

The California Transparency in Supply Chains Act of 2010

Grifols Inc. is committed to preventing slavery and human trafficking throughout its supply chain. As required by the California Transparency in Supply Chains Act of 2010, this page describes the efforts of Grifols Inc. and its subsidiaries (“Grifols”) in this regard.

- 1 Verification of Product Supply Chains: Grifols requires suppliers to comply with all applicable laws in the jurisdictions in which they operate. Grifols also performs due diligence on all prospective suppliers, and certain existing suppliers, proportionate to the value and importance of the goods or services provided and the risks associated with the country of origin for such goods or services.
- 2 Audits of Suppliers: Grifols conducts periodic, scheduled visits, inspections and audits of selected supplier facilities to verify that our suppliers meet Grifols’ expectations and requirements. During these visits, which are performed by employees of Grifols or its parent company, key aspects of an audited supplier’s operations and activities are scrutinized and addressed as appropriate.
- 3 Certification from Direct Suppliers: Grifols is evaluating programs that would require its direct suppliers to certify that materials incorporated into their products comply with the laws regarding slavery and human trafficking of the country or countries in which they do business.
- 4 Internal Accountability Standards: Grifols’ Code of Conduct requires all employees to “comply with all applicable laws, rules and regulations,” and failure to comply can result in discipline or termination. It is understood that engaging in or promoting slavery and/or human trafficking are contrary to all applicable laws, and such conduct would be met with appropriate consequences.
- 5 Employee Training: Grifols personnel with direct responsibility for supply chain management, and who are identified by management as having positions relevant to the selection, qualification and evaluation of high-risk suppliers, are provided with appropriate training on human trafficking and slavery within the supply chain of products.