

Swedencare Group Sustainability Policy

Approved by the Swedencare's Board of Directors on March 16, 2023.

Owner	Håkan Lagerberg	Date of approval	Click here to enter a date
Administrator	Mattias Rosén	Next review date	01 March 2024
Associated policy	Insert name of associated policy	Instruction version	1.

Objective

Sustainability is an integrated part of the Swedencare Group (hereinafter referred to as "Swedencare" or "the group") for sustainable, long-term value creation for its owners, customers, employees, suppliers, investors, partners, and society at large. Sustainability is to uphold the brand, contribute to a long-term sustainable company and a sustainable customer offering.

The main purpose of Swedencare's Sustainability Policy is to define the overall focus areas for all units within the group and how sustainability is to be conducted in terms of governance, approach and monitoring.

Governance of sustainability activities

Sustainability is an integrated feature of Swedencare's business- and action plans. Swedencare's Board of Directors is responsible for governing and monitoring the group's sustainability work by annually reviewing this policy and its related targets.

Scope

The Sustainability Policy applies to the entire Swedencare Group as of the day it is adopted by Swedencare's Board of Directors.

Sustainability covers respect and protection for the environment, human rights, labor and business ethics. Swedencare's sustainability efforts are to support and contribute to the UN Sustainable Development Goals ("SDGs"). Swedencare has identified SDGs 5, 8, 12, 13 and 14 as the most relevant to the business and those where the group can make a positive contribution and reduce its negative impact.

Sustainability activities are developed and improved by engaging various stakeholders including owners, customers, employees, suppliers, investors, partners, industry, civil society organizations and authorities.

Responsible business conduct

Responsible business conduct involves how Swedencare's own operations are to be conducted so that sustainability is integrated into the business.

This entails that:

- Sustainability requirements are to be placed on suppliers.
- A high level of business ethics is to permeate the business.
- Swedencare is to be a responsible and attractive employer.
- The environmental impact of the business is to be reduced by active work.

A responsible business conduct contributes to the UN SDGs and Swedencare's sustainability targets. Employees need to follow rules and guidelines, actively promote integrating sustainability into the operations and have sound understanding of Swedencare's sustainability agenda.

Further guidance regarding responsible business conduct can be found on the Code of Conduct for employees and suppliers.

Sustainability focus areas

Swedencare's sustainability efforts are focused on: Responsible business conduct and long term environmental and social commitment according to set targets in relation to SDGs 5, 8, 12, 13 and 14.

Sustainable purchases

By placing sustainability requirements on suppliers, Swedencare can reduce its business risk and contribute to sustainable development. The foundation of this work are contract instructions (where applicable) and the Code of Conduct for Suppliers, which is based on the principles of the UN Global Compact.

Sustainability requirements are to be made on suppliers and, in conjunction with procurement, an assessment of sustainability related risks is to be made. As part of continuous follow-up, reference is made to the requirements of the Code of Conduct for Suppliers.

Business ethics

For Swedencare regulatory compliance and a high level of business ethics are important therefore governance documents and guidelines exist for:

Employee Code of Conduct, Supplier Code of Conduct, Group Finance & Reporting Handbook and Whistle-blowing procedures.

Responsible employer

Swedencare has the ambition to be a responsible and attractive employer that supports health and contributes to a sustainable work life. A positive corporate culture and well-defined values are to help attract and retain the best employees.

Environmental impact

Swedencare works to reduce the direct environmental and climate impact of the business. The guiding principles are reduced carbon emissions, resource efficiency as well as recycling and re-use. Swedencare will work to influence stakeholders to reduce their environmental and climate impact.

Long-term environmental and social commitment

Swedencare will engage in preventative work concerning climate change, actively work to reduce climate footprint and contribute to social sustainability by 2030.

Reporting of sustainability activities

The person who is responsible for sustainability at Swedencare is responsible for coordinating, supporting and following up reports on sustainability activities. From the financial year 2023 this work will be reported annually in the Sustainability Report, as part of the Annual Report. Swedencare's goal is to follow the GRI standards connected to Sustainability Reporting.

Compliance and the policy's connection to relevant governance documents

The CEO as well as the managers of the Swedencare's subsidiaries are responsible for compliance with this Sustainability Policy and that the adopted instructions and related governance documents are in line with this Policy and that there are self-assessments and procedures in the operations to ensure a high level of internal control.

Amendments

The person in charge of updating the Sustainability Policy (external or internal) is the one responsible of sustainability at Swedencare. The Sustainability Policy is to be addressed and resolved on by the Board of Directors annually regardless of any changes and updates.

Input providers

The stakeholders who have provided input for this Policy are listed below:

Name:	Role:

Change log

Date	Version number	Comments/changes
03 January 2023	1	Enter all comments or changes to the document