

# Code of Conduct

FOR BUSINESS PARTNER



## WHO WE ARE

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Fresenius is a global healthcare group offering high-quality products and services for dialysis, hospitals, and outpatient treatment. The Fresenius Group includes four business segments, each market leader in a major growth area of healthcare. **Fresenius Medical Care** is the world leader in treating people with chronic kidney failure. **Fresenius Helios** is Europe's largest private hospital group. **Fresenius Kabi** supplies essential drugs, clinical nutrition products, medical devices, and services to help critically and chronically ill patients. **Fresenius Vamed** is specialized on planning, constructing and managing healthcare facilities.

## WHAT IS IMPORTANT TO US

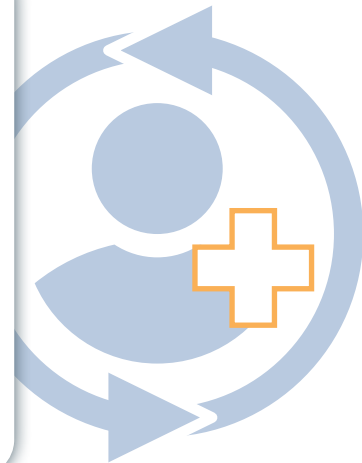
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### The wellbeing of the patient

At Fresenius, the wellbeing of the patient always comes first. For more than 100 years now we have been working to save lives, promote health and improve the quality of life of our patients.

Every business decision we make is consistently guided by the wellbeing of our patients. Economic success is thus not an end in itself; it rather enables us to keep investing in better medicine.

We never get complacent about our successes. We are constantly looking for even better solutions. That is how we contribute to medical progress. "Forward thinking healthcare" captures our commitment: **better medicine for more people.**



### Quality

The health of our patients depends on the quality of our products, services and therapies. That's why we are dedicated to providing the highest standards.

Only high quality in medical care can ensure our economic success. At the same time, a company must be economically healthy in order to enable sustainable investment: **in superbly qualified personnel, innovative therapies and high-quality products.**

We do our part to improve the quality and efficiency of healthcare as a whole in all our business units. This enables us to make high-quality healthcare accessible to a steadily increasing number of people.



## Responsibility

With our products and services we make a decisive contribution to a future-oriented healthcare.

We thereby focus not only on the present, but also on the long term. That is especially relevant for the development of better products and therapies. And for the responsible use of both natural and financial resources. We take great care in handling the funds from the healthcare sector and our investors.

**We make corporate decisions by exercising business prudence and with the aim of sustainable growth.**

## Integrity

In more than 100 years Fresenius has evolved from a small pharmacy into a global healthcare group.

We act in a highly professional manner. At the same time, we remain down-to-earth. Commitment, honesty and close contact with people are what distinguishes us: **in the way we treat our employees as well as our patients, business partners, and shareholders.**

Trust is a precious asset that we want to earn every day - through outstanding services as well as behaving with integrity. Therefore, we maintain high ethical standards and rules of good corporate governance that exceed the legal requirements.



## Reliability

Fresenius supplies essential pharmaceuticals and medical devices, offers vital healthcare services and also successfully and efficiently implements large-scale projects. In short: **We are a reliable partner for healthcare systems worldwide.**

We make every effort to ensure the care of our patients. Supply and service capabilities are our first priority. And we find solutions where others do not.

Reliability also results from our open and transparent communication. Our word is our bond. Our statements provide orientation. Patients, employees, business partners, and shareholders can be sure: **We say what we do. And we do what we say.**

# WHAT WE EXPECT FROM OUR BUSINESS PARTNERS

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**Fresenius obliges its business partners contractually to observe:**

- » **the respective national laws**
- » **the guiding principles of the global Compact of the United Nations and comparable standards such as**
- » **the Fresenius Business Partner Code of Conduct**

We expect our business partners to implement appropriate procedures, which ensure the adherence to the laws and standards mentioned above. Existing procedures need to be improved on a regular basis. Furthermore, we expect our business partners to take care of their affiliated companies and to ensure their compliance with our described principles and requirements and communicate them towards their business partners. They encourage their subcontractors to comply with the above mentioned rules while fulfilling their contractual obligations.

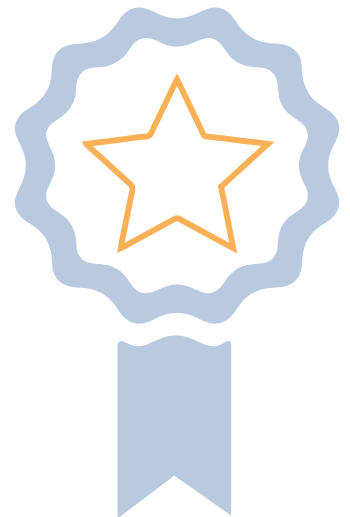
## QUALITY

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### Ensuring Quality of products and services

**The wellbeing of our patients cannot be ensured without high quality of our products and services.** Therefore, Fresenius requires its business partners to comply with highest quality and safety standards in all processes. We set the highest quality standards for all our processes. When deficiencies and limitations in products, therapies or processes are recognized, they need to be made transparent and necessary actions need to be taken to prevent any impact on patients.

We continuously accompany medical progress and consider relevant evidence for our products and therapies. If it is necessary or helpful we adjust them accordingly. To constantly improve our products and therapies, we also conduct clinical studies. Also here, our first priority is the safety of our patients. We observe applicable ethical, medical and legal requirements when conducting such studies. Our business partners commit to also comply to these requirements.



# RESPONSIBILITY

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## Prohibiting child labor

We do not tolerate child labor. All business partners of Fresenius have to prohibit any type of child labor in their companies. The definition of child labor is based on the Global Compact of the United Nations and the labor standards of the ILO (International Labour Organization).

## Preventing discrimination

We urge our business partners to support equal opportunities and equal treatment and to prevent any type of discrimination. Nobody shall be discriminated against due to the color of their skin, their origins, their religious beliefs, their political beliefs, their age, their gender, their sexual orientation, their physical condition, their appearance or any other personal characteristics.

## Ensuring occupational health and safety

Business partners of Fresenius must comply with and implement national regulations on the protection of occupational health and safety. Our Business Partners have to set-up and implement an appropriate system for occupational health and safety. This includes physically demanding tasks in the workplace as well as actual and potential occupational safety risks. By performing training our business partners ensure best possible prevention of accidents, unsafe processes and sick leaves.

## Respect freedom of association

We expect from our business partners to respect the rights of their employees in accordance with national laws. This includes the right to join unions, to free assembly, to form a workers council and to engage in collective bargaining. It is prohibited for business partners to discriminate against employees who are engaged in workers councils or unions as employee representatives.

## Determining fair remuneration and working times

Fresenius expects its business partners to comply with national laws on working times. Furthermore, they should provide remuneration in accordance with applicable national laws and enables appropriate standards of living.



## Observing environmental protection

Business partners must comply with applicable national environmental laws, regulations and standards. Furthermore, they have to set-up and implement an appropriate system for ensuring environmental protection (e.g. pursuant to ISO 14001). To improve environmental protection, natural resources like water and energy should be utilized economically, environmental pollution and hazards should be minimized.

## INTEGRITY

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### Prohibiting corruption and bribery

Fresenius requires its business partners to prohibit and neither use nor tolerate corruption, extortion as well as breach of trust. Our Business Partners are required to ensure the adherence to the conventions by the United Nations and the the Organization for Economic Co-operation and Development (OECD) on combating anti-corruption, as well as the relevant anti-corruption laws. Furthermore, they have to guarantee that their employees, subcontractors and agents do not offer, promise or grant any kinds of benefit to employees or related parties of Fresenius with the objective to obtain business or gpreferential treatment in business.

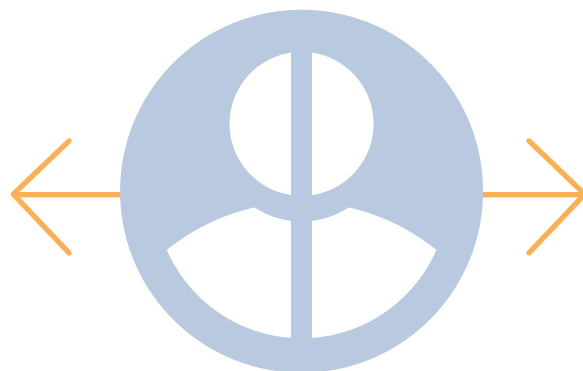
### Granting invitations and gifts appropriately

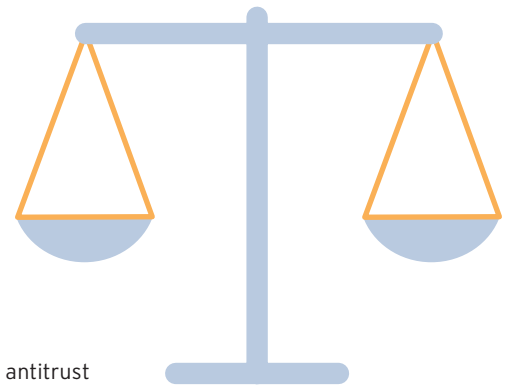
Invitations and gifts shall not be misused for influencing employees of Fresenius. They can only be granted to employees of Fresenius or related parties if occasion and value do not serve any personal benefit and do not create the impression that a benefit in return is expected by the party granting the invitation or gift.

Grants towards public officials require special diligence. In a large number of countries, offering or providing a benefit to public officials or healthcare professionals is a violation of laws or industry codes. These regulations have to be observed by our Business Partners.

### Preventing conflicts of interest

Fresenius requires its business partners to take decisions on their business based on objective criteria. Even potential conflicts of interest caused by other business relationships, financial involvements or political engagement of the business partner, their relatives or other related parties or organizations need to be made transparent.





## Acting fair in competition

Business Partners are required to act fair in competition and to comply with antitrust laws. They neither become involved in cartel agreements for a better in the market nor abuse a potential dominant market position.

## Prevent Money laundering/terrorist financing

Relevant legal obligations on the prevention of money laundering and terrorist financing need to be observed by our business partners.

## Observing trade controls

Fresenius expects their business partners to comply with relevant national and international legal obligations regarding trade controls.

## Protecting company secrets and confidential information

Business partners are required to protect obtained confidential information as well as company secrets of Fresenius and to use them only in legitimate ways. Our business partners have to ensure that all sensitive data is treated appropriately.

## RELIABILITY

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### Documenting transparently

Fresenius expects their business partners to document, bill and account all business transactions properly. It is important that generally accepted accounting principles are observed not only by Fresenius but also its business partners.



**Are you aware of any possible misconduct and would like to inform about it?**

**Then please refer to:  
Fresenius SE & Co. KGaA  
Corporate Compliance  
corporate-compliance@fresenius.com**

**or report anonymously here:**

**Internet address BKMS system:  
<https://bkms-system.net/fse-compliance>**

**Telephone number BKMS system:  
Toll-free number +49 (0) 800 1401519**

**Toll number +49 (0) 30 8943054**

**We treat all questions and reports confidentially.**

**Should you have any questions, please contact:**

**Fresenius SE & Co. KGaA  
Corporate Compliance  
corporate-compliance@fresenius.com**

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