

1. Purpose

Coloplast develops products for people with intimate healthcare needs. Animal testing is sometimes required to ensure the safety of our products. Further, some authorities require documentation obtained through animal testing. For these reasons, Coloplast cannot completely avoid animal testing in the development and approval of our products.

This policy reflects the Coloplast Group's commitment to conduct 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 our responsibilities in ensuring that Coloplast's business practices are compliant with the three R's: Replacement – Refinement – Reduction. And to provide guidance on how we implement the three R's in our product development.

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 acknowledges the concerns that animal testing raise. We adhere to the "three R's":

- Replacement- using non-animal testing methods (e.g. testing with cell cultures or through computer modelling)
- Refinement - using test methods which minimise the potential distress to animals
- Reduction - using fewer animals to obtain the same level of information

We communicate openly about the actual numbers of animal tests in our annual Sustainability Report.

We constantly challenge the need for animal testing and implement the "three R" principles in our product development and maintenance whenever possible. Thus, we replace animal testing by:

- using existing data for applied materials
- using chemical characterisation {chemical and/or physical analyses} of materials and devices
- testing with cell cultures

When animal testing is required, we refine and reduce the testing by:

- testing devices solely in their most mature development stage whenever possible
- using test methods that cause the least distress to animals

Further, we only use suppliers who comply with legislation and international standards relating to animal welfare. We regularly monitor our suppliers to ensure compliance.

5. Management Obligations

Management must demonstrate 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.

6. 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.

7. 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. If in doubt as to whether a violation of the Global Animal Testing Policy has occurred, Group Business Ethics & Compliance can be consulted before taking any further actions. 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. Violations

Failure to follow this policy and related policies, including failing 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.

9. References

- Coloplast BEST Code of Conduct

10. Policy Revision

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

This policy, including revisions to the policy, must be approved by the Executive Leadership Team.

The overall responsibility for this policy lies with Executive Vice President Allan Rasmussen, a member of Executive Management. The operational responsibility lies in Global Quality with the Senior Director of Quality Competence Center.

Definitions and Abbreviations

<Insert applicable definitions and abbreviations. Refer to standard Group Business Ethics & Compliance glossary of terms.>

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