



# Human Rights Statement

## 1 Respecting human rights

CSL recognises that we have a responsibility to respect the rights of all individuals with whom we interact, including our patients, clinical trial participants, plasma donors, healthcare professionals, and employees.

Where we are working with other third parties and manufacturers of products and services that form part of our total supply chain, we expect their policies and practices to similarly respect these rights.

Where practical and of mutual benefit, CSL will partner with stakeholders including industry associations, and government and non-government organisations (NGOs) to continually improve the human rights practices (including environmental aspects) of its suppliers and partners. Regardless of which country we are operating in, all of our operations are governed by the United Nations Declaration of Human Rights and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and the rights that they set out.

## 2 Our commitments

CSL's **Code of Responsible Business Practice** sets out our human rights commitments across a number of stakeholder groups and priority areas.

### Employees

#### Child Labour

We comply with the minimum age labour requirements in every country in which we operate.

#### Employee Representation

All our employees have the right to seek representation without fear of intimidation, retaliation or harassment.

#### Legal Entitlement and Minimum Wage

In all cases, the CSL terms and conditions of employment will meet or exceed minimum legal standards.

Employees continued

### Modern Slavery

Under no circumstance should any engagement with CSL deprive individuals of their freedom.

### Equal Employment Opportunity and Workplace Harassment

CSL prohibits less favourable treatment of a person on the basis of attributes such as gender, age, ethnicity, religion, disability, sexual orientation, and any other criteria protected by applicable law or company policy. We will not tolerate harassment in any form, including bullying and occupational violence in any workplace context, including off-site conferences, training, social events or through social media.

### Health and Safety, and Rehabilitation

CSL is committed to providing safe, healthy and secure workplaces for our employees, other persons present on our premises and the communities in which we operate.

We are committed to assisting injured or ill employees return to work through early intervention and the development of injury and illness management plans.

### Learning and Development

CSL is committed to investment in learning and development to continually improve the ability of employees to carry out their roles in a way that results in superior performance and is compliant, safe and effective. We make professional development opportunities available to employees at all levels and we build a pool of talented leaders ready to assume future leadership roles across the group.

### Privacy of Employee Information

We are committed to informing employees of their right to understand the purpose for which we collect information, to examine their own records and to correct any errors held on file.

### Mutual Respect

CSL sets high standards for professional and ethical conduct that at all times govern the way we interact with customers, suppliers, fellow employees, contingent workers, contractors, consultants and members of the public.

This includes:

- prohibiting intimidation, discrimination, bullying, hostility or threats;
- extending courtesy and respect to individuals;
- respecting the personal property of others and the property of CSL;
- acting with integrity at all times;
- taking steps to understand the laws and customs of the different countries in which we operate; and
- prohibiting retaliation or reprisal of any kind as a result of an individual (or group) reporting legitimate concerns and/or participating in any investigation.

## Patients and public health

### Product Safety and Quality

CSL is committed to improving and saving the lives of patients with rare and serious diseases and protecting public health through the development, manufacture and reliable supply of high-quality medicines.

We undertake sophisticated continuous monitoring and analyses of adverse events, which helps us understand our medicines' safety profiles. We can assist to identify potential side effects before they occur, enabling appropriate preventative strategies to be designed and implemented.

In full compliance with applicable regulatory agency guidelines for the establishment of counterfeit management procedures, CSL has implemented global counterfeit procedures. These procedures provide clear responsibilities for the internal and external communication of reports of counterfeit product and details for actions required to minimise any impact on patient safety.

### Privacy of Sensitive Information

CSL is committed to taking the appropriate precautions, in accordance with all applicable local laws, to ensure that privacy is protected and the rights of individuals are respected.

We are committed to limiting the collection of sensitive information to what is necessary to carry out the business purpose, and processing it in a manner that is compatible with applicable local laws.

For clinical trial participants, any patient-level data shared publicly – for example, with regulators or investigators, or in presentations or publications – is anonymised to protect personally identifiable information. CSL does not provide access to patient-level data if there is a reasonable likelihood that individual patients could be re-identified.

### Research and Development

It is our mission to discover, develop and deliver innovative therapies that improve patients' quality of life. Our commitment extends to ensuring our medicines are safe and effective solutions that benefit patients and physicians by addressing unmet medical needs.

## Clinical trial participants

CSL's researchers and employees are dedicated to conducting our clinical trials in accordance with consensus ethical principles derived from international ethics guidelines, such as the International Council for Harmonisation (ICH) E6: Guideline for Good Clinical Practice (GCP) and the World Medical Association Declaration of Helsinki and the CIOMS International Ethical Guidelines for Biomedical Research Involving Human Subjects.

### Informed Consent

CSL does not permit any study procedures to be carried out until the study participant, or legally accepted representative, has freely provided informed consent.

### Access to Investigational Medicines

For patients who complete a CSL clinical trial in a serious or life-threatening condition, there can be certain instances where CSL will endeavour to ensure continuation of care between the end of the clinical study and until the product under investigation is approved in the patient's country. CSL clearly informs all patients if this will or will not occur, and under what conditions, as part of the informed consent process for a given study.

Privacy of sensitive information and mutual respect also apply.

## Plasma donors

CSL collects plasma from donors from various socio-economic groups. All individuals who visit CSL Plasma collection centers to make a plasma donation are treated as valued participants in the process of providing safe and effective plasma-derived therapies to patients in need, although some will not qualify to be donors. We uphold the highest ethical, quality and regulatory standards.

### Informed Consent

CSL Plasma provides each plasma donor with information to enable informed consent. The information provided describes the plasma donation procedure, known as plasmapheresis, as well as the risks and discomforts that may be associated with the procedure. This information is reviewed with new donors both through video and in-person with a medical staff associate, as well as with returning donors each time they complete their online health-history questionnaire and screening prior to every donation. Donors sign the informed consent following each review confirming their understanding.

### Non-discrimination

CSL Plasma provides an environment free of harassment and discrimination, and fosters an environment of mutual respect. We do not tolerate discrimination based on race, color, national origin, ethnicity, religion, disability, sex, gender identity, sexual orientation or socio-economic conditions. We comply with regulations, including donor eligibility, quality and safety requirements, from the countries where we collect and distribute plasma-derived therapies.

### Donor Safety and Wellbeing

Where CSL Plasma centers operate, regulatory authorities require a rigorous donor eligibility assessment to be undertaken before plasma is donated. The assessment serves a dual purpose, ensuring that plasma is collected from a healthy donor and that the donor's health is unlikely to be impacted by the plasma donation. Outcomes of an assessment are shared with the donor. Donors who are not eligible are deferred and the reason for the deferral and its potential implications are shared with the deferred donor.

Donation of source, or human plasma by plasmapheresis is a procedure with a strong safety record using current technology for automated collection. Donors are carefully screened for health issues that could pose a safety issue for them during the procedure and are deferred if they have medical problems that could increase their likelihood of an adverse event as a result of donation. CSL Plasma conducts and monitors the results of laboratory tests (hematocrit and total protein) on every donation and performs regular evaluations for every donor for purposes of assessing their eligibility to donate plasma. Included in each evaluation is a check of blood pressure, weight, temperature and pulse.

CSL Plasma continuously monitors its safety and quality systems to maintain an environment of safety, professionalism and donor focus in compliance with industry standards along with local, state, federal and international regulations. CSL Plasma complies with all regulations where it operates regarding the frequency of donating and maximum donations per week or year.

CSL Plasma employees vigilantly monitor plasma donations in real-time. In the event of a donor adverse event resulting from the donation process, a prompt and appropriate response is initiated. In all cases, the donor is only discharged when they are completely recovered and given care instructions as appropriate. Qualified personnel at each center review all reports, determine if possible the cause of the event, and indicate if and when the donor can resume plasma donation.

Privacy of sensitive information also applies.

## Third parties

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### Labour Rights, Ethics and Environmental Protection

CSL requires third parties with whom we work to respect expectations set out in our Code of Responsible Business Practice (also detailed within this Statement) and in particular the human rights and labour rights expectations contained in our Third Party Code of Conduct. We commit to conducting labour rights and environmental due diligence on our third parties, and to using our leverage, expertise, guidance, and engagement with third parties when necessary to ensure that labour rights are respected.

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## Communities

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### Anti-bribery and Anti-corruption

CSL businesses and employees are prohibited from directly or indirectly offering, paying, soliciting or accepting bribes or giving or receiving personal favours, financial or other rewards or inducements in exchange for making business decisions. This prohibition applies regardless of the value of the reward or inducement. CSL policy also prohibits facilitation payments.

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## Environment

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### Environmental Responsibility

At CSL, we are committed to conducting all our operations in a way that minimises our impact on the environment and conserves natural resources. We view environmental stewardship as our responsibility and an opportunity to build healthier and more sustainable communities. Our employees are required to comply with local regulations and CSL's policies in relation to environmental protection.

CSL has made a commitment to minimise our climate change impact by reducing our greenhouse gas (GHG) emissions. In 2022, we set reduction targets and committed to;

- 40% reduction in absolute Scope 1 & 2 emissions by 2030, using the average of CSL's annual emissions across FY19-21 as the baseline; and
- we intend to ensure that suppliers who contribute 67% of our Scope 3 emissions, have set Scope 1 & 2 reduction targets aligned with the Science-based Targets Initiative, by 2030.

Both our targets are aligned to the goal of limiting global warming to 1.5 degrees Celsius.

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### 3 Implementation and oversight

The ‘corporate responsibility to respect human rights’ has been formulated in the United Nations Guiding Principles for Business and Human Rights (UNGPs), endorsed by a majority of countries in which CSL operates. Consequently, businesses are increasingly expected to adopt the human rights due diligence framework promoted by the UNGPs in order to demonstrate respect for human rights.

CSL is committed to implementing the human rights due diligence framework:

**Avoid causing or contributing to adverse human rights and environmental impacts** through our own activities, and address such impacts when they occur – and treat this responsibility as a legal compliance matter, regardless of whether legislation exists.

**Seek to prevent or mitigate adverse human rights and environmental impacts** that are directly linked to CSL’s operations, products or services through business relationships, even if CSL has not directly contributed to those impacts.

#### Due diligence

We are continually looking for opportunities to improve our approach to identifying and mitigating human rights and environmental risks in our direct operations and in our supply chain. As such, we continually seek opportunities to develop a flexible, strengthened yet sustainable, integrated framework over the longer term. The diagram below shows our current approach to monitoring human rights risk. As we undertake activities and learn from our own experiences, and those of our suppliers, and external partners, we will seek to refine our approach.



Area

Framework: key focus areas

**Policy**

- Continuously improve our existing policy framework in line with industry and legal expectations
- Raise awareness internally of human rights to support the identification and management of risk and influence ongoing management systems improvement in line with industry standards and legal expectations
- Work collaboratively with suppliers to increase awareness around human rights risk management and labour standards requirements
- Externally benchmark our due diligence efforts to drive continuous improvement

**Risk mapping**

- Identify potentially high-risk hotspots across sectors and geographies and hence partners, utilising existing and emerging external sources/platforms, engagement and other external approaches where relevant on the identification of human rights risks or violations
- Deepen our insights into the nature of existing and emerging hotspot risks (and how they can be mitigated) through participation in industry human rights and modern slavery workgroups and committees and as informed by advisors, NGOs, government and other stakeholder reports, etc
- Brief our relevant leadership regularly, or as needed, on emerging hotspot risks and possible risk management
- Assess how we might conduct due diligence on modern slavery and human rights risks in raw materials supply chains and pilot initial approaches

**Risk assessing**

- Utilise our Third Party Risk Management (TPRM) platform to generate initial supplier potential risk scores for new and existing suppliers
- Supplement TPRM risk assessments with other tools where appropriate
- Promote CSL's Speak Up hotline process (via CSL.com) to encourage employees and suppliers to speak up and report information about potential misconduct
- Leverage industry-based platforms for conducting risk assessments and influencing corrective actions

**Onsite investigation where needed**

- Collaborate in industry-based initiatives (such as the PSCI) that undertake social audits, such that resource impacts on suppliers can be minimised and managed
- Commission deeper-dive investigative onsite 'social audits' by human rights experts where potential risk of human rights may be identified and industry collaboration approaches may be insufficient due diligence
- Consider worker/affected persons representatives (e.g. modern slavery-focused charities and NGOs, relevant trade unions, etc.) to engage with to support training and monitoring of risk on potentially higher-risk sites

Area

Framework: key focus areas

**Remediation and continuous improvement**

- Engage suppliers on Corrective and Preventative Action Plan(s) (CAPA) to influence remediation where human rights risks (including gaps in management systems as identified through systems such as EcoVadis and questionnaires, but especially any actual improvement of worker conditions needed) are identified
- Support supplier capacity building if needed for remediation (including risk prevention) directly, or in industry collaborations or wider initiatives if more relevant
- Monitor through follow-up efforts (in collaboration where possible)
- Our businesses engage in a zero tolerance policy that influences sufficient urgent remediation for suppliers yet supports sourcing and purchasing teams to, in the worst cases, exit supplier relationships where CAPA plans are not agreed or ultimately executed to a standard that is unacceptable to CSL, i.e., where serious issues were not remediated despite significant engagement efforts
- Continuously improve systems to support/reward compliant suppliers with continued fair business
- Build internal capability through training, policy refinement and standard operating procedures

**Reporting, oversight, governance and process improvement**

- Drive operational accountability and cross-functional collaboration to support continuous improvement (e.g. through our Third Party Risk Management Governance Committee and leadership oversight)
- Integrate modern slavery risk management efforts into wider supply chain human rights due diligence in line with legislative and stakeholder expectations
- Comply with annual public disclosure of performance



## 4 Grievance mechanism

CSL's Speak Up Policy encourages all of CSL's past and current employees, directors, contractors, customers, both direct and indirect suppliers, and associates to report potential misconduct, which includes any suspected or actual misconduct or improper state of affairs or circumstances in relation to CSL, or an employee, officer, consultant or contractor of CSL. All reports made under Speak Up Policy are received and treated sensitively and seriously and will be dealt with promptly, fairly and objectively. Employees of CSL are required to undertake training on the CSL Speak Up Policy to encourage a safe-to-speak-up workplace.

Access to CSL's Speak Up hotline and webform is available on CSL.com.  
<https://secure.ethicspoint.com/domain/media/en/gui/73706/index.html>

## 5 External engagement

CSL is committed to collaborating with like-minded organisations to advance responsible business practices. We are an associate member of the Pharmaceutical Supply Chain Initiative (PSCI). The PSCI is a group of major pharmaceutical and healthcare companies who promote responsible practices to continuously improve social (labour standards), health, safety and environmental sustainable outcomes for their supply chains. This includes fair and safe work conditions and practices, responsible business practices, and environmental sustainability and efficient use of resources.

We are committed to integrating the PSCI Principles for Responsible Supply Chain Management. PSCI's Principles include those for human rights, ethics, labour, health and safety, environment and related management systems, which are then applied in a shared audit tool and working group committees to deepen work on issues.

We will explore other collaborations with civil society and human rights experts to advance our program maturity and most potential impacts to rights holders and other stakeholders.

## 6 Expectations of employees and third parties

CSL is committed to helping our employees and third parties to understand and abide by the principles and expectations contained within our Code of Responsible Business Practice and Third Party Code of Conduct. We will achieve this by means of periodic training to employees and making our expectations for the conduct of CSL business explicitly clear to third parties, through our communications and by reminding them to read our Third Party Code of Conduct.

We will seek to find appropriate and effective means of making this statement available to rights holders, including the availability of CSL's Speak Up (grievance) mechanism.

Further, this Statement will also be internally communicated to all employees, senior executives and members of governing bodies.

## 7 Oversight and monitoring

CSL's Global Leadership Group and the local general management of CSL's affiliates have responsibility for the day to day management of the organisation. This includes the adherence to policies and processes for our direct operations and in the management of third parties. CSL will deploy its three lines of accountability model to ensure adherence to expectations set out in this statement.

## 8 Statement validity

This Statement is effective from 20 December 2022, date of approval by CSL's Audit and Risk Management Committee.