

The background of the entire page is a photograph of three business professionals sitting at a table in a meeting. On the left, a man with a shaved head and a beard, wearing a blue suit, is looking down. In the center, a woman with long dark hair, wearing a white sleeveless top, is smiling and looking towards the camera. On the right, a man with glasses and a balding head, wearing a dark suit, is looking towards the woman. The setting appears to be a modern office with large windows in the background.

CSL

CODE OF CONDUCT

This document was formerly known as the
Code of Responsible Business Practice.

CEO MESSAGE



Dear Colleagues,

I am pleased to share with you the fifth edition of our CSL Code of Conduct. Like our first four editions, this important publication has been approved by the Board and carries our full support and commitment. This document was formerly known as the Code of Responsible Business Practice.

All of us at CSL take pride in our Values-based culture, a unique trait that sets us apart. Each day, I am inspired by the ways in which we embody these Values, as we remain unwavering in our mission to deliver enduring patient impact and safeguard public health. Our dedication not only defines what we do — driving scientific breakthroughs and enhancing public health — but also how we do it, with integrity and accountability.

Our Values — Patient Focus, Innovation, Collaboration, Integrity, and Superior Performance — serve as our guiding compass. This Code of Conduct is our roadmap for making Values-driven, fair and thoughtful decisions. Together, our Values and this Code empower us to uphold the highest standards of conduct throughout our organisation.

Let's continue this journey together, embracing our Values and making a difference in the world.

Paul McKenzie
CEO and Managing Director
CSL Group

CONTENTS

1	Our Purpose and Values	4	4	Our Patients and Donors	14
1.1	Scope and Objective of this Code	5	4.1	Patient Focus and Public Health	15
1.2	CSL's Purpose and Values	5	4.2	Donors	15
1.3	How We Will Use This Code	6	4.3	Labelling, Product Claims and Disclosure	15
2	Conduct Business with Integrity	7	4.4	Interactions with Healthcare Professionals	15
2.1	Internal Controls and Reporting	8	4.5	Research and Development	16
2.2	Protection of Assets and Information	8	4.6	Bioethics	16
2.3	Privacy	8	4.7	Advances in Science and Technology	16
2.4	Continuous Disclosure	9	4.8	Animal Welfare	16
2.5	Trading in Securities	9	4.9	Clinical Trials	17
2.6	Competition	9	4.10	Pharmacovigilance	17
2.7	Conflicts of Interest	9	4.11	Quality	17
2.8	Bribery and Corruption	9	4.12	Supply Chain	18
2.9	Trade Compliance	10	4.13	Counterfeit Products	18
2.10	Intellectual Property	10	5	Healthy Communities and Healthy Environment	19
2.11	Responsible Use of AI	10	5.1	Human Rights	20
2.12	External Stakeholder Relations	10	5.2	Community Contributions	20
3	Our People	11	5.3	Climate Change	20
3.1	Employee Representation	12	5.4	Environment	20
3.2	Legal Entitlement and Minimum Wage	12	6	Compliance with the Code	21
3.3	Workplace Standards	12	6.1	Speaking Up	22
3.4	Professional Behaviour	13	6.2	Breaches of the Code	22
3.5	Employee Rewards	13			

1

OUR PURPOSE AND VALUES

All of us at CSL care deeply about the work we do, the patients and communities we serve, the partners we collaborate with and the shareholders we reward. Our strategic ambition is to deliver enduring patient impact addressing areas of high unmet medical need. Our purpose underpins this culture.



1.1 Scope and Objective of this Code

This Code connects our Purpose, Values and governance framework to a guiding test focusing on whether we 'should' make certain decisions, rather than simply whether we 'can'.

It provides a foundation for how we act, solve problems, and make decisions.

This Code applies to all CSL employees, our Directors and our contractors. It applies to how we work together, how we interact internally and how we interact with our external stakeholders.

Compliance with this Code is mandatory, and failure to comply may result in disciplinary action, up to and including termination of employment.

We all have a responsibility to act in line with the CSL Values.



We are committed to making sure our experience at CSL, and the way we conduct business, is aligned with our Purpose and Values and complies with this Code and relevant laws and regulations.

We will:

- Understand and live by the Code.
- Embrace our Purpose and Values to allow us to conduct business in line with our expectations.
- Ask questions if anything is unclear.

You should not hesitate to speak to your manager or a colleague if you are unsure or have concerns.



1.2 CSL's Purpose and Values

We continuously innovate to develop and deliver medicines to protect, improve, and save lives around the world.

Patient Focus



We deliver on our promise to patients by developing therapies that address their unique challenges and improve their overall quality of life. As a global biotechnology company, our commitment to our patients is unwavering. We listen closely to understand their needs and strive to provide meaningful benefits through our innovative treatments.

Innovation



Innovation is central to CSL's mission. We invest heavily in advanced technologies to develop new and better products, supporting a continuous pipeline of safe, effective, and life-saving medicines. Our dedication to research and development drives us to explore novel therapeutics and improve existing ones, keeping us at the forefront of medical advancements.

Integrity



We always strive to do the right thing for our patients, communities, shareholders, and employees. Acting honestly and transparently is fundamental to our operations, and we adhere to high ethical standards. We build trust by holding ourselves accountable and embracing sustainable practices that respect our planet and its people.

Collaboration



We value diverse perspectives and foster an inclusive environment where all voices are heard. Partnering with the broader medical community, we invest in education, clinical research, and scientific exchange to improve lives. Our collective strength is maximised when we work together, challenge assumptions, and unite as a cohesive team.

Superior Performance



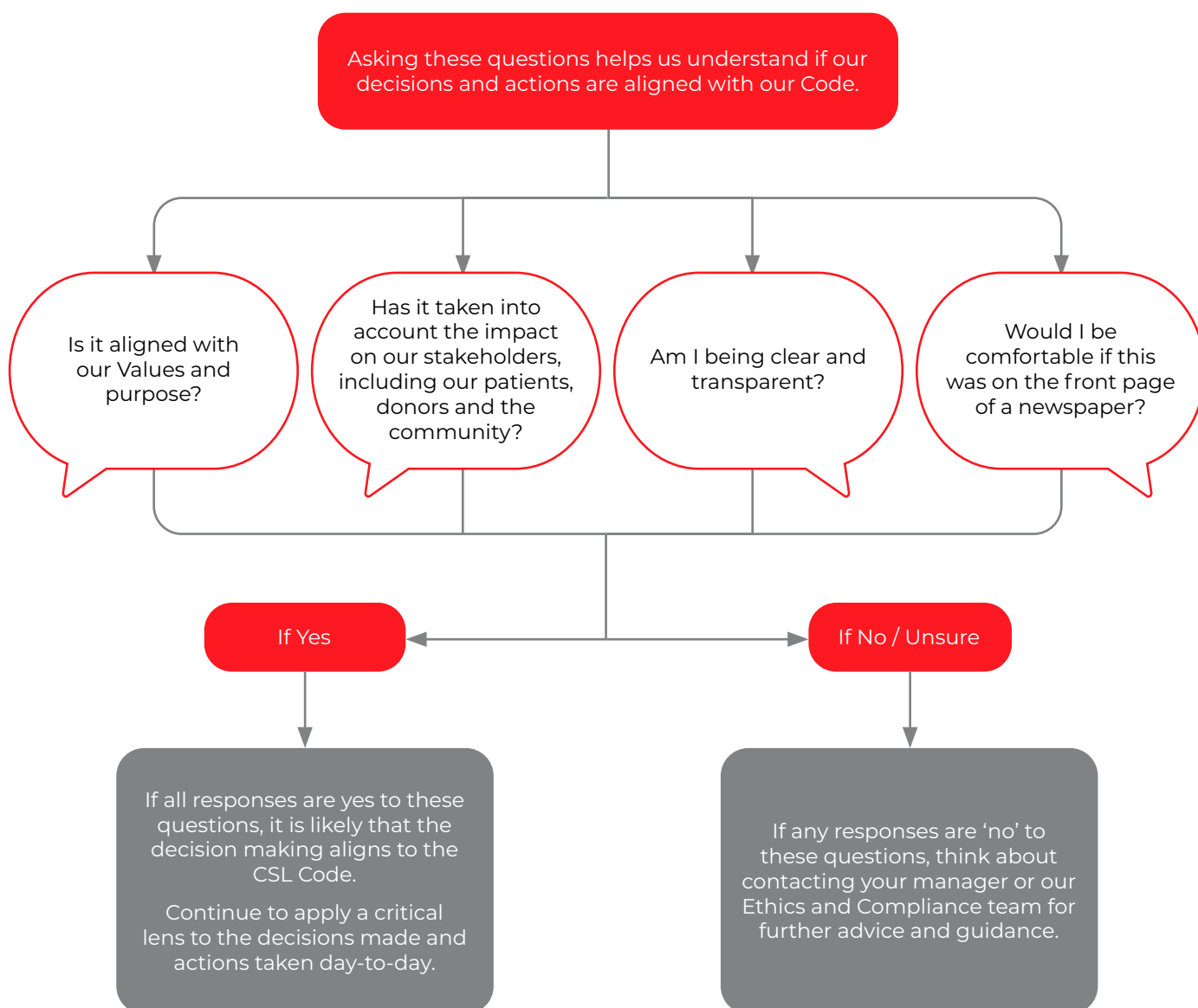
We aim for excellence in everything we do, whether in products, finance, operations, or the workplace. We recognise and reward outstanding performance, encouraging our employees to invest in their well-being and strive for continuous improvement. By fostering a culture of excellence and growth, we achieve superior results as individuals and as a team.

1.3 How We Will Use This Code

At CSL, doing what's right goes beyond simply asking 'Can We?'. By asking 'Should We?' we reinforce our commitment to making ethical, Values-based decisions — an essential part of CSL's Good Decision- Making Framework.

Applying this test to our decision-making process helps us act with integrity and sound judgment, making sure that our actions align with our Values. Our stakeholders trust us to uphold this Code.

By consistently asking 'Should We?' we reaffirm our dedication to making the right choices.



2

CONDUCT BUSINESS WITH INTEGRITY

We conduct our business in an ethical and transparent way, through our commitment to governance, compliance with all applicable laws, regulations and industry standards.

CSL maintains the highest standards of corporate governance as part of its commitment to maximise shareholder value. For more information scan the QR code.



Relevant Policies and Procedures which support conducting business with integrity:

- Anti-Fraud Policy
- Anti-Bribery and Anti-Corruption Policy
- Continuous Disclosure Policy
- Data Protection Policies
- Interactions with Healthcare Professionals and Healthcare Organisations Policy
- Privacy Policy and Framework
- Protection of Assets and Information Policy
- Records Management Policy
- Records Retention Schedule
- Risk Oversight & Management Policy including the Enterprise Risk Management Framework
- Securities Dealings Policy
- Trade Compliance Policy

At CSL, we take legal and regulatory compliance very seriously. Violating the law can result in serious consequences, including fines or imprisonment.

Such conduct is considered serious misconduct at CSL and may lead to disciplinary action, up to and including termination.





2.1 Internal Controls and Reporting

It's important that all our business records provide a fair, true, and accurate reflection of our business.

Keeping accurate and complete records isn't just a legal obligation — it also supports effective management and helps build trust with our stakeholders, including patients, customers, donors, regulators, and investors.

Each of us is responsible for managing both electronic and paper records in line with our Records Management Policy and Records Retention Schedule.

Our internal controls reduce the risk of fraud or misconduct, and ensure we meet our legal and regulatory responsibilities.

2.2 Protection of Assets and Information

To keep our systems secure, only CSL-approved software should be installed on CSL devices. CSL-owned or leased assets remain CSL property and will be returned if requested or when employment ends.

Personal use of CSL devices is allowed, as long as it doesn't interfere with your work, happens during personal time, and avoids any inappropriate content.

In line with applicable laws, CSL may monitor the use of internet, applications, and networks to help safeguard against misuse and ensure that activity aligns with our policies. Our facilities, equipment, and assets must be maintained and secured against theft, misuse, and unauthorised disclosure.

2.3 Privacy

2.3.1 Privacy of Information

We safeguard and protect the privacy of the individuals we interact with, including our employees, patients, plasma donors, healthcare professionals, collaborators, and third parties.

We comply with all applicable local laws when processing and transferring personal data and confidential information.

We only collect necessary personal information in a responsible manner and only disclose or use it for CSL approved purposes.

Our policy and compliance training programs are here to support us with the tools and information needed to understand our responsibilities around managing personal information. We count on everyone to handle confidential and personal information with care, respecting the privacy of what we learn in the course of our work.

2.3.2 Data Ethics and Security

We're committed to handling data with transparency and care. We clearly explain why we collect data and ensure it's used only for legitimate business purposes.

We maintain the highest ethical and legal standards in collecting and managing data from our patients, plasma donors, healthcare professionals, clinical trial participants, employees, and others who trust CSL with their data.

We protect data from unauthorised access, misuse or disclosure. To safeguard our information systems, we implement robust security measures and enforce strict compliance with our data protection policies.



2.4 Continuous Disclosure

As a company listed on the Australian Securities Exchange (ASX), CSL is committed to timely and transparent communication. We promptly disclose any information that a reasonable person would expect to have a material impact on the value of CSL securities, in line with ASX Listing Rules and global regulations.

2.5 Trading in Securities

We comply with insider trading laws and promote ethical and responsible trading of CSL shares. Directors and members of the Global Leadership Group are subject to minimum shareholding requirements, and all employees are encouraged to consider long-term shareholding.

Some of us at CSL, through our work, may have access to information which is not publicly known, and which could affect CSL's share price. This may include confidential, price-sensitive information—such as details about financial performance, major contracts, mergers, acquisitions, or R&D milestones. To trade in CSL shares when in possession of such knowledge is illegal.

Similarly, some of us at CSL may be involved in confidential activities such as due diligence or a particular transaction or project that gives us access to inside information related to another company. To trade in those other company's shares when involved or having an awareness of those confidential activities is also illegal.

Our Securities Dealing Policy outlines these responsibilities. It's important to remember that insider trading is a serious crime.

2.6 Competition

Fair competition is central to CSL's values and reputation. We avoid any practices that could be seen as misleading, unfair, or that may unlawfully limit healthy competition.

2.7 Conflicts of Interest

We ask employees to put CSL's interests first and avoid situations where personal interests could influence — or appear to influence — decisions made on behalf of the company.

Importantly, a situation can be identified as an actual or potential conflict even before any compromise occurs and should be disclosed to your manager, CSL Legal, or Ethics and Compliance. Senior Management must review and document any steps taken to manage conflicts. Approval is also required before engaging in any outside employment, to avoid potential or perceived conflicts.

2.8 Bribery and Corruption

CSL takes a zero-tolerance approach to bribery and corruption. Offering, paying, soliciting or accepting bribes, facilitation payments, or personal favours — regardless of value — is prohibited.

Our interactions with healthcare professionals focus on benefiting patients. We do not promise, offer, or provide money, gifts, services, hospitality, or any items of value to improperly influence or reward the prescription, use, administration, purchase, or recommendation of our products. When we engage healthcare professionals for their services, we are committed to compensating them at fair market value.

2.9 Trade Compliance

We comply with all applicable international trade regulations, including customs controls, imports and exports, and sanctions.

Not following these regulations can lead to serious consequences, including civil and criminal penalties and loss of export privileges.

To help us stay compliant, we regularly screen third parties, customers, and employees against government sanction lists. Because trade regulations can be complex, we encourage employees to reach out to CSL's Global Trade Compliance team or CSL Legal with any questions or concerns. It's always better to ask if you're unsure.

2.10 Intellectual Property

We take the protection of intellectual property seriously and comply with all applicable laws.

The establishment and protection of intellectual property underpins our investment in research and development. We establish and protect patents, trademarks, designs, copyright, trade secrets, regulatory exclusivities and confidential information, providing employees with the necessary tools and processes to protect our assets.

We require our employees to assign and transfer any intellectual property developed during their employment or derived from our intellectual property to CSL in accordance with applicable laws and regulations.

We have formed strategic global partnerships to enhance our expertise and advance the science and prospects for successful product development.

CSL is committed to protecting intellectual property and respecting the rights of third parties.

2.11 Responsible Use of AI

We are dedicated to the ethical and responsible use of Artificial Intelligence (AI) across all functions within our organisation.

Our approach to AI is guided by fairness, transparency, compliance, and security. The use of AI technology is closely monitored, and we take appropriate precautions to implement the appropriate safeguards to respect the rights of individuals.

We also closely monitor its outputs for accuracy and alignment with our values.

2.12 External Stakeholder Relations

2.12.1 Engaging with Government Officials

We approach our interactions with government officials ethically and with integrity, ensuring transparency and adherence to all applicable laws.

Political contributions made by CSL or the CSL Employees Political Action Committee must be balanced, lawful, and made to support policies that benefit public health. We uphold transparency by publicly disclosing the total value of contributions annually in our Annual Report.

If you are unsure about engaging with government officials, consult your local Corporate and External Affairs representative or manager for guidance.

2.12.2 Participation in Public Policy

We believe it's important to contribute to public policy discussions on issues that affect our business, our communities, and those we serve.

We work directly with governments and stakeholders to share our perspective, and we also collaborate with industry associations to support positions that reflect our values and interests.

2.12.3 External Communications

Only our authorised spokespeople should represent CSL to the media, analysts and government.



3

OUR PEOPLE

Our people are our greatest asset. We foster an inclusive, and respectful workplace where we all feel valued, that we belong and are empowered to be our best.

For additional guidance and information scan the QR code.



Relevant Policies and Procedures which support our people:

- Career Framework
- CSL HR / Disciplinary Action Policies
- Environment, Health, Safety and Sustainability Policy
- Performance Management Framework
- Social Media Policy





3.1 Employee Representation

We respect the right of our employees to be represented by labour organisations without fear of intimidation, retaliation, or harassment.

Employees are encouraged to share their questions or concerns with a supervisor or manager. We value open dialogue and encourage fair, transparent, and timely responses.

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

3.2 Legal Entitlement and Minimum Wage

We comply with workplace laws in all countries where we operate.

Our employees receive payment which meets or exceeds minimum wage requirements and receive all legally entitled employment benefits.

At CSL, our terms and conditions of employment will always meet — or go beyond — minimum legal standards.

3.3 Workplace Standards

3.3.1 Inclusion and Belonging

We are proud to foster a workplace where everyone feels they belong and are empowered to reach their full potential.

Inclusion and belonging are not just values — we see them as key drivers of our success, helping us deliver outstanding outcomes and attract, retain, and support talented individuals from all backgrounds.

Our recruitment, selection and promotion processes are transparent and fair.

The personal growth and development of our people matters to us, and we encourage everyone to take advantage of opportunities to thrive within CSL.

We maintain a workplace free from unlawful harassment and bullying and actively address any such behaviour to encourage a respectful and supportive environment for all.

3.3.2 Health and Safety

We create safe, healthy, and secure workplaces for our employees, visitors, and the communities we serve.

For employees who are injured or become unwell, we offer support through early intervention, and injury and illness management plans.

We always comply with applicable safety laws and we set clear objectives to prevent workplace injuries. Our training and resources are designed to equip everyone to play an active role in upholding our safety standards by following CSL policies and reporting any hazards or incidents without delay.

3.3.3 Disciplinary Action and Termination

We address performance or conduct concerns through appropriate steps, including coaching, additional training, or formal processes if needed. In some cases, this may involve disciplinary action, including termination of employment.

Disciplinary action may occur where there are breaches of the Code or our policies, inconsistent actions with employment, or as otherwise prescribed under local employment conditions or individual contracts.

How we respond to misconduct will vary based on its severity. Our response will be in accordance with applicable local laws and CSL HR policies. Employees will always be given the opportunity to respond to allegations of misconduct.

3.4 Professional Behaviour

3.4.1 Mutual Respect

We have and uphold high standards for professional and ethical conduct in all interactions and communications with our patients, communities, shareholders, employees and the public.

This includes:

- prohibiting intimidation, discrimination, bullying, hostility, or threats;
- extending courtesy and respect to everyone;
- respecting personal and company property;
- acting with integrity;
- collaborating for better results;
- understanding and meeting stakeholders' needs;
- learning the laws and customs of the countries where we operate; and
- prohibiting retaliation against individuals reporting legitimate concerns or participating in investigations.

We use internal communications to convey vital information, enhance decision-making, and convey strategic directions, fostering a shared understanding of our values, culture, and direction. Recognising the role of social media in our lives, our Social Media Policy provides guidance for appropriate external communication about CSL.

3.4.2 Drugs and Alcohol

We maintain a safe and productive work environment and strictly prohibit the use of drugs or alcohol during work, as well as any unauthorised or illegal dealings with these substances.

We respect the confidentiality of those who need medication during work hours for health reasons — while also keeping safety as our top priority.

We strive to provide an environment where all employees can perform their duties safely and competently. In some cases, health checks may be required for certain roles, always in line with local laws and regulations.

At company events, all our people are expected to practice and promote responsible alcohol consumption, consistent with our policies and local laws. Employees struggling with dependency are encouraged to seek confidential support through a CSL HR representative.

3.5 Employee Rewards

3.5.1 Performance Management

Every employee should understand how their work contributes to CSL's success. Our performance management system is designed to support this, helping our people to grow and succeed through:

- clear communication and understanding of performance standards and expectations;
- setting achievable individual objectives reviewed for business outcomes and CSL Values;
- encouraging communication and collaboration with supervisors, colleagues, teams, and stakeholders;
- implementing a performance management framework with supportive systems and procedures;
- having leaders who exemplify CSL's culture and Values, coaching their teams to do the same; and
- training managers in effective performance management, including setting objectives, providing feedback, and conducting reviews.

Guidance on CSL's performance management processes is available from CSL's intranet or by contacting askHR Service Centres.

3.5.2 Remuneration Philosophy

We take pride in offering fair, equitable, and market-competitive remuneration and rewards globally, aligning employee and shareholder interests, to attract, motivate and retain employees.

Our remuneration framework puts in place remuneration for our people that is based on their position, peers in similar roles, and local market practices.

If you have any further questions on remuneration, talk to your manager.

3.5.3 Learning and Development

We believe in continuous learning and are committed to helping our people build their skills and grow their careers. Our goal is to support success while maintaining high standards for performance, safety, and compliance.

We offer development opportunities at all levels and we cultivate our talented leaders for future roles.



4

OUR PATIENTS AND DONORS

Our commitment to patients and donors is at the heart of everything we do. We are dedicated to improving the lives of patients and delivering enduring patient impacts through innovative therapies and treatments. We are equally dedicated to maintaining the trust and integrity that is essential in our relationships with donors.

The information included in this Code sets out the expectations and guidelines that allows us to safely and ethically conduct business with patients and donors. For additional information and guidance, scan the following QR code.



Relevant Policies and Procedures which support our patients and donors:

- Access to Investigation Product Policy
- Clinical Study Site Selection
- Labelling, Product Claims & Disclosure Policies
- Marketing to Healthcare Professionals Policies
- Quality and Supply Chain Policies
- Quality Management System (QMS)
- Scientific and R&D Disclosure
- Third-Party Code of Conduct





4.1 Patient Focus and Public Health

We incorporate the perspectives of patients and caregivers into our entire product life cycle and collaborate with patient organisations to enhance education about rare and serious diseases.

Patient Focus is one of our core Values. We believe patients and caregivers know best what is meaningful in their disease management and treatment. We work with governments and stakeholders to support public health, providing patients with access to necessary care and therapies for a fulfilling life.

4.2 Donors

We treat plasma donors with respect and courtesy.

We recognise the value of our donors, and their importance in supporting the supply of safe and effective therapies. We continually seek to enhance the donor experience in compliance with applicable laws and regulations.

4.3 Labelling, Product Claims and Disclosure

We comply with all applicable laws and regulations governing the labelling and advertising of pharmaceutical products.

Advertising and promotional materials must be truthful, fair, balanced and not misleading, and must be prepared in accordance with approved labels.

Product disclosure statements are intended to inform healthcare professionals or patients about the appropriate use of products, including associated benefits and potential risks.

Our reputation and success as a trusted supplier of medicines relies on our products being accurately represented. We have strict policies and processes for the approval of product information along with extensive internal training programs for all relevant employees.

4.4 Interactions with Healthcare Professionals

We comply with all applicable laws, regulations, and industry codes and apply the highest ethical standards when marketing CSL products to healthcare professionals.

We carefully consider each marketing interaction, making sure that our products and services are represented in a fair, balanced and accurate way. Our people are provided with policies and training programs to allow them to understand their own and CSL's obligations in relation to marketing to healthcare professionals.

4.5 Research and Development

We work to discover, develop, and deliver innovative therapies that improve patients' quality of life, delivering medicines that are safe, effective, and address unmet medical needs.

Our research teams are dedicated to:

- partnering with a diverse range of patients throughout development;
- researching novel disease mechanisms and products with advanced science and technology;
- enhancing health and advancing scientific knowledge while minimising risks and respecting clinical trial participants;
- publishing clinical trial results transparently according to international guidelines;
- achieving timely registration of new treatments; and
- adhering to bioethical principles, global quality and ethical standards.

4.6 Bioethics

We carefully consider the ethical implications of our actions, protecting the well-being of patients and the public.

'Bioethics' applies ethics to medicine discovery, development, and production. It guides us to act responsibly and ethically for society's benefit.

We respect sustainable ethical conduct but adapt to challenges from social trends, scientific advances in biotechnology and public health needs.

We have established a Bioethics Advisory Board, supported by external bioethicists, to provide guidance and recommendations on bioethical considerations related to research, development and patient engagement activities. As outlined in its charter, senior employees regularly meet with external bioethics experts to maintain rigorous oversight of our activities and incorporate external perspectives into our decision-making.

4.7 Advances in Science and Technology

We strive to turn innovation into solutions, using the latest scientific developments and research to create durable therapies for unmet medical needs.

Recent advances in gene therapies are unlocking new drug development opportunities but also raise complex issues associated with new technologies.

4.7.1 Use of Foetal and Embryonic Tissue and Stem Cells

We do not use stem cells from human foetal or embryonic tissue in research or products, nor do we conduct or fund germline gene therapies.

4.7.2 Use of Genetically Modified Organisms

We adhere to all regulatory standards in the use of genetically modified organisms (GMOs) throughout research, development, manufacturing, and quality control processes for recombinant protein production.

We conduct full risk assessments, to maintain safe use, storage, containment, and disposal.

4.8 Animal Welfare

We are committed to humane and ethical animal use, using animals in research only when no other practical scientific or regulatory alternatives exist.

We will not begin any scientific procedures until the respective Animal Ethics Committee (AEC) has approved the study. We uphold the highest welfare standards, comply with all local laws and international codes of practice, and expect the same from third parties acting on our behalf. Prior to conducting any animal research, AEC will be engaged to make sure that where possible the use of animals will be replaced with other methods, the number of required animals used will be reduced, and techniques will be refined to reduce the impact on animals.





4.9 Clinical Trials

We are committed to adhering to all laws, regulations, and international guidelines in our clinical trials while prioritising participant safety and confidentiality.

CSL seeks to include a diverse range of participants in its clinical trials, including but not limited to race, ethnicity, sex/gender, and age. For rare diseases, we strive to include paediatric subjects when ethically justified and feasible, and in collaboration with regulatory authorities, so that where possible, medicines can be made available to children as soon as possible.

We consider that until the completion of clinical trials and the receipt of positive regulatory review and approval, the benefit-risk profile of an investigational product is not fully understood. For this reason, we provide access to investigational product in a clinical trial setting. Exceptions, however, can be made, in compliance with applicable laws, when patients have no alternative treatment options, the disease is severe and the weight of evidence supports a positive risk benefit.

All clinical trials require freely provided informed consent, which may be withdrawn at any time by the participant or their legal representative. Our consent process communicates clear information about the aims, risks, benefits, and treatment options of the trials.

We recognise the importance of making clinical trial information widely available to healthcare professionals, patients and patient associations, while protecting privacy of data.

We will only conduct trials in countries where our standards are able to be met, and where we believe that the product will be filed for approval in that country and made available post-approval.

We conduct internal quality audits and support inspections by global health authorities, reassuring participants that their rights are protected, and their data is accurate and secure.

4.10 Pharmacovigilance

We prioritise the comprehensive assessment of potential adverse events and therapeutic benefits of our medicines through rigorous pharmacovigilance practices.

We have established systematic processes to optimise patient safety throughout a medicine's lifecycle to help the effectiveness and safety of our products. Benefit-risk profiles are derived from safety and efficacy information obtained from pre-clinical data, clinical studies, post-approval clinical programs, scientific publications, and feedback from healthcare providers, patients, or consumers once the medicine is in use. All CSL employees are trained in adverse event reporting and must report any adverse outcomes they become aware of. We all have a responsibility and expectation to report these situations as and when they occur.

We continuously monitor and analyse adverse events to understand the safety profiles of our medicines, identify potential side effects, and implement preventative strategies.

Our processes and systems undergo regular internal audits and inspections by major regulatory authorities.

4.11 Quality

We are committed to developing, manufacturing, and supplying quality products that benefit public health and improve and save lives.

Our patients depend on us to provide products that meet their quality and safety expectations. Our products, processes, and services meet all relevant specifications and comply with regulatory requirements and industry standards, at every step of the product lifecycle. This is achieved through comprehensive validation of equipment, facilities, processes, and control systems.

We invest significant resources in education and engagement to allow employees to be qualified and adhere to policies and procedures.

Regulatory agencies regularly inspect our manufacturing facilities to assess our systems and verify compliance with stringent regulations.



4.12 Supply Chain

We are dedicated to selecting and managing all our suppliers with fairness and transparency.

We operate an integrated global supply chain for developing, manufacturing, and distributing lifesaving medicines. This includes third-party manufacturing, logistics, marketing distribution, and post-marketing surveillance.

We invest in long-term relationships with third parties that meet our requirements, especially for specialist materials and services.

Our supply chain policies demonstrate compliance with good manufacturing practices (GMP), good distribution practices (GDP), and good pharmacovigilance practices (GPV). Quality agreements with internal and external manufacturers define roles, responsibilities, and systems to meet GMP, GDP and GPV requirements.

To achieve product quality, we validate storage and transport requirements from manufacturing sites to patients. We regularly audit distributors to monitor compliance with CSL standards and test shipment configurations to protect products from contaminants and environmental conditions.

Third parties are required to comply with applicable laws and internationally accepted best practices, including our Third-Party Code of Conduct.

4.13 Counterfeit Products

Patient safety is paramount. We take strong measures to prevent counterfeit medicines.

We invest in serialisation technologies that provide unique product identifiers for verification and use tamper-evident packaging for added security.

We have global counterfeit procedures in compliance with regulatory guidelines. These procedures outline responsibilities for communication and actions required to minimise patient safety impacts from counterfeit products.

5

HEALTHY COMMUNITIES AND HEALTHY ENVIRONMENT

We recognise our responsibility to society, the environment, and the communities we serve. Our commitment extends beyond developing innovative therapies to encompass sustainable practices and social engagement that benefit the world around us.

For additional information on how we support the community and positively contribute to society, scan the following QR code.



Relevant Policies and Procedures which support our society, environment and community:

- Community Contributions Policy
- Environment, Health, Safety and Sustainability Policy
- Modern Slavery Statement



5.1 Human Rights

We are committed to respecting the rights of all individuals we interact with, including patients, clinical trial participants, plasma donors, healthcare professionals, contractors and employees.

We expect third parties in our supply chain to uphold similar policies and practices respecting human rights.

We partner with stakeholders, including industry associations and governmental and non-governmental organisations, to improve human rights practices among suppliers and partners.

Our operations are governed by the United Nations Declaration of Human Rights (UDHR) and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

5.1.1 Child Labour

We recognise and uphold the right of every child to be protected from economic exploitation. We comply with minimum age labour requirements in every country in which we operate.

5.1.2 Modern Slavery

We do not tolerate any form of modern slavery or human trafficking.

No engagement with CSL should deprive individuals of their freedom. We prohibit the use of worker-paid recruitment fees. Our employees are free to terminate their employment.

5.2 Community Contributions

We strive to make a positive and meaningful impact in our communities through our core businesses and in collaboration with our employees and stakeholders.

We actively support initiatives in the communities where we live and work. We are there to help in times of emergency, including donating products for humanitarian relief.

All our contributions are monitored, assessed, and reported publicly to maintain transparency and accountability.

5.3 Climate Change

We are committed to addressing climate change.

We will:

- measure, understand, and transparently disclose our environmental impact;
- actively minimise our contribution to climate change;
- participate in government climate change programs that align with our mission;
- identify and manage carbon risks and opportunities; and
- engage with our employees and external stakeholders to foster a collective effort.

5.4 Environment

We conduct all our operations in a way that minimises our impact on the environment and conserves natural resources. We believe that environmental stewardship is our responsibility and an opportunity to build healthier and more sustainable communities.

We must proactively report any environmental incidents to supervisors or managers so that appropriate action can be taken to control and prevent adverse impacts.



6

COMPLIANCE WITH THE CODE

Adherence to this Code as well as supporting key policies outlined throughout this document, are fundamental to maintaining the integrity and reputation of CSL. For additional guidance, refer to the following QR code.



Relevant Policies and Procedures which support compliance with this code:

- CSL Speak Up Policy



6.1 Speaking Up

We prioritise a positive and transparent relationship with our employees and contractors. We understand that from time to time, you might witness behaviour that doesn't feel right—or simply have questions about what's appropriate. We encourage you to speak up if something seems off, or if you're unsure. To support this, we have a CSL Speak Up Policy, which you can access via the QR code below.

This policy supports anonymous reporting (where permitted) of concerns related to our Code, policies, standards, or Values. By speaking up, you help us uphold the highest standards of integrity and create a safe environment for everyone.



Your voice matters and together, we can make a difference.

6.2 Breaches of the Code

At CSL, we are committed to maintaining a respectful and supportive environment for all. Upholding our Code, along with our policies, guidelines, and local laws, is a shared responsibility.

Any breaches of this Code, our policies and procedures, applicable laws, regulations and industry codes could result in actions ranging from remediation to termination of employment, depending on the situation.

We encourage our people to report any misconduct they encounter or suspect through our Speak Up Policy. Their courage and integrity will be met with confidentiality and respect.

We proudly stand against any form of retaliation, to make sure that everyone who raises concerns in good faith or participates in investigations is protected and valued. Together, we can foster a culture of trust and accountability.



