights are protected in accordance with applicable legislation.

1.4 Animal Welfare

Animals must be treated respectfully, with pain and stress minimized. Animal trials should be avoided as far as possible while pursuing methods to make animal trials obsolete. Alternatives should be used wherever scientifically valid and acceptable to regulators.



2 Human Rights and Labor Conditions

Suppliers must seek to provide a safe, respectful and non-discriminatory working environment.

2.1 Non Discrimination, respect and dignity

Suppliers shall not tolerate discrimination in the workplace. Discrimination for reasons such as race, ethnicity, color, nationality or national origin age, gender, sexual orientation, disability, religion, political affiliation, union membership, marital status or any other unlawfully discriminatory consideration is prohibited.

2.2 Prohibition of Forced Labor and Child labor

Suppliers shall prohibit any form of non-voluntary, forced or compulsory labor.

Suppliers shall condemn exploitative child labor and shall not employ young workers below the age defined by applicable national legislation and international conventions.

2.3 Employment conditions and Fair treatment

Suppliers have to comply with applicable legislation with regard to employment conditions, including but not limited to employment contracts, wages and benefits, working hours, right of free association and collective bargaining.

Supplier must condemn harassment or intimidation in any form, violent or abusive conduct.

Suppliers must seek to provide a workplace free of harsh and inhumane treatment, including any sexual harassment, corporal punishment, mental or physical coercion or verbal abuse.



3 Occupational Health and Safety

Suppliers have to provide a safe, hygienic and healthy working environment.

3.1 Worker Protection

Suppliers have to protect workers from harmful exposure to chemical, biological and physical hazards, unhygienic conditions, physically demanding tasks in the workplace and in any company-provided living quarters.

3.2 Process Safety

Suppliers must have appropriate processes or programs in place to prevent or mitigate releases of chemicals that affect or may affect the health and safety of employees, neighbors or any other concerned stakeholders.

3.3 Emergency Preparedness and Response

Suppliers have to identify and assess emergency situations in the workplace and any company-provided living quarters, and minimize their impact by implementing emergency plans and response procedures.

3.4 Hazard Information

Safety information relating to hazardous materials – including pharmaceutical compounds and pharmaceutical intermediate materials – must be available and used to educate, train and protect workers from hazards.



4 Environment

Suppliers must make best efforts to minimize adverse impacts on the environment and eliminate or, if not feasible, to minimize and to control any significant environmental risks. Suppliers are encouraged to conserve natural resources by environmentally sound and efficient operations, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.

4.1 Environmental Legislation

Suppliers have to comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained and the related operations and reporting requirements shall be followed.

4.2 Waste and Emissions

Suppliers must have systems in place to ensure the safe and legally compliant handling, movement, storage and disposal / release / discharge of wastes, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment. All necessary installations and facilities shall be constructed and maintained in a way that relevant risks are securely controlled.

4.3 Spills and Releases

Suppliers must have systems in place to prevent and mitigate accidental spills and releases of hazardous substances, wastes, wastewater and emissions to the environment or facilities where the related risks are no longer controlled (e.g. public sewage system, public surfaces). Suppliers must have processes in place to minimize resulting impacts on concerned neighbors.



5 Conformity with Sustainability Principles

Fresenius Medical Care reserves the right to reasonably modify these Principles. In the event of modification, Fresenius Medical Care expects the supplier, and the supplier hereby already declares his willingness, to accept such modifications.

Our business relationship is based on mutual honesty and respect. A supplier may also demonstrate its commitment to these Principles through compliance with its own code of conduct or company policies that embrace similar standards. However, Fresenius Medical Care may request its suppliers to verify compliance with Fresenius Medical Care's Sustainability Principles and, in case there is reason for concern, to take corrective action. Suppliers shall fully cooperate with Fresenius Medical Care's or any authorized third Party acting on Fresenius Medical Care's behalf for this purpose, in particular:

- Upon Fresenius Medical care's request, supplier must complete a questionnaire on compliance with these Sustainability Principles (**Self-Assessment**).
- Fresenius Medical Care may solicit information from a third party on suppliers' compliance and performance with regard to requirements specified in these principles (**Third-Party Assessment**).
- Upon Fresenius Medical Care's request, suppliers shall provide documented evidences related to compliance with these Principles (**Certifications / Statement**).
- Fresenius Medical Care shall be entitled, directly or indirectly, to conduct on-site verification inspections to verify compliance with FMC's Sustainability Principles on site (**On-Site Audit**).