



Fresenius Medical Care Business Ethics & Principles For Business Partners

These principles apply to all third parties acting on behalf of Fresenius Medical Care, including but not limited to agents, resellers, distributors, joint venture partners, consultants, and other representatives (collectively, "Business Partners").

Fresenius Medical Care is committed to conducting its business in an honest and ethical manner, and expects the same of its Business Partners. Fresenius Medical Care works to comply with all applicable legal requirements, and its Business Partners must do likewise.

Fresenius Medical Care does not tolerate any form of corruption, whether involving a government official, healthcare professional, or private party, and whether the transaction involves Fresenius Medical Care purchasing or selling items or services. Fresenius Medical Care makes business decisions and conducts its work based on price, quality, and service. Special care must be taken when dealing with government officials, as most countries have laws that restrict gifts, hospitality and promotional expenditures that benefit government officials. The term "government officials" shall be read broadly and includes not only individuals acting on behalf of governments on a state and local level (such as elected officials, customs officials, tax officials, etc.), but also: (i) individuals acting on behalf of government-owned or government-controlled enterprises (such as doctors and staff of public hospitals and universities, etc.), (ii) political parties and candidates for public office, and (iii) individuals acting on behalf of public international organizations (such as the World Bank or OECD, etc.).

No one acting on Fresenius Medical Care's behalf may give or accept bribes, either directly or indirectly (*e.g.*, through third parties or other intermediaries). In particular, no one acting on Fresenius Medical Care's behalf may offer, promise, give, authorize giving, request, or accept any advantage or anything of value to or from outside parties in order to: (i) improperly influence a desired action; (ii) induce an act in violation of a lawful duty; (iii) cause the person to refrain from acting in violation of a lawful duty; (iv) secure any improper advantage; or (v) improperly influence the decision of a government.

No one acting on Fresenius Medical Care's behalf may request, agree to receive, or accept any advantage or anything of value, either personally or for any other person or entity, if such advantage or thing of value is given with the intent to influence a business decision.

Business Partners must maintain complete and accurate books and records of account relating to work performed for Fresenius Medical Care.

Business Partners must comply with all applicable anti-corruption and anti-money laundering laws, rules and regulations. Fresenius Medical Care takes necessary steps in order to conduct business with reputable Business Partners involved in legitimate business activities, with funds derived from legitimate sources.

Business Partners must comply with all applicable trade embargo laws and sanctions, which generally prohibit companies located in a particular country from doing business in another specific country. Business Partners must not conduct Fresenius Medical Care business with sanctioned countries or entities.



**FRESENIUS
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If you are aware of a violation or potential violation of any of these principles, please notify Fresenius Medical Care's Compliance Department at the following phone number (001 800 362 6990) or email address (Compliance.ActionLine@fmc-na.com).