

Mölnlycke Sustainability Policy

Mölnlycke is a world-leading medical solutions company. Our purpose is to advance performance in healthcare across the world.

We want our business to be conducted in a long-term sustainable way. In the short and long term, we take responsibility for ethics and the environment as well as social and economic issues. We constantly monitor and refine our actions to meet relevant needs of our stakeholders.

Every Mölnlycke employee shares ownership and maintains the effectiveness of our management system. We strive for continuous improvement, maintain and encourage a company culture that promotes proactive change.

Mölnlycke will contribute to sustainable development by:

- Providing product solutions to achieve the best outcomes for increased public health through our commitment to patient safety and fulfilment of our compliance obligations.
- Conducting our business activities to minimise our impact on the planet and its natural resources. We strive for continuous reduction of the environmental impact caused by our business. We run a business characterised by sustainable resource optimisation. We use environmental resources as effectively as possible and strive to minimise use of substances and materials that are harmful to humans and our environment.
- Managing our financial resources properly so as to secure our company's long-term future while taking into account stakeholders' expectations and requirements.
- Taking into account short- and long-term sustainability impacts in our decisions about investments and suppliers.
- Building robust, sustainable, long-term relationships with our suppliers and making sure that our supply chain is resource-effective.
- Setting requirements on our suppliers regarding environmental issues, labour rights and ethical business practices based on internationally accepted standards and guidelines as reflected in the UN Human Rights Declaration, UN Convention on the Rights of the Child, applicable ILO Conventions and the UN Global Compact. We expect our suppliers to have respective adapted goals, action plans, routines and monitoring systems to meet these requirements.
- In accordance with the Global Compact's tenth principle of anti-corruption, requiring our suppliers to maintain high ethical standards and good business practices - and ensuring that no form of corruption, bribery, money laundering or illegal restriction of competition occurs in our or their activities.
- Conducting our business taking into account everyone's health and wellbeing regardless of whether they are our employees, subcontractors' employees, customers or anyone else affected by our activities.
- Systematically working to improve diversity, gender equality and skills development for our employees. Our greatest asset is our employees. We care about our employees. We want them to be engaged, motivated, successful, enjoy coming to work every day, be inspired by who we are and what we do.
- Aiming for a safe, accident-free and healthy working environment characterised by respect and trust for our employees and visitors to our premises.

By acting according to this policy and actively communicating it, our employees, business partners and customers can with good conscience take part in our business and contribute to our common pursuit to create a sustainable society. We hereby approve this policy for implementation in our company.