



CSL's Statement on the Prevention of Human Trafficking, Slavery and Forced Labour (*Modern Slavery*)

1 July 2016 to 30 June 2017

CSL's Code of Responsible Business Practice (*our Code*) defines the standards of behaviour expected of all our employees, contractors, suppliers and distributors. Our Code:

- Recognises the right of every child to be protected from economic exploitation;
- Supports the right of every employee to be legally employed;
- Allows employees the right to seek representation (i.e. from a trade (labour) union or employee association) without fear of intimidation, reprisal or harassment;
- Ensures employees receive payment that meets or exceeds the minimum wage in all jurisdictions; and
- Prohibits less favourable treatment of a person on the basis of gender, age, race, religion, disability and sexual orientation.

Over the reporting year, CSL undertook the following steps to prevent and mitigate modern slavery.

Governance

- CSL released its third edition Code of Responsible Business Practice (*our Code*) on 1 July 2017. The Code is available in 18 languages and has been provided to all employees in print and electronic form. Along with existing human rights aspects as relevant to the biopharmaceutical sector, the third edition of the Code reinforces CSL's position on modern slavery:

We forbid the solicitation, facilitation, or any other use of slavery or human trafficking. Under no circumstance should any engagement with CSL deprive individuals of their freedom.

Our Direct Operations

- CSL continues its practice of: reviewing and assessing changes in wage regulations such that it is in compliance with all local laws and regulations; ensuring all potential employees provide proof of eligibility to work (e.g. proof of age, qualification or immigration status) and in cases where an applicant, where applicable, is successful under no circumstance is their original proof of eligibility to work (e.g. visa, passport) retained or withheld by CSL.
- Stakeholders, including employees, are able to anonymously (where permissible by law) bring instances of inappropriate conduct to our attention via CSL's global hotline process. From 1 July 2016 to 30 June 2017, no instances related to human trafficking or slavery and forced labour were raised for the attention of management.
- Over the reporting period, all (51) employees with responsibility for undertaking site audits of third parties, such as suppliers, undertook online training on *Protecting Human Rights in the Supply Chain*.



Our Supply Chain

- CSL's pilot program to assess suppliers across a number of environmental, social and governance (ESG) related aspects including modern slavery, continues.
- CSL is exploring how the integration and adoption of systems may provide improved avenues for assessing new and existing suppliers on ESG matters.

This statement was reviewed and approved by the Board of Directors of CSL Limited on 18 October 2017 and signed on its behalf by:

A handwritten signature in blue ink, appearing to read 'Paul Perreault', is positioned above the printed name and title.

Paul Perreault
CEO and Managing Director
CSL Limited