

DOCUMENT	REVISION
<b>GLO-POL-008</b>	<b>00</b>

EFFECTIVE DATE

26 GIU 2020

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KQS Doc

Data 26/06/20 Firma *Aruber*

# ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

This Policy has been approved by the Board of Directors of Kedrion S.p.A. on June, 26<sup>th</sup> 2020

## 1 INTRODUCTION

Kedrion Group approach to Human Rights builds on the dignity of every human being and on the Company's responsibility to contribute to the well-being of the communities surrounding its business activities.

This vision is an integral part of Kedrion Group's identity and its way of doing business. We believe that business must respect internationally recognized Human Rights, as established in the UN Guiding Principles on Business and Human Rights. Kedrion Group is committed to maintaining and improving its practices to combat slavery and human trafficking in its operations and supply chain and expects its Business Partners to respect Human Rights.

Kedrion Group **has zero tolerance** of Human Rights violations and expect our supply chain to comply accordingly.

## 2 GLOSSARY

**Modern Slavery:** Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour. Modern slavery is a crime and a violation of fundamental human rights.

**Human Trafficking:** Human trafficking is when a person arranges or facilitates the travel of another person with a view to that person being exploited.

## 3 APPLICABILITY

Policy applies to all employees, officers and Directors of the Group, as well as contractors, external consultants and all those persons that are, directly or indirectly, involved in business relations with the Group. Additionally, all third party representatives and suppliers must read, understand and comply with this Policy.

## 4 PRINCIPLES

Kedrion Group expects that everyone working with us or on our behalf support, follow and adopt the following principles and measures to safeguard against modern slavery and human trafficking:

- **Kedrion Group have a Zero tolerance approach to slavery and human trafficking**  
Kedrion Companies have a zero tolerance approach to all forms of modern slavery and human trafficking within its business and supply chain. It is committed to acting ethically and with integrity in all its business dealings and relationships. It is also committed to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place in its own business or in any of its supply chains.
- It is the responsibility of everyone, as delineated in chapter 3, to prevent, detect and report any modern slavery action in any part of our organisation or supply chain. Workers must not engage, facilitate or fail to report any activity that might lead to, or suggest, a breach of this Policy.

- Kedrion Group is committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- Kedrion Group takes a risk based approach to our contracting process by keeping them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Contractors need to respect the Kedrion Group Ethics Policy and Local Code of Conduct, which sets out the standards required to combat modern slavery and trafficking.
- Consistent with our risk based approach we require that:
  - ✓ employment and recruitment agencies and other third parties supplying workers to our organization to confirm their compliance with our standards sets in Kedrion Group Ethics Policy and in Local Code of Conduct;
  - ✓ Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to our standards sets in Kedrion Group Ethics Policy and in Local Code of Conduct;
  - ✓ As part of our risk based approach we will consider, whether circumstances warrant us, carrying out audits of suppliers for their compliance with our Code of Conduct;
- If we discover other, individuals or organizations working on our behalf have breached this Policy we will take appropriate action..

## 5 REPORTING

Internal reporting is crucial to the Company's success and it is both expected and valued. Everyone are required to be proactive and promptly report any suspected violations of the Policy to their Superior or to the Global Compliance Officer of Kedrion S.p.A..

## 6 ENFORCEMENT AND RESPONSIBILITIES

Kedrion Group Subsidiaries shall adopt this Policy by means of a Corporate Body resolution.

Managing Directors and General Managers of each Kedrion Group Subsidiary are responsible for the correct implementation of the principles set out in this Policy.

The compliance with the principles set out in the Policy and in the Local Procedure shall be considered as an essential and integral part of the contractual obligations undertaken by any employee.

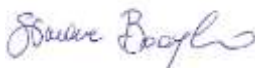
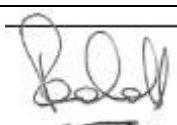
## 7 REVISIONS AND MOTIVES

Revision	Motives	Effective Date
00	First emission.	26 GIU 2020

**Compiled by:**

	<b>Department/Function</b>	<b>Role</b>	<b>Signature</b>	<b>Date</b>
	Global Legal and Corporate Affairs	Global General Counsel – Chief Compliance Officer	A. Curotti  Autorizzata tramite email, conservata agli atti della Società.	16/06/2020

**Approved by:**

	<b>Department/Function</b>	<b>Role</b>	<b>Signature</b>	<b>Date</b>
	Global Human Resources	Chief Human Resources Officer	G.P.Naef Autorizzata tramite email, conservata agli atti della Società	18/06/2020
	Central Services	Chief of the Central Services		17/06/2020
	CEO	President & CEO		18/06/2020