

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

1 July 2017 to 30 June 2018

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 and has been reviewed against the human rights policy requirements of the United Nations Guiding Principles for Business and Human Rights (UNGPs).
- With the assistance of human rights and business specialists, CSL conducted a pilot human rights impact assessment following the requirements of the UNGPs relating to our processes and activities within our early stage in human clinical trials. The assessment indicated that the risk of CSL causing or contributing to modern slavery through our early stage in human clinical trials activities is low. We are currently evaluating the broader human rights findings and assessment methodology in order for us to determine our next step for improving our human rights due diligence.

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 2017 to 30 June 2018, no instances related to human trafficking or slavery and forced labour were raised for the attention of management.

Our Supply Chain

- CSL's pilot program to assess suppliers across a number of environmental, social and governance (ESG) related aspects including modern slavery was extended to the Seqirus business unit. Questionnaires were issued to a number of suppliers.
- We continue to explore how the integration and adoption of systems may provide improved avenues for assessing new and existing suppliers on ESG matters.
- Over the reporting period, 20 Seqirus employees with authority to engage with and manage supplier performance undertook online training on *Protecting Human Rights in the Supply Chain*.

This statement was reviewed and approved by the Board of Directors of CSL Limited on 17 October 2018 and signed on its behalf by:



Paul Perreault
CEO and Managing Director
CSL Limited