

1. Purpose

Coloplast develops products and services that make life easier for people with intimate healthcare needs. Our business involves understanding the full context of people's lives, not just their medical conditions. We work internally and externally to build balanced, transparent, trusting, and respectful relations with our colleagues, users, healthcare professionals, and business partners.

Because we know that medical conditions impact people's lives in many ways, we take a holistic approach with this Policy. This Policy therefore includes disabilities, chronic illnesses, neurodivergence, and any other physical and/or mental health conditions. While not all of these conditions are considered disabilities, we cover them here, as this Policy is also about continual inclusion and accessibility.

2. Objective

We want to clearly communicate our commitment to colleagues who may benefit from or require workplace adjustments based on any of the above-mentioned physical and/or mental health conditions. This means creating workplaces where these colleagues feel valued, recognized, included, and thrive.

3. Scope

This policy applies to our employees.

4. Principles

We believe that disabilities, chronic illnesses, neurodivergence, and any other physical and/or mental health condition are part of being human. These conditions may be inherited or acquired; temporary or permanent; visible or invisible; chronic or acute.

We interact with colleagues, users, and healthcare professionals daily who work with, experience, and/or have a physical and/or mental health condition. We believe that listening, understanding, and including their perspectives is critical to running a responsible and ethical workplace.

We aim to remove barriers and make work easier for our colleagues who may benefit from or need additional support or reasonable adjustments, when possible.

We empower colleagues to plan and participate in initiatives that include and raise awareness about people with disabilities, chronic illnesses, physical and/or mental health conditions, and neurodivergence. On an ongoing basis, we partner with organizations to drive change, raise awareness, and educate; supported and sent colleagues to the global Paralympics; humanized medical conditions and lived experiences by sharing user stories; and invited our product users to educate our employees.

We encourage all people to apply to work at Coloplast, regardless of any mental or physical health challenge or condition.

5. Employee Obligations

We expect all colleagues to contribute to creating a culture of health, physical and psychological safety, fairness, trust, and respect for all colleagues, including those with disabilities, chronic illnesses, neurodivergence, and other physical and/or mental health conditions.

People leaders are responsible for role modelling behaviours and actions that support this Policy.

Employees are not required to disclose any information related to disabilities, chronic illnesses, neurodivergence, or other physical and/or mental health conditions. They are encouraged to disclose when relevant and comfortable. People leaders can only offer support and/or put in place reasonable adjustments when they know about an individual's circumstances. Coloplast is committed to creating both an inclusive and psychologically safe cultural environment where this openness is possible.

All employees are asked to familiarize themselves with the suite of global policies related to this Global Disability Policy, including: the Coloplast Code of Conduct, BEST; Global Diversity, Equity, and Inclusion Policy; Global Work-Life Balance Policy; Global Anti-Discrimination and Anti-Harassment Policy, and our corporate values. All serve as guiding principles for our corporate culture and complement each other.

We encourage and empower our colleagues to create locally relevant initiatives that go beyond compliance to create positive impact.

6. Governance

This Policy is global. Local and/or national laws, regulations, or legislations may be stricter than this Policy and may require additional consideration. In case of differences, stricter requirements apply. If there are any discrepancies between this global Policy and a translated version, this version prevails.

7. Raising Concerns

We want to create an inclusive workplace where employees thrive. Employees can ask their manager, HR Business Partner, or People & Culture about reasonable support and/or adjustments to help them perform their best.

As outlined in our Global Anti-Discrimination and Anti-Harassment Policy, Coloplast has a zero-tolerance policy for bullying, harassment, discrimination, or any other type of workplace violence. If anyone suspects or becomes aware of actions, statements, or behaviours that go against this Policy, grievance mechanisms are in place. Our Code of Conduct, BEST, outlines procedures and confidentiality in detail.

Coloplast does not tolerate retaliation of any kind against any individual who, in good faith, reports a suspected violation or wrongdoing or participates in an investigation.

8. References

- Coloplast BEST Code of Conduct
- Global Diversity, Equity, and Inclusion Policy
- Global Work-Life Balance Policy
- Global Anti-Discrimination and Anti-Harassment Policy
- Locally established procedures or guidelines

9. Policy Revision

This Policy is owned by the EVP, Global People & Culture and is reviewed annually with relevant internal experts. It may be amended at any time.

Definitions and Abbreviations

Coloplast Group (“Coloplast”): means Coloplast A/S, including direct and indirect subsidiaries and affiliates.

Disability: A natural part of being human. According to the World Health Organization (WHO), disability results from interactions between people with health conditions and their physical and social environments. This includes factors such as inaccessible transportation and buildings, negative personal attitudes, and limited support impact a person’s experiences with disability. An estimated 1.3 billion people or 16% of the world’s population experience a significant disability. This number is rising due to an increase in diseases and aging populations.

Disabilities can be mental or physical, visible or invisible, temporary or permanent, inherited from birth or occur later in life. Disabilities can affect people’s vision, movement, thinking, learning, remembering, communication, hearing, mental health, and beyond.

Chronic illness or chronic diseases: Long-term health issues that may or may not cause disability. Chronic illnesses are non-communicable. According to the WHO, they may result from any combination of genetic, physiological, environmental, and/or behavioural factors. Types include e.g. diabetes; cancer; eye conditions; kidney disease; cardiovascular and respiratory conditions.

Mental health: A person’s emotional, psychological, and social well-being. It affects how we think, feel, and behave. According to the WHO, mental health is a state of mental well-being that allows people to cope with the stresses of life; learn and work well; create relationships; and realize their abilities. People experience mental health differently. Conditions include e.g. depression, anxiety disorders, bipolar disorders, eating disorders, schizophrenia, and addictive behaviours.

Neurodivergence: A term for when someone’s brain processes, learns, and or behaves differently from what is considered “typical.” Neurodivergence is not a disability and importantly: all people process, learn, and experience life differently. Neurodivergent conditions include e.g. autism, ADHD, ADD, dyslexia, Tourette’s Syndrome, dyspraxia, etc.