

1. Purpose

Our mission is making life easier for people with intimate healthcare needs.

Coloplast is known for being a highly ethical company and we have earned that reputation through our commitment to conducting business with respect, uncompromising integrity, and in accordance with the highest ethical standards.

This Policy reflects the Coloplast Group's commitment to conducting business ethically and with the highest integrity in all its operations across the world.

2. Objective

The objective of this Policy is to set out your responsibilities in ensuring that Coloplast's business practices are compliant with human rights regulations as well as Coloplast policies. Moreover, this Policy aims at providing you with guidance on how to identify and combat adverse impacts related to human rights.

3. Scope

This Policy applies to all directors, officers, managers, employees, and contract workers employed within the Coloplast Group, as well as third parties acting on behalf of Coloplast whether directly or indirectly.

Where Coloplast holds minority investments, Coloplast will use commercially reasonable efforts to ensure that the principles in this Policy also apply to any company that Coloplast invests in.

4. Principles

Coloplast is built on the ability to listen to the needs of intimate healthcare users and respond with solutions that make their lives easier. Oftentimes, people with intimate healthcare needs face significant barriers to realising their human rights, including the right to an adequate standard of living, the right to work and to education, and to take part in cultural life. Coloplast is strongly committed to contributing to removing the barriers for realising such human rights and supporting the fundamental right to health.

Coloplast respects the internationally recognised human rights of all people. We are committed to identifying and addressing any adverse impacts which may result from our own operations or business relationships.

As stated in our Code of Conduct "[Coloplast BEST](#)", our approach to human rights builds on our commitment to the following treaties, but is not limited to the:

- *United Nations Universal Declaration of Human Rights*;
- [United Nations Guiding Principles on Business and Human Rights](#) ("UNGP's"). Coloplast respects internationally recognised human rights, including labour rights, as made operational with the

UNGPs and as framed in the [United Nations Global Compact](#) (of which Coloplast has been a signatory since 2002). It is essential to Coloplast not only to implement the management system outlined in the UNGPs internally, but also to extend the internationally expected minimum standard of the UNGPs to our business partners by expecting them to follow the principles.

- *United Nations Declaration against Corruption and Bribery in International Commercial Transactions;*
- *International Labour Organization's Declaration on Fundamental Principles and Rights at Work.*

We monitor all current and emerging human rights-related regulations and ensure that our policies and procedures are updated accordingly.

Coloplast has identified the following human rights; "right to safe and healthy working conditions", "right to non-discrimination", and "right to privacy" as salient for our direct operations. To support that, Coloplast focuses on labour standards, non-discrimination, health & safety, business ethics and data privacy.

Coloplast is committed to prevent occupational injuries and diseases, to promote healthy lifestyle choices among employees, and strives to ensure no child labour nor any slavery or trafficking among third parties related to our products and services.

5. Commitments & initiatives

Based on our position, Coloplast is committed to:

- Establishing processes to identify, prevent, and mitigate potential and/or actual adverse human rights impacts that we may cause or contribute to by our direct operations, or that we may be contributing or linked to via our business activities with third parties.
- Remediating any adverse human right impact that Coloplast causes or to which we contribute.
- Involving and engaging experts for review of policies and procedures, and stakeholders in due diligence procedures and discussion of remediation.
- Maintaining appropriate grievance mechanisms for our stakeholders to raise concerns, including the Ethics Hotline.
- Using potential ability or leverage to influence other parties directly linked to our operations to cease activities that lead to adverse impacts on human rights, if we become aware of such impact.
- Communicating and accounting for our effort to protect and respect human rights, including our actions against slavery and trafficking, in our Annual Report and Sustainability Statements.
- Within Coloplast's sphere of influence, Coloplast supports the human right to health by raising standards of care globally through innovative products, services, and community engagement. Through Coloplast's partnership programme, Access to Healthcare, Coloplast works strategically to improve framework conditions and granting access to quality products and services.

6. Management Obligations

Management must role model behaviour that supports ethical business practices and ensure that their teams follow Coloplast policies and procedures.

Management must address any bad practice that they become aware of in a timely manner, and when needed, make sure proper training is given to their teams to prevent or address any issues or concerns.

7. Governance

Where local laws and regulations, industry codes, or local Coloplast requirements are stricter than this Policy, such stricter requirements prevail.

In the event of any discrepancies between the English version of this Policy and a translated version, the English version shall prevail.

8. Raising Concerns

Any employee or third party who becomes aware of or suspects a violation of this Policy must immediately contact a manager, Group Business Ethics & Compliance, or use the Ethics Hotline. Our externally operated Ethics Hotline is available to people inside and outside our organisation, and we ensure follow up and remediation if needed.

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.

9. Violations

Failure to follow this Policy and related policies, including failure to report behaviours or actions of others inconsistent with this and related policies, may lead to disciplinary action up to and including termination of employment in accordance with applicable local labour laws and regulations as well as company policies, and may be reported to the relevant authorities.

Third parties acting on behalf of Coloplast who violate this Policy may be terminated and Coloplast reserves all rights to pursue any legal action and/or remedy available to Coloplast under applicable law, including reporting the incident to the relevant authorities.

10. References

- Coloplast BEST Code of Conduct
- Global Speak Up and Anti-Retaliation Policy
- Global Investigations and Ethics Hotline Management Policy
- Global Diversity, Equity, and Inclusion Policy
- Global Anti-Discrimination and Anti-Harassment Policy
- Locally established procedures or guidelines

11. Policy ownership

The overall responsibility for this Policy resides with the Executive Vice President of Finance, a member of Executive Management. The operational responsibility lies with People & Culture – Global Rewards. This Policy, including revisions to the Policy, must be approved by the Executive Leadership Team.

12. Policy Revision

This Policy must be reviewed on an annual basis and may be amended at any time.

This Policy should be read together with Coloplast's suite of corporate policies.

Definitions and Abbreviations

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

Compliance: means acting in accordance with applicable laws and regulations as well as the Coloplast Business Ethics Standards ("BEST"), internal policies and guidelines.

Good faith: means acted without any wrongful intent.

Human Rights: Human rights are standards that recognise and protect the dignity of all human beings.