

## Sustainability policy statement

### 1. Introduction

Mölnlycke takes responsibility for its business impact and will contribute to sustainable development by targeting three areas: Responsible relationships, Green mindset, and Ethical business.

Mölnlycke supports the UN Sustainable Development Goals, with a particular focus on: 3. Good health and well-being, 5. Gender equality, 8. Decent work and economic growth, 12. Responsible consumption and production, 13. Climate action and 16. Peace, justice and strong institutions.

### 2. Responsible relationships

We lead the way in building strong, mutually-beneficial relationships with customers, employees and other stakeholders.

We engage our customers and other stakeholders in dialogue to ensure that their needs drive our continual improvement, and welcome their feedback on our practices.

We are committed to a respectful dialogue with our social partners, such as employee representatives, unions and workers' councils, to build the culture we are aiming for.

Our objective is to create an environment where our employees feel empowered to grow, develop to their full potential and are proud of working for us.

We strive to nurture a culture of constant learning and development and to attract the talent which is essential for the current and future success of our business.

We work systematically to improve diversity and inclusion with a particular focus on gender equality.

We continually measure the level of employee engagement to support the development of our company, culture and employees.

We aim for a safe, incident-free and healthy working environment. We are committed to proactively eliminating hazards and reducing risks related to occupational health and safety to prevent work-related injury and ill health.

We maintain and continually improve a health and safety management system according to ISO45001:2018 to ensure our legal and other requirements are fulfilled, and our health and safety performance continually improves.

### 3. Green mindset

We innovate to develop high-quality, safe solutions that are resource-efficient and generate minimal environmental impact throughout their life.

We optimise the use of resources in both products and production, while minimising and controlling the use of substances that are harmful to humans or our environment to protect the environment and prevent pollution.

We aim to minimise our climate impact. We prioritise renewable energy, energy efficiency, transport efficiency and reducing our CO<sub>2</sub> and CO<sub>2</sub> equivalent emissions, based on science and the Paris agreement.

We take a life cycle perspective, and seek to continually improve our waste management, while enabling our customers to do the same at the end of our products' life.

We assess the environmental impacts of our decisions on investments and suppliers.

We maintain an environmental management system according to ISO14001:2015 to ensure our legal and other obligations are fulfilled, and our environmental performance continually improves.

### 4. Ethical business

We set high standards of ethics and responsibility in our business, business ethics and governance constitute the foundations of our business model.

We follow our Code of Conduct and applicable ethical codes, systematically performing activities relating to anti-corruption, fair competition and healthcare compliance to ensure that our business is ethical, legal and transparent.

We are committed to human and labour rights, including the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, applicable ILO Conventions and the UN Global Compact. We select partners that share our standards and values, and ensure they adhere to them through agreements and a Supplier Code of Conduct.

We manage our financial resources properly to safeguard the long-term sustainable financial performance of Mölnlycke.

We follow applicable legal requirements as well as applicable International Financial Reporting Standards.

We strive to ensure investments are responsible by integrating sustainability parameters in the investment process.

Signed:

Zlatko Rihter  
CEO

A handwritten signature in black ink, consisting of a series of fluid, overlapping loops and curves, positioned to the right of the name and title.

February 2022