

Modern  
slavery  
statement

2025

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# Modern slavery statement

This Modern Slavery Statement is made by Mölnlycke Health Care AB on behalf of itself and all its subsidiaries (hereinafter “Mölnlycke”). It is published in accordance with the Australian Modern Slavery Act, the UK Modern Slavery Act, the California Transparency in Supply Chains Act, and the Norwegian Transparency Act. This statement sets out the steps taken by Mölnlycke to identify, prevent, mitigate, and remediate potential and actual risks of modern slavery and human trafficking within its own operations and in its relationship with business partners across its value chain. It covers the reporting period January 1, 2025, to December 31, 2025.

## This is Mölnlycke®

Mölnlycke Health Care is a world-leading MedTech company that specialises in innovative solutions for wound care and surgical procedures. Mölnlycke products and solutions are used daily by hospitals, healthcare providers and patients in over 100 countries around the world. Founded in 1849 and headquartered in Sweden, Mölnlycke is owned by Investor AB, listed on NASDAQ OMX Stockholm.

## Key facts and figures 2025

1849

Mölnlycke AB  
is founded

8,510

Employees

2,104

Annual sales  
(EUR million)

18%

GHG emission reduction  
across the entire value  
chain, compared to  
2021 baseline



## Business Areas



**Wound Care**  
Innovative and intuitive solutions for wound prevention and management.



**OR Solutions**  
Sustainable solutions and services for improved operating room efficiency.



**Gloves**  
State-of-the-art solutions for hand health and improved surgical performance.



**Antiseptics**  
Infection prevention across the patient journey.

# 1. Mölnlycke fully acknowledges its responsibility to respect human rights and contribute to removing all forms of modern slavery and human trafficking

Mölnlycke is committed to transforming its business to become a global leader in sustainable healthcare, driving innovation for both people and planet. This transformation entails embedding sustainability into every aspect of operations, offers and partnerships. Mölnlycke continues to strengthen the framework for shaping sustainable value chains and ensuring transparency throughout the lifecycle of its solutions. Strong governance and business ethics are integral to the company's operations, supporting high standards across all activities. This includes ensuring the respect and promotion of human and labour rights in all stakeholder relationships. To create positive human rights impacts, Mölnlycke is building mutually beneficial relationships with employees, business partners, customers, and the communities in which it operates.

In 2025 Mölnlycke earned EcoVadis platinum rating for the second consecutive year, ranking in the top 1% globally for its sustainability performance. To find out more about the company's sustainability performance overall please see [Mölnlycke Annual Report](#).



When referring to human rights, Mölnlycke takes into consideration internationally recognised human rights as set out by the United Nations (UN), the International Labour Organisation (ILO), the European Union (EU), and applicable national laws. This includes, but is not limited to, the Universal Declaration on Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the ILO Declaration on the Fundamental Principles and Rights at Work. Mölnlycke has been a signatory to the UN Global Compact since 2017 and recognises its Ten Principles. Mölnlycke endorses the UN Guiding Principles on

Business and Human Rights and the Organisation for Economic Co-operation and Development (the "OECD") Guidelines for Multinational Enterprises.

Mölnlycke is committed to respecting human rights and combating modern slavery and human trafficking in all its activities and prohibits forced, compulsory or coerced labour, child labour, forced marriage, debt bondage, servitude, exploitation, trafficking of people, harassment, and discrimination. Mölnlycke recognises the right to fair working conditions such as the freedom of association, the right to collective bargaining, and the right to health and safety.



## | 2. Structure, operations and supply chain

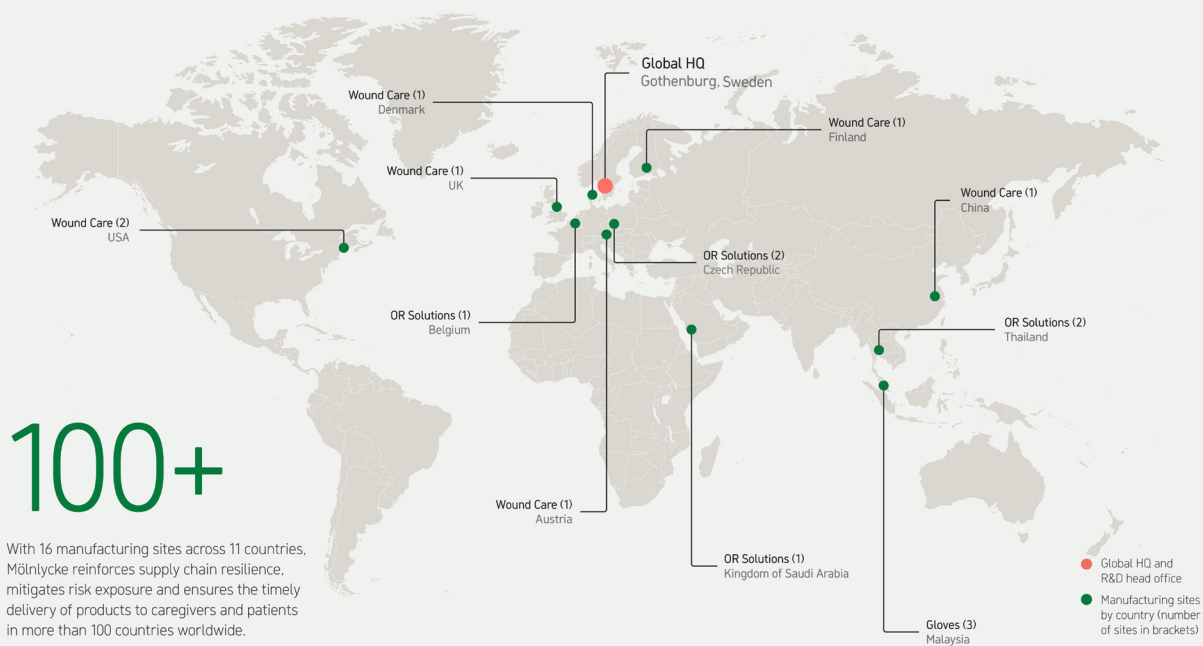
The Mölnlycke headquarters and research development hub are located in Gothenburg, Sweden. Mölnlycke has four different business areas: Wound Care, Operating Room Solutions, Gloves, and Antiseptics. Mölnlycke has 8,510 employees and operates globally with presence in more than 100 countries. The company's 16 manufacturing sites are located in 11 different countries, namely Belgium, Austria, Czech Republic, Finland, Denmark, Kingdom of Saudi Arabia, Malaysia, Thailand, China, United Kingdom and the United States of America.

The majority of Mölnlycke products and solutions are manufactured at the company's own manufacturing sites, while raw materials and other components come from third-party manufacturing. Mölnlycke maintains a global network of approximately 18,500 first-tier suppliers across almost 85 countries, engaged as required according to operational demand. Around 430 suppliers of the total supplier base are providers of components or direct material to Mölnlycke's production, while the largest portion of suppliers are indirect suppliers not critical to the finished product or to the operation of Mölnlycke.

The responsibility to create and implement a systematic approach to identify, prevent, mitigate, and remediate potential and actual adverse human rights impacts including risks of modern slavery and human trafficking within the company's own operations and in its relationship with business partners across its value chain, is anchored in Business Ethics & Governance, under the Legal Department. It is further supported by the relevant functions People, Sustainability, Procurement and Operations. To monitor adherence to international human rights standards, Mölnlycke has implemented a human rights programme in alignment with the UN Guiding Principles on Human Rights and the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct.

The Human Rights Committee oversees the implementation and development of the Mölnlycke human rights programme, as well as take decisions in human rights-related dilemmas that might originate in the company's own operations and value chain. The committee is composed of Executive Leadership Team members and supported by Business Ethics & Governance.

### Making a difference around the world



### 3. Identifying risks of modern slavery and human trafficking

Mölnlycke recognises that its business can create potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking. Mölnlycke strives to identify and assess any potential and actual adverse impacts posed to individuals or groups both within its own operations and in its relationships with business partners across its value chain.

#### Within Mölnlycke's own operations

To identify potential and actual adverse human rights impacts, including risks of modern slavery and human trafficking, in its own operations, Mölnlycke has implemented several processes and activities. Human rights impacts are identified through desktop assessments based on risk indicators and country level analysis, as well as assessments conducted with support from external partners on selected production facilities. Such activities also include engagement with internal subject matter experts and interviews with workers. In addition, other reviews and internal investigations of any concerns or grievances received also provide insight to potential and actual adverse impacts.

Feedback gathered through work councils, union negotiations, collective bargaining and the bi-annual engagement survey are systematically used to identify areas of improvements concerning working conditions and the overall employee experience. The bi-annual engagement survey includes questions on employee's health and wellbeing, diversity, equity and inclusion, and the effectiveness of Mölnlycke's people leaders' actions. In 2025 Mölnlycke achieved an engagement score of 3.9 (on a scale of 1-5). The highest scores were recorded in areas such as relationship with managers and colleagues.

Identification and assessment of risks concerning the health and safety of own employees, and non-employees, is central to the company's approach. Mölnlycke uses various tools and processes to identify hazards, including, but not limited to, risk assessments for machinery, chemicals, and organisational change in management, thus ensuring that hazards are proactively eliminated, and risks are reduced.

The potential and actual adverse impacts identified through the processes described above include positive impacts stemming from secure employment, fair working conditions, freedom of association, diversity and inclusion, strengthened innovation, engagement and retention. Manufacturing activities present inherent risks including extended working hours, workplace injuries and stress leading to impacts on own workforce concerning working conditions such as excessive overtime, adequate wages, and health and safety. These impacts and risks are incorporated in the double materiality assessment that Mölnlycke conducts in accordance with the methodology of the

Corporate Sustainability Reporting Directive and further described in the Mölnlycke Annual Report.

#### Within Mölnlycke's supply chain

To identify potential and actual adverse human rights impacts in its supply chain, including risks of modern slavery and human trafficking, Mölnlycke implements a risk based due diligence assessment of its suppliers. The largest portion of suppliers are indirect suppliers not critical to the finished product or to the operations of Mölnlycke. These are low-risk suppliers from a business and patient safety perspective, and therefore subject to a simplified evaluation and approval procedure, whereas suppliers of raw material and components are subject to deepened due diligence assessment. Mölnlycke is a member of Sedex, the world's largest platform for sharing supply chain assessment data and results, enabling effective and data-driven environmental, social, and governance outcomes. Mölnlycke applies the recognised auditing standards and risk pre-assessment tools offered by Sedex.



All new and active suppliers are subject to a sustainability risk pre-assessment, to identify inherent sustainability risks that suppliers might be exposed to, considering the country and sector where different commodities are sourced from. This allows Mölnlycke to engage with the most relevant suppliers for site-specific assessments, to ensure suppliers live up to requirements as communicated in the Mölnlycke Business Partner Code of Conduct. In 2025, the yearly risk pre-assessment covered approximately 18,500 supplier sites in almost 85 countries, including both suppliers delivering raw material and components as well as goods and services supporting other corporate needs.

The result from the risk pre-assessment informs the next step of the due diligence process, which is to validate and assess the risk score by engaging with individual suppliers, prioritising direct suppliers with higher risk score. Mölnlycke will request independent on-site sustainability audit from suppliers exposed to the highest level of risks. The preferred audit protocol is the Sedex Member Ethical Trade Audit (SMETA) 4-pillar audit. SMETA is a comprehensive on-site audit conducted by accredited third-party auditors for the full sustainability scope, including labour rights, health and safety, environment and business ethics. In 2025, the risk pre-assessment identified 61 suppliers with high inherent sustainability risks. Mölnlycke reviews each supplier's high-risk score and business criticality and enrolls suppliers in the sustainability audit programme if further assessment is needed.

High-risk countries are generally not dominant in the company's geographical breakdown of supplier origin and constitute approximately 4% of the total number of suppliers. The most dominant country with a high-risk country score is China. The main material impacts identified upstream in the supply chain are related to occupational health and safety, working hours, wages, and environmental management. In 2025, 64 suppliers completed on-site SMETA audits, including both initial audits and follow-up audits informed by the 2023 and 2024 risk pre-assessment. High-risk suppliers are audited every two years, although the timing may be adjusted as needed to ensure compliance over time.

#### **In relations with distributors**

To identify potential and actual adverse human rights impacts in its distributor relationship, as well as risks of corruption and unethical behaviour, Mölnlycke implements a risk-based due

diligence assessment of its distributors. This process aims to engage with the distributors to ensure they live up to Mölnlycke's commitment to ethical and sustainable operations.

The process includes a dynamic screening and monitoring of distributors operating in high-risk countries and further due diligence assessment on distributors with extended services, including a detailed self-assessment and document reviews. The frequency of renewals and level of monitoring is dependent on the risk level the distributor received from the screening and the comprehensive review. This allows Mölnlycke to identify and assess the distributors' compliance with the company's values concerning business ethics and human rights, and further engage with the most relevant distributors to ensure they live up to the requirements as communicated in the Business Partner Code of Conduct.

## | 4. Steps taken to address identified risks

Where a potential or actual adverse human rights impact is identified, including risks of modern slavery and human trafficking, Mölnlycke strives to prevent, mitigate and remediate the issue. Mölnlycke works with both internal and external stakeholders to put appropriate processes in place both in its own operations and within its relationship with its business partners across its value chain.

#### **Within Mölnlycke's operations**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking within its own operations through the implementation of a human rights programme, including policies, dedicated processes and activities. The company's commitment to respecting human rights is outlined in the Mölnlycke Code of Conduct and applies to all employees. The Code of Conduct's objective is to guide employees on daily actions and decisions, establishing the standard for expected behaviour and corporate culture. It covers topics such as corruption and bribery, speak-up culture and anti-retaliation.

In addition to the Code of Conduct, the 'Human rights policy' covers essential topics such as working conditions, fair wages, social dialogue, freedom of association, and provides employees with clarity on how their rights are protected and what Mölnlycke's obligations are towards them. Furthermore, the 'Human rights policy' outlines the roles and responsibilities in implementing the company's human rights programme. Mölnlycke's zero tolerance of any form of harassment or discrimination is further reinforced in the 'Anti-harassment and anti-discrimination policy'. The 'Sustainability policy' outlines the company's commitment and

anchors the roles and responsibilities to achieve a safe, healthy and incident-free working environment.

Each factory, site and sales office are overseen by an appointed General Manager and a local leadership team, who are supported by a local People Partner, a Regional Business Ethics Officer and a Business Ethics Representative. In addition, each operational site is supported by an Environment, Health, Safety and Security team (EHSS team). These roles collaborate to ensure implementation of the Code of Conduct and policies, as well as local legislative requirements.

Consistent internal communication and training ensure policies and processes are implemented by helping employees understand their rights as well as roles and responsibilities. During 2025, 99.6% of employees with access to the Mölnlycke learning platform were trained in the Mölnlycke Code of Conduct, employees without access to the learning platform attend awareness sessions held locally. In addition, Mölnlycke has previously launched an 'Introduction to human rights' training, as well as a 'Modern slavery' training for employees working in relevant functions, such as People and Procurement. As part of a comprehensive occupational health and safety management system at Mölnlycke, employees receive role-specific training, with all manufacturing staff completing mandatory musculoskeletal, behavioural-based safety and the global 'Safety principles' programmes. Contractors and site service providers must adhere to the same standards.

During 2025, Mölnlycke completed an important step in the continuous improvement of its human rights programme through the participation in the UN's Human Rights Accelerator programme. The programme provides knowledge, best practice and tools to identify and assess impacts, as well as create action plans for addressing potential impacts.

To address the potential and actual adverse impacts identified

through the assessments supported by external partners, Mölnlycke has planned and carried out several activities which include implementation of processes as well as corrective actions. In addition, feedback gathered through different engagement activities with workers such as worker councils, union negotiations, and the bi-annual engagement survey, informs Mölnlycke of areas in need of improvement and supports the implementation of further preventive and corrective actions.

Mölnlycke's approach to Occupational Health and Safety (OHS) includes a proactive commitment to eliminating hazards and reducing risks to prevent work-related injuries and ill health. Mölnlycke implements comprehensive global and local health and safety procedures and work instructions to prevent work-related injuries and protect employee health and wellbeing. These include ergonomics, machine safety, manual handling, fire prevention, personal protective equipment, workplace transport, noise management and emergency response. A robust OHS management system, certified to ISO 45001, covers all manufacturing sites and the headquarters and undergoes regular audits by internal and external parties. Risk assessments, hazard identification, and a hierarchy-of-controls approach guide continual improvement, including measures such as improved machinery guarding and safe lifting equipment.

Mölnlycke utilises a global incident reporting software to track and investigate hazards, near misses, and incidents involving employees or non-employees, including concerns related to remote working or customer premises. Despite a robust programme, the number of Lost Time Injuries (LTI) reported increased in 2025, with a frequency rate of 2.6 ppm and a total of 46 incidents. In addition, the number of observations (safe and unsafe acts and conditions) being reported increased by 26% versus 2024. This is understood to be linked to a maturing safety culture where all incidents, no matter how small, are being reported. Additionally, the increase can be attributed to a particularly busy year with heightened operational activities, which naturally introduced more opportunities for potential risks despite ongoing safety measures. In 2025, zero fatalities were reported as a result of work-related injury or ill health among employees. Looking ahead, a Mölnlycke-specific training programme in Behavioural Based Safety, focusing on culture and mindset is in the process of being implemented across all manufacturing locations and will be embedded during 2026.

### **Within Mölnlycke's supply chain**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking, in its supply chain. Mölnlycke does so through dedicated processes and continuous engagement with suppliers, primarily within the procurement functions. In addition to sustainability activities during the evaluation and approval of new suppliers, the company embeds sustainability, including human rights, in the annual performance review and management of all strategic suppliers.

When potential or actual adverse impact are identified through the due diligence activities described in section 3, Mölnlycke expects all business partners to engage in meaningful collaboration to address relevant impacts with appropriate actions

and ensure remediation. When an impact is identified as a non-compliance through an independent sustainability audit, only the competent auditor may assess, verify and formally close the issue to confirm that the finding has been appropriately addressed. Mölnlycke seeks to the extent possible to achieve remediation and positive change in collaboration with the affected supplier. Should a business partner fail to take appropriate corrective actions and thereby materially breach or persistently deviate from the Business Partner Code of Conduct, Mölnlycke reserves the right to terminate the business relationship.

In 2025 Mölnlycke introduced the Business Partner Code of Conduct. It replaces the Supplier Standard and the Supplier Code of Conduct, as well as Mölnlycke's Distributor Code of Conduct. It applies through contractual agreements with certain business partners such as suppliers. The Business Partner Code of Conduct outlines the company's requirements on its business partners when it comes to protecting working conditions and human rights, minimising environmental impact, and doing business with integrity. It represents the company's view on healthy business conduct and is a pre-requisite for a successful partnership with Mölnlycke.

The Business Partner Code of Conduct also articulates responsibilities that aim to secure that the principles are communicated and implemented not only with the business partners of Mölnlycke but also their respective business partners, to promote responsible business across the full value chain of Mölnlycke products and services. The Business Partner Code of Conduct establishes the minimum requirements for all business partners and is aligned with the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. It requires business partners to comply with applicable laws and regulations, prohibit child and forced labour, ensure fair treatment and non-discrimination and provide safe and healthy working conditions. It also stipulates that employees must be free to associate and engage in collective bargaining and that working hours and compensation must live up to international standards. Mölnlycke reserves the right to conduct on-site audits and impact assessments on its business partners and its business partners' business partners and subcontractors. Through the Business Partner Code of Conduct, Mölnlycke seeks to foster a responsible and transparent value chain that protects human dignity, promotes fair and safe working conditions and supports the company's long-term sustainability goals.

Mölnlycke is not subject to conflict minerals regulations, but as part of its responsible sourcing commitment, Mölnlycke communicates specific expectations related to responsible sourcing of minerals in its Business Partner Code of Conduct. For more information, please see Mölnlycke's Conflict Minerals Position Statement.

During 2025, Mölnlycke hosted its annual supplier engagement event 'Partnering for Progress' which has become an essential element of the company's engagement with key strategic suppliers. The event serves as a platform to align on strategic priorities and foster open dialogue on current and emerging

trends, requirements, and shared challenges. This year's event addressed topics such as modern slavery and forced labour, current and upcoming regulations on business and human rights and the opportunity for strengthened partnership.

### **In relations with distributors**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking in its relationship with distributors. In addition to the due diligence assessment of relevant distributors described in section 3, Mölnlycke also requires selected distributors to comply with the Business Partner Code of Conduct (described above). The Business Partner Code of Conduct also articulates responsibilities to ensure its principles are communicated and implemented not only with the distributor but also their respective business partners.

Mölnlycke reserves the right to evaluate its distributors compliance with the Business Partner Code of Conduct through self-assessments, audits and documentation review. Should risks of violations to the Business Partner Code of Conduct be identified, Mölnlycke will implement corrective action plans to ensure mitigation. Relevant employees are trained to ensure that these actions are implemented effectively, and that continuous oversight supports the prevention and mitigation of actual adverse impacts on workers across the value chain. Mölnlycke seeks to the extent possible to achieve remediation and positive change in collaboration with the concerned distributor. Should a distributor fail to take appropriate corrective actions and thereby materially breach or persistently deviate from the Business Partner Code of Conduct, Mölnlycke reserves the right to terminate the business relationship.

## **| 5. Grievance mechanism**

Mölnlycke is committed to fostering a speak-up culture where employees can raise concerns in a safe and supportive environment. Mölnlycke encourages all employees to report any suspected acts or omissions that violate applicable laws or regulations, violate human rights including modern slavery and human trafficking, violate the company's Code of Conduct, or other internal policies and procedures.

All employees at Mölnlycke have multiple ways to raise their questions, concerns, suggestions, or complaints. They can reach out to their manager, their manager's manager, their Business Ethics Representative, or their People Partner. These persons are trained in receiving concerns and in providing guidance and support in how to report a concern. Additionally, employees can report any potential misconduct through the following channels:

- Business Ethics & Governance contacts: employees can contact their Regional Business Ethics Officer, the Chief Business Ethics & Governance Officer, or the Director of Investigations. Reports can be made in writing, by phone, or in person.
- Ethics Hotline: available for written (online) or phone reports. The Ethics Hotline allows for anonymous reporting and is operated by an independent third-party reporter system provider. The Ethics Hotline is also available for external stakeholders, including distributors, suppliers and other business partners.
- Local channels (where applicable): employees can make the relevant selection to use a local channel in the Ethics Hotline or reach out to the appointed local person by phone, email or in person.

The company's official grievance mechanism is the Ethics Hotline which is available to external stakeholders, including value chain workers, who wish to report any suspected or experienced human rights violations including modern slavery or human trafficking in their relation to Mölnlycke. The Ethics Hotline is communicated externally via the company's website, as well as through its Business Partner Code of Conduct.

To ensure awareness of reporting options, Mölnlycke offers ongoing training, awareness videos, intranet updates, posters, and manager training on handling employee concerns. Retraining is conducted regularly, and senior management reinforces the company's commitment to speaking up through messaging throughout their organisation. During 2025, Mölnlycke launched a Speak Up campaign with its purpose to provide awareness on the Mölnlycke Ethics Hotline and investigation process, as well as encourage employees to raise concerns without the fear of retaliation. The campaign consisted of communication materials such as articles and videos on Mölnlycke's intranet as well as physical posters at the offices and sites. Dedicated training efforts were conducted through two e-learning on raising and receiving concerns and training sessions held for managers.

Mölnlycke has established robust procedures to receive, assess and investigate reports of suspected misconducts, overseen by the Ethics Hotline Committee and further outlined in the 'Ethics hotline policy'. All reports are thoroughly assessed and investigated by the 'Risk investigation and audit' team reporting to the Chief Business Ethics & Governance Officer. Reports are treated confidentially and investigated in accordance with the 'Ethics hotline policy'. The company's zero-tolerance for retaliation is anchored in its 'Anti-retaliation policy' and communicated to reporters and others taking part in investigations, as well as employees and external stakeholders overall. In addition, Mölnlycke monitors employee's confidence in its speak up programme through a bi-annual engagement survey, where employees are asked to rate the statement "At Mölnlycke, I can

raise my concerns without fear of negative consequences". In 2025, 71% of employees rated the statement positively, meaning that they feel safe to raise their concerns. Employees also have the possibility to add free text that can include feedback or other comments.

In 2025, 78 reports were received in which 49 were considered in scope and investigated. This constitutes an increase of 34,5% in the number of reports received compared to 2024 (58 reports received), indicating a stronger reporting culture. A majority of cases (43%) were related to employee relations. No reports regarding modern slavery, human trafficking, or other human rights violations were made. In response to investigations,

Mölnlycke may take several corrective and preventive actions such as changes to processes, implementation of enhanced controls, retraining of employees, and disciplinary actions including dismissal.



Mölnlycke Ethics Hotline

## | 6. Remediation

Mölnlycke may identify actual adverse impacts at a business partners' operations either through on-site sustainability audits, or assessments, or other engagement. If impacts are identified, Mölnlycke expects all business partners to take part in meaningful engagement to address relevant impact through appropriate actions and ensure remediation. When an impact is identified as a non-compliance through an independent sustainability audit, only the competent auditor may assess, verify and close the issue to confirm that it has been appropriately addressed. Should a business partner fail to take appropriate corrective actions and thereby materially breach or persistently deviate from the Business Partner Code of Conduct, Mölnlycke reserves the right to terminate the business relationship.

When actual adverse human rights impacts are uncovered through the Ethics Hotline, it is the company's commitment to engage in meaningful dialogue with the affected parties to enable remediation. Any issues raised shall be addressed following the established processes for internal investigations. Actual adverse human rights impacts uncovered through this process shall be remedied to prevent or terminate the violation, mitigate its impact and, if possible, repair the damage caused. The Human Rights Committee is responsible for taking decisions relating to human rights at Mölnlycke. This includes relevant decisions on remedy for actual adverse human rights impacts identified.

## 7. Assessing the effectiveness of actions taken by Mölnlycke



Assessing the effectiveness of the company's actions helps Mölnlycke understand and improve how it identifies, prevents, mitigates, and remediates potential and actual adverse human rights impacts, including risks of modern slavery and human trafficking. Mölnlycke uses the following elements to assess the effectiveness of its actions.

- Number of suppliers and distributors onboarded in the company's due diligence processes
- Number of sustainability high-risk suppliers identified
- Number of high-risk distributors identified
- Number of third-party audits conducted on suppliers
- Number of non-conformities closed from conducted audits
- Number of cases received through the company's reporting channels
- The confidence expressed by employees in the company's speak up programme
- Number of employees who completed relevant training on business ethics and human rights

## 8. Consultation process and approval

This statement has been prepared by Mölnlycke with input from the various relevant internal stakeholder groups (including Business Ethics & Governance, People, Sustainability, Procurement and Operations). In addition, the General Management of the subsidiaries in scope of this Modern Slavery Statement have been consulted.

This statement has been approved by the Mölnlycke Health Care Board of Directors on 13 May 2026.

This Statement has been signed by the Mölnlycke Health Care Interim CEO Guillaume Joucla.

Any questions concerning this statement or Mölnlycke's Human Rights programme can be submitted by e-mail to [humanrights@molnlycke.com](mailto:humanrights@molnlycke.com)

# Appendix 1.

## How Mölnlycke addresses relevant reporting criteria in this Modern Slavery Statement

Australia MSA reporting criterion	UK MSA reporting criterion	Norwegian Transparency Act	California Transparency in Supply Chains Act	Reference in this Statement
Describe the entity's structure, operations and supply chains of the reporting entity.	Describe the organisations' structure, its business and its supply chain.	Describe the reporting entity's structure, area of operations, guidelines and procedures for handling actual and potential adverse impacts on human rights and decent working conditions.	N/A	Section 2
Describe the risks of Modern Slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Describe the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place.	Describe the actual adverse impacts and significant risks of adverse impacts the reporting entity has identified through its due diligence.	N/A	Section 3
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Describe the steps it has taken to assess and manage that risk. Describe its due diligence processes in relation to slavery and human trafficking in its business and supply chain and its policies in relation to slavery and human trafficking. Describe the training about slavery and human trafficking available to its staff.	Describe the measures the reporting entity has implemented or plans to implement to cease or mitigate actual or potential impacts and the result or expected result of these measures.	Describe to what extent the entity engages in verification of product supply chains. Specify if the verification and audit was not conducted by a third party. Describe to what extent the entity conducts audits of suppliers, specify if the audit was not independent and unannounced. Describe to what extent the entity provides training for company employees and management on human trafficking and slavery.	Section 3-6
N/A	N/A	N/A	Describe to what extent the entity maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.	Section 4-5

# Appendix 1.

## How Mölnlycke addresses relevant reporting criteria in this Modern Slavery Statement

Australia MSA reporting criterion	UK MSA reporting criterion	Norwegian Transparency Act	California Transparency in Supply Chains Act	Reference in this Statement
N/A	N/A	N/A	Describe to what extent the entity requires direct suppliers to certify that materials incorporated into the product comply with laws regarding slavery and human trafficking of the countries in which they are doing business.	Section 4
Describe how the reporting entity assesses the effectiveness of such actions.	Describe its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	N/A	N/A	Section 7
Describe the process of consultation with any entities that the reporting entity owns or controls, and for a reporting entity covered by a joint statement- the entity giving the statement.	N/A	N/A	N/A	Section 8
Include any other information that the reporting entity, or the entity giving the statement considers relevant.	N/A	N/A	N/A	Section 1-8



# Mölnlycke®

Find out more at [www.molnlycke.com](http://www.molnlycke.com)

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