

Driven by **Our Promise**

Modern Slavery Statement 2023/24

About our Statement

This Statement on Modern Slavery (the Statement)¹ describes:

- the structure, operations and supply chains of CSL;
- where CSL believes there may be risks of modern slavery in our operations and supply chains;
- the actions we have commenced to assess and address those risks; and
- how we assess the effectiveness of these actions.

The Statement is a joint statement in relation to the reporting period 1 July 2023 to 30 June 2024.

For the purposes of the Australian *Modern Slavery Act 2018* (Cth), this Statement is prepared by and for CSL Limited (ABN 99 051 588 348) and also for the reporting entities CSL Behring (Australia) Pty Ltd (ABN 48 160 734 761) and Seqirus (Australia) Pty Ltd (ABN 66 120 398 067).

For the purposes of the United Kingdom *Modern Slavery Act* 2015, this Statement is prepared by and for CSL Behring UK Limited (01622483), Seqirus UK Limited (09614642), Seqirus Vaccines Limited (03970089) and Vifor Pharma UK Limited (06514784).

For the purposes of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, this Statement is prepared by and for CSL Behring Canada Inc (86948 8171 RC0001).

For the purposes of this Statement, 'CSL', 'we', 'us' and 'our' collectively refer to CSL Limited and its key businesses, CSL Behring, CSL Plasma, CSL Seqirus and CSL Vifor (and include all relevant reporting entities for this Statement). This Statement also describes practices that are common to CSL's other controlled entities and CSL-managed joint venture operations (together with CSL, referred to as the 'Group' or the 'CSL Group'). For a list of CSL Limited's subsidiaries and where they are incorporated, refer to page 136 of the 2024 Annual Report.

Modern slavery is used to describe serious forms of exploitation where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Types of serious exploitation include trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services, and child labour.

The International Labour Organization further defines forced labour as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.

The Statement has been prepared for the purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, Australian Modern Slavery Act 2018 (Cth), United Kingdom Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010. For the purposes of the Statement, CSL has considered the definition of modern slavery in each of these legal instruments.

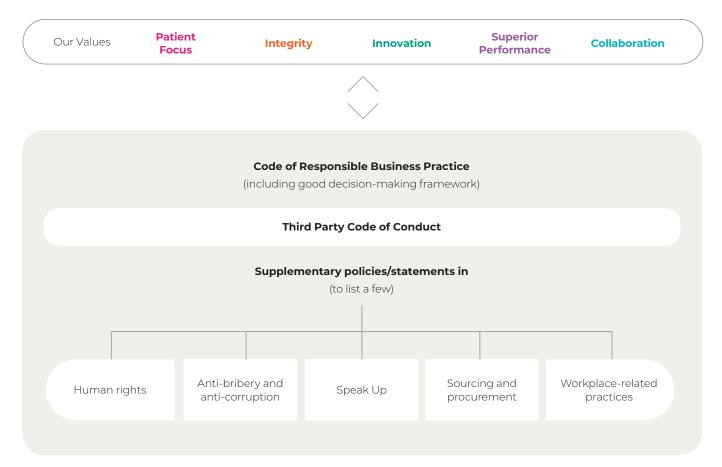
Organisational structure

CSL Limited is the parent of the CSL Group and its registered office is headquartered in Melbourne, Australia. It is incorporated in Australia, listed on the Australian Securities Exchange (ASX) and is a constituent of the S&P/ASX 20 index.

CSL is a global biotechnology company with a dynamic portfolio of life-saving medicines, including those that treat haemophilia and immune deficiencies, vaccines to prevent influenza, and therapies in iron deficiency and nephrology. Since our beginning in 1916, we have been driven by our promise to save lives using the latest technologies. Today, CSL provides life-saving products to more than 100 countries and employs 32,698 people in 43 countries². Our unique combination of commercial strength, research and development focus and operational excellence enables us to identify, develop and deliver innovations so our patients and global communities can live life to the fullest.

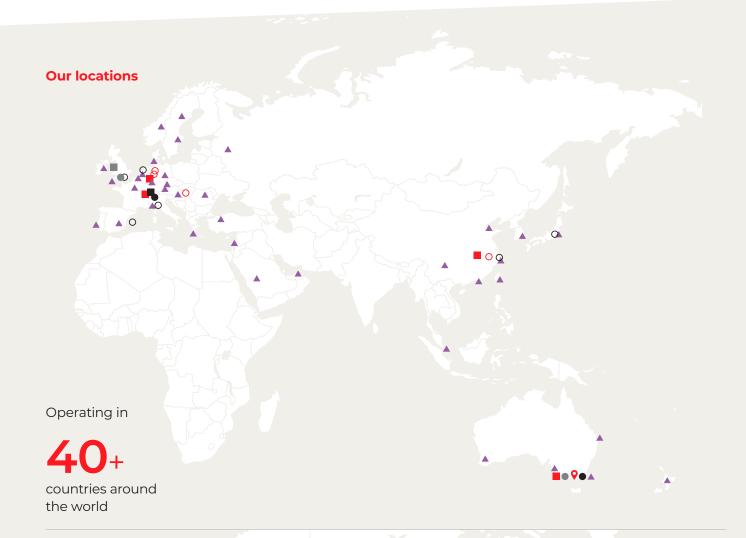
Our policy approach

CSL's Group Values, the Code of Responsible Business Practice and related policies shape CSL's approach to responsible business conduct.



Our Code of Responsible Business Practice is available to employees across several mediums including:

- electronic copies translated into 14 languages available on CSL's intranet and CSL.com;
- · printed copies at offices across our global operations; and
- a custom designed e-learning module accompanied by a decision-making framework e-learning module, available to all existing and new employees.



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CSL Behring & CSL R&D Australia China Germany Switzerland United States

O CSL Plasma China Germany Hungary Puerto Rico United States

CSL Vifor & CSL R&D Switzerland

• CSL Vifor Switzerland

CSL Seqirus & CSL R&D United Kingdom United States

CSL Seqirus Australia

United Kingdom

O CSL R&D Australia

China Italy Japan Netherlands Spain United Kingdom United States

 Regional Sales and/or Distribution

Head Office

Melbourne, Australia

CSL Group includes the following businesses



CSL Behring is a global biotherapeutics leader driven by CSL's promise to save lives. Focused on serving patients' needs by using the latest technologies, CSL Behring discovers, develops and delivers innovative therapies for people living with conditions in the immunology, haematology, cardiovascular and metabolic, respiratory, and transplant therapeutic areas. CSL Behring uses three strategic scientific platforms of plasma fractionation, recombinant protein technology, and cell and gene therapy to support continued innovation and continually refine ways in which products can address unmet medical needs and help patients lead full lives.

CSL Behring operates CSL Plasma, one of the world's largest plasma collection networks.



As one of the leading influenza vaccine providers in the world, CSL Seqirus is a major contributor to the prevention of influenza globally and a transcontinental partner in pandemic preparedness.

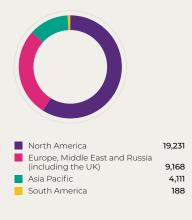
CSL Seqirus operates state-of-the-art production facilities in the US, the UK and Australia and uses both egg-based and cell-based manufacturing technologies as well as a proprietary adjuvant. It has leading research and development (R&D) capabilities, a broad and differentiated product portfolio and commercial operations in more than 20 countries.



CSL Vifor is a global partner of choice for pharmaceuticals and innovative, leading therapies in iron deficiency and nephrology. CSL Vifor specialises in strategic global partnering, in-licensing and developing, manufacturing and marketing pharmaceutical products for precision healthcare, aiming to help patients around the world lead better, healthier lives. Headquartered in St Gallen, Switzerland, CSL Vifor also includes the joint company Vifor Fresenius Medical Care Renal Pharma (with Fresenius Medical Care).

Our workforce breakdown

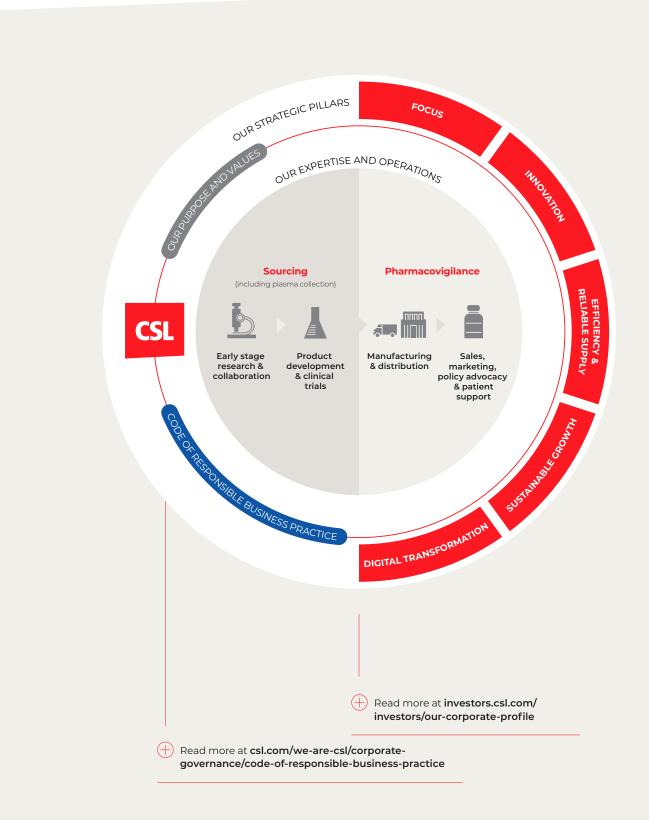
(headcount as at 30 June 2024)





Our value chain

We achieve value creation through high product quality, focused innovation capabilities, operational excellence and global commercial strength. Plasma donors provide critical raw material for our protein-based therapeutics, while partners and collaborators support innovation and CSL's portfolio diversification. Employees and a diverse range of third parties enable value creation by facilitating and driving our business activities.



Our operations at a glance

CSL's key businesses and unique capabilities are as follows:

Headquarters	Total headcount ³	Key operations and activities
CSL Limited Headquarters Australia	714	 Early-stage research and development Corporate head-office support (including company secretary, governance, finance and legal, risk and corporate affairs)
CSL Behring Central office US	11,416	 Sourcing Research and Development (R&D) Product manufacturing – five facilities located in Australia, China, Germany, Switzerland and the US Contract manufacturing Warehousing, transport and logistics Commercial operations Key products: PRIVIGEN®, ALBUREX®, HIZENTRA®, IDELVION®, KCENTRA®, HAEGARDA®
CSL Plasma Central office US	15,583	 Sourcing Plasma donor management Product manufacturing – plasma collection centres located in China, Germany, Hungary and the US Warehousing, transport and logistics Commercial operations
CSL Seqirus Central office UK	3,421	 Sourcing R&D Product manufacturing – three facilities located in Australia, the UK and the US Contract manufacturing Warehousing, transport and logistics commercial operations Key products: FLUAD[®], FLUCELVAX[®], AFLURIA[®]
CSL Vifor Central office Switzerland	1,554	 Sourcing R&D Product manufacturing – one facility in Switzerland Contract manufacturing Warehousing, transport and logistics Commercial operations Joint company with Fresenius Medical Care to form Vifor Fresenius Medical Care Renal Pharma & Vifor Fresenius Kabi (Beijing) Pharmaceutical Consulting⁴ Key products: KORSUVA, VELTASSA®, VELPHORO®, FERINJECT®, VENOFER®

Supporting our businesses are CSL's enabling functions, consisting of: Finance; Human Resources; Sourcing and Procurement; Legal; Information & Technology (I&T); and Corporate & External Affairs.

CSL does not undertake external financing activities.

^{3.} As at 30 June 2024.

Vifor Fresenius Medical Care Renal Pharma has combined Vifor Pharma's (now CSL Vifor) expertise in pharmaceuticals with the skills and infrastructure of Fresenius Medical Care (FMC). Joint company ownership sits at 55% CSL Vifor and 45% FMC. In 2020, Vifor Pharma (now CSL Vifor) announced a strategic partnership with Fresenius Kabi to form a joint company in the People's Republic of China. The joint company, Vifor Fresenius Kabi (Beijing) Pharmaceutical Consulting Co. Ltd., is owned 55% by CSL Vifor and 45% by Fresenius Kabi and focuses on marketing, market access and medical affairs for medicinal products.

Our supply chains

Across our global operations we work with more than 35,000 suppliers segmented in the following categories:

- indirect refers to expenses incurred for materials, services (including clinical trials) and maintenance required to operate the business, such as professional services, facilities management services (including cleaning services and security services), sales and marketing support, business travel, information technology, commercial spend and support to the CSL Plasma centres;
- direct involves the procurement of goods, materials, logistics and services directly related to the manufacture and/or production of goods and/or services that CSL manufacture, such as packaging, chemicals, medical devices, filters, gels and ingredients and our contract manufacturing partnerships; and
- capital and engineering goods and services related to new plant and equipment and its ongoing maintenance, engineering goods and services to ensure our production lines remain operational and fit for purpose.

Our relationships with our suppliers vary from short-term engagements to long-term contractual agreements, as guided by our supplier management plan.

Spend by category*

Category	%	Top two sub-categories
Capital and engineering	17	Construction and engineeringFacilities services
Indirect	58	 Research and development Plasma
Direct	25	Contract manufacturingLogistics

⁶ Using 2024 financial year invoice data spend. 'Indirect' includes Corporate Services, Professional Services, Corporate Spend and services and products that support plasma collection and does not include plasma donor payments.

Spend by business unit*



* Using 2024 financial year invoice data spend.

Spend by region*



 Using 2024 financial year invoice data spend. 'Others' includes items with no country/region assigned in spend data. Due to rounding percentages do not equal 100.

+ You can find more information on CSL, our operations and our strategic priorities, including our recent financial and non-financial performance, in our 2024 Annual Report on **CSL.com**



Identification of modern slavery risks in our operations and supply chains

CSL is committed to identifying and mitigating, where possible, the risk of modern slavery in its operations and supply chains. In December 2022, CSL's Audit and Risk Management Committee of the Board approved CSL's first standalone Human Rights Statement. The Human Rights Statement builds on the rights of key stakeholders detailed in CSL's Code of Responsible Business Practice and sets out our approach for human rights due diligence.

We continue our program of refining available technology and processes to support due diligence for new suppliers and for existing suppliers and other partners. Over the reporting period, we conducted the following activities to identify possible modern slavery risks in our own operations and supply chains and have taken actions to assess and address those risks.

Our operations

Over the reporting period, there have been no material changes to the composition of CSL's direct workforce since our first modern slavery statement. Over 90% of CSL's direct workforce are permanent employees, with a minority on fixed-term employment contracts due to the seasonal nature of manufacturing for some of our product lines (such as influenza vaccines).

Irrespective of an employee's location or business unit, employment practices are governed and managed by human resources. Supervisors/managers are supported by regional centres of excellence when contracting employees and have access to a broad library of approved practices (tools, guidance documents and standard operating procedures) for the recruitment, hiring, management and retention of directly supervised employees.

At a number of our sites, some workers are members of independent trade unions or works councils recognised by our management, and with which management retain ongoing dialogue regarding workforce conditions. These sites are located in Australia (Melbourne), the UK (Liverpool), Germany (Marburg) and the US (Kankakee).

As with prior years, given the nature of CSL's oversight and control over the Group's direct workforce, we do not consider our own operations to be a significant area of modern slavery risk.

Actions taken to assess and address risks in CSL's operations

Speak Up Policy

On World Day Against Child Labour – a United Nations day of observance on 12 June 2024 – we shared CSL's Human Rights Statement and access to CSL's Speak Up Policy with all employees, reiterating our commitment to responsible employee working conditions, employee relations and business conduct across our supply chain. CSL is committed to ensuring that employees, contractors, suppliers and business partners are able to raise concerns regarding any potential misconduct and to have such concerns appropriately investigated. This commitment is implemented through CSL's Board-approved Speak Up Policy. The Speak Up Policy contains mechanisms – including a global 24/7 telephone and internet hotline service available on **CSL.com** – for employees, contractors, suppliers and business partners to raise concerns in a confidential and anonymous manner (where permissible by law) without being subject to any form of detriment or retaliation. CSL's Speak Up Hotline can be accessed by toll-free numbers or online and is promoted periodically through employee communications and trainings. Over the reporting period, all employees were required to undertake annual training on CSL's Speak Up Policy.

Measures to remediate the loss of income

During the reporting period, through our Speak Up Hotline, no reports related to human trafficking, slavery, forced labour or child labour in our global operations were received. As a result, CSL did not need to undertake measures to remediate loss of income to the most vulnerable rightsholders in our operations and supply chains.

Training

In addition to providing employees with annual training on CSL's Speak Up Policy, over the reporting period the following training was to be undertaken by all employees:

- CSL's ethics-based Good Decision-Making tool. The tool weaves together CSL's Purpose, Values and Decision-Making Principles to establish a clear point of reference when making decisions across the organisation.
- CSL's Global Sourcing and Procurement Policy. The Policy sets out CSL's expectations when engaging with suppliers across a multitude of areas including risk management and compliance.
- CSL's Third Party Risk Management (TPRM) framework and approach. In addition to providing an overview of the standard operating procedure and the risk domains covered (which include modern slavery and human rights), the training includes the identification of risk and options for risk treatment.

A subset of CSL's workforce, based on area of accountability, received training on:

 Supporting Human Rights – The Ethical and Legal Choice. The training alerts employees to some of the warning signs of human rights breaches in the supply chain such as significantly favourable supplier pricing and terms compared with competitors and a reluctance to share details about staff and work locations.

Identification of modern slavery risks in our operations and supply chains

Our supply chains

CSL has reduced visibility and control over workers who are not part of CSL's direct workforce and supervised by CSL supervisors/managers. Our supply chain workers may be less aware of their rights and, consequently, susceptible to exploitation. CSL recognises that with a supplier base of more than 35,000 constituents across a diverse set of industries and geographies, there is potential for modern slavery risks. As a result, our effort and commitment to continuous improvement is enduring.



Countries at risk Modern slavery risk mapping previously undertaken and updated in 2023 indicates that CSL could have very high risks for modern slavery in sectors such as warehousing, logistics, manufacturing, or raw materials production (especially where foreign migrant workers are utilised). Utilising external sources such as EcoVadis data and the Global Slavery Index (2023), countries identified as being high risk include China, Colombia, South Korea and Turkey. In our 2023 Statement, the countries of Egypt, Honduras, India, Iran and Myanmar (Burma) were listed as high risk but subsequently determined to be countries where CSL engages with distributors rather than suppliers. Distributors are typically recognised as customers of CSL and not suppliers.

In countries where a larger portion of our suppliers originate, we expect some risk of modern slavery (primarily of foreign migrant workers) in our sector and supply chain footprints listed below. These countries include Germany, the UK and the US.



Goods and services at risk We believe the following sectors are at high risk of modern slavery:

- third-party logistics, such as freight, courier, warehousing and transport;
- manufacturing, especially some finished product component providers (glass, vials, personal protective equipment) and machinery;
- · facilities services (e.g. cleaning, construction, capital and equipment);
- · construction, specifically materials and services;
- recruitment agencies; and
 - ICT hardware.

Within the above sectors, we consider industries and suppliers with a heavy reliance on subcontracting, where there is less visibility of labour practices and/or the use of foreign/migrant workers recruited through an agent/agencies, to represent a potential for higher modern slavery risk.

CSL regularly updates our understanding of countries and sectors of highest risk using available information from EcoVadis and other external sources, such as the Global Slavery Index and insights from the Business & Human Rights Resource Centre and other third party sources that marry country and sector risk data sets. Our partnership with EcoVadis provides access to data points resulting from worldwide assessments and interrogation of external data sources relevant to ESG aspects evaluated by the platform.



Actions taken to assess and address risks in CSL's supply chains

Due diligence

To support risk management practices and our due diligence approach across our supply chains, CSL operates an end-to-end process for the assessment of high-risk and critical third parties across a number of risk domains (e.g. trade compliance, data privacy, anti-bribery and anti-corruption, cyber security, environmental, and social and governance (ESG) risks), including the implementation and ongoing refinement of a risk management system. Our enterprise-wide third-party risk management (TPRM) platform centralises the onboarding of third parties (including suppliers) based on third-party criteria, such as the type of supplier. For ESG related responses, a residual risk assessment is undertaken in EcoVadis when supplier responses to the inherent risk questionnaire reach specific thresholds or affirmative responses to certain questions are recorded.

CSL's TPRM Working Group, comprised of functions such as procurement, sustainability, legal, risk and ethics & compliance, human resources, quality and trade compliance, oversees day to day operations of the platform and its workflows. CSL also has a TPRM Governance and Oversight Committee, which is chaired by CSL's Chief Procurement Officer and comprises functional specialists from across the organisation, to provide decision-making support and monitor performance across the platform and interconnected elements. This Committee is charged with ensuring clear processes and escalation mechanisms are endorsed and in place for the management of third parties, so that all can be appropriately screened and assessed in line with specified criteria before conducting business with CSL.

Identification of modern slavery risks in our operations and supply chains

Other actions

Over the reporting period, the following activities were undertaken to assess and address identified modern slavery risks.

- We continued to utilise CSL's TPRM platform to risk assess new suppliers across the above-mentioned risk domains, adopting EcoVadis for deeper residual risk assessment screens across ESG specific topics (environment, labour and human rights, ethics and sustainable procurement). Additionally, we regularly reviewed the performance of the TPRM platform from both a throughput and workflow/process perspective, recognising there are a number of enhancements needed to ensure efficient follow-up and review of risk outcomes. A number of enhancements to the TPRM platform were identified in a cross-functional workshop in early 2024, including integration of CSL Vifor suppliers in early July 2024.
- As CSL's TPRM platform is currently dedicated to the onboarding of new suppliers, over the reporting period just under 19,500 incumbent (existing, but excluding CSL Vifor) suppliers underwent an inherent risk assessment utilising a new tool acquired by CSL, EcoVadis IQ Plus. This new data set provided CSL with a number of avenues to further assess existing suppliers across TPRM risk domains including ESG.
- We piloted a third-party Artificial Intelligence (AI)-based software solution to assist in the identification
 and risk screening of supplier information beyond the tier one suppliers (down to at least tier three
 suppliers). Mapping suppliers down the supply chain, beyond tier one suppliers, is a medium- to
 long-term objective. We believe risk screening beyond tier one suppliers is a valuable input to more
 efficiently and effectively prioritising further actions and to identifying and remediating risks of
 modern slavery.
- We continued to collaborate with human rights/social impact experts to enhance our approach to assessing modern slavery and human rights risks in our supply chain, specifically options for prioritising outcomes resulting from CSL's assessment of existing suppliers.



In addition to technology partners such as EcoVadis, to further enhance our approach to supplier risk, CSL is 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 labour standards, health, safety and environmentally 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. CSL participates in a number of topic teams, such as Environment and Human Rights. These teams share knowledge and undertake a range of projects to advance best practice and address emerging issues/topics. As a member, CSL has access to member-based audits of suppliers. These audit results supplement our TPRM and EcoVadis risk management processes.

Monitoring and assessing the effectiveness of our actions

Assessing the effectiveness of our efforts helps to inform areas for improvement and drive quality outcomes. We have made modest progress since reporting began and recognise the opportunity for deeper risk assessments and interrogation of our supply chains. Future efforts to assess risk across our existing supply chains will enhance our practices and build greater capability across the organisation.

How we monitored progress and assessed the effectiveness of our actions



 Supported CSL's dedicated TPRM Working Group and TPRM Governance and Oversight Committee with legislative developments and external subject matter expertise on best practice approaches, including environmental and human rights due diligence.

Governance Policy approach

Employee training Feedback loops Benchmarking

- Completed the UK Government–provided Modern Slavery Assessment Tool to understand areas of
 strength and improvement in our approach to identifying and managing modern slavery risks.
- Appointed a Human Rights Officer to support the review and monitoring of CSL's due diligence approach.
- Satisfied, with no follow-up action required, a standard request by the German Federal Office for Economic Affairs and Export Control on CSL's approach to elements of the German Act on Corporate Due Diligence Obligations in Supply Chains, which seeks to address forced and child labour in addition to other environmental and human rights aspects.



Risk assessment Screening capability Auditing measures

- Expanded our due diligence of suppliers from new to incumbent and explored solutions to map beyond CSL's tier 1 suppliers.
- Continued and improved analysis and data reporting of TPRM workflow outcomes, including governance of risk management practices at the functional level.
- Leveraged PSCI's audit program to inform and scale our own risk management practices.



- **Monitoring** Corrective actions Framework effectiveness Industry participation
- Acquired new technology tools to expand our understanding of supplier risk across the supply chain. Improved internal reporting capability to identify trends and/or suppliers for follow-up action. Specifically, we developed a workflow for real-time monitoring of EcoVadis-assessed suppliers via their 360° Watch Findings – an intelligence and monitoring tool for assessed companies or those with shared scorecards.
- In 2023 in a study undertaken by the Monash Business School (Modern Slavery Disclosure Quality, November 2023), CSL achieved a disclosure rating of C out of a six-graded rating scale with A being the highest (within the Health Care category of the ASX100, one received an A, two were rated B, three were rated C, with one rated E).

Consultation

Other information

We continue our practice of providing oversight of our efforts via CSL's management team. CSL's Global Leadership Group (GLG), led by the Chief Executive Officer and Managing Director, has oversight of the Group, including each of the reporting entities covered by this Statement and their controlled entities.

The GLG is responsible for Group functions such as human resources, risk, ethics and compliance, information and technology, legal, sustainability, strategy and environment, and health and safety. As a result, consultation with each of the reporting entities covered by the Statement and their controlled entities was undertaken at a leadership and functional level. This included providing the Statement to the GLG for comment prior to it being put to the Board of Directors of CSL Limited for review and approval.

CSL also operates a centralised sourcing and procurement operating model that supports all functions and business units. The function is organised by category at a regional and local level and does not deviate by business unit.

CSL's Third-Party Risk Management (TPRM) Working Group, comprised of leaders and heads of function from across the Group, helps steer our efforts to improve and integrate environmental, social and governance risk identification across the Group, including in relation to modern slavery. In support of Board approval, this Statement was also reviewed and endorsed by the Board of each of the Australian reporting entities listed. This process seeks to ensure awareness, oversight and accountability across the business. Each year, we voluntarily register our Statement on Modern Slavery with the UK Home Office Modern Slavery Statement Registry. This process is facilitated by the applicable CSL Behring, CSL Seqirus and CSL Vifor entities operating to similar disclosure requirements to that of Australia within the UK.

Statement approval

This Statement was reviewed and approved for each reporting entity by the Board of Directors of CSL Limited on 19 December 2024 and signed on its behalf by:

B.J. M. Kingie

Paul McKenzie CEO and Managing Director CSL Limited

Attestation

Fighting Against Forced Labour and Child Labour in Supply Chains Act also known as Canada's Modern Slavery Act

Company: CSL Behring Canada Inc. Reporting year: 1 July 2023 to 30 June 2024

To whom it may concern:

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), CSL Behring Canada Inc. submits the attached report. This report was finalised in December 2024, accepted and signed by the CSL Limited Board of Directors. CSL Limited is the parent company of CSL Behring Canada Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind CSL Behring Canada Inc.

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Paul McKenzie CEO and Managing Director CSL Limited

19 December 2024

CSL.com