

Quality and Sustainability Policy

Our position

Coloplast wants to fulfil our mission of making life easier for people with intimate healthcare needs. Thus, it is essential to Coloplast's mission to deliver safe and reliable products and services.

Being responsible is a core value and has become a key theme in our corporate strategy. We apply a precautionary principle to mitigate, avoid or reduce social or environmental risks.

We have clear governance for Quality and Sustainability with organisational anchoring at the Executive Management level with common global standards. We establish operational objectives and conduct quarterly reviews of objectives and performance by relevant management. This way, evaluation of Quality and Sustainability are included in the decision-making process on all management levels. Coloplast emphasizes to include stakeholders by taking user needs, sustainability, economy, and technical feasibility into account.

In Coloplast, Sustainability includes;

- a healthy and safe working environment for employees with focus on employee well-being
- addressing global challenges for the environment related to climate change, resource scarcity and the use of hazardous substances.
- Making sustainability easier for our users.
- Having a diverse and inclusive workforce which represents the society we are part of.

Our commitment

Based on our position, Coloplast is committed to:

- Continual improvement of the management system and performance of Quality and Sustainability.
- Fulfil our compliance obligations with applicable legal and regulatory requirements*)
- Consult and encourage participation of relevant employees in continual improvement of the management system.
- Engage in dialogue with key stakeholders to improve performance related to Quality and Sustainability and engage in partnerships to create shared value
- Comply with the 10 principles listed in the UN Global Compact and contribute to the UN Sustainable Development Goals
- Respect human rights and labour rights *)
- Work towards the business ambition for 1.5°C in line with the Paris Agreement and implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Ensure quality, defined as reliable products and services meeting defined customer's needs
- Minimise our environmental footprint through evaluation of our impact on climate and biodiversity, efficient use of resources by embedding sustainability in innovation and applying eco-design principles in product development. We acknowledge the problems with plastic waste, and we have [clear priorities](#) when contributing towards more circularity, renewable materials in packaging and more efficient waste management
- Invest in green energy, aiming for 100% renewable energy in our production
- Eliminate Health & Safety hazards, reduce risks and promote healthy lifestyle choices among employees.
- Prohibit bribery or any other form of corrupt behaviour*)

*) *Compliance obligations and definitions on human rights, labour rights and corrupt behaviour are defined in our management systems and Code of conduct.*

The CEO has overall responsibility for this policy

2023