

Sustainability policy

1. Introduction

Mölnlycke is a world-leading medical solutions company providing medical product and system solutions. Our purpose is to advance performance in healthcare across the world.

We aspire to equip everyone in healthcare with solutions to achieve the best outcomes through our commitment to patient safety and by following applicable regulatory and other compliance obligations.

We aim for our business to be conducted in a long-term sustainable way and we believe that by integrating sustainability in our way of working and business decisions we will create more long-term value and continue to be successful. We set the same standards for our suppliers and business partners as we set for ourselves.

2. Purpose and scope

The purpose of this policy is to define Mölnlycke's framework for and management of sustainability. The policy applies to the Mölnlycke Group of companies.

3. Roles and responsibilities

The Mölnlycke Board of Directors is responsible for Mölnlycke's sustainability policy and approach. This sustainability policy is approved by the Board of Directors on an annual basis.

The Mölnlycke Executive Leadership Team decides on the execution of the policy and provides regular updates to the Board of Directors on the execution thereof.

Every Mölnlycke employee shares ownership and maintains the effectiveness of our management systems. We strive for continual improvement to enhance our performance and we encourage and maintain a company culture that promotes proactive change.

4. Policy statements

Mölnlycke takes responsibility for its business impact and will contribute to sustainable development by targeting four areas:

- People
- Environment
- Business ethics
- Financials

Mölnlycke supports the UN Sustainable development goals.

4.1 People

- Our goal is to create an environment where our employees feel empowered to grow, develop to their full potential and are proud of working for us.
- We work systematically to improve diversity and inclusion with a particular focus on gender equality.
- We aim for a safe, accident-free and healthy working environment and we are committed to proactively eliminating hazards and reducing risks related to occupational health and safety.
- We strive to nurture a culture of constant learning and development and to attract the talent which is essential for the current and future success of our business.
- We constantly measure, through surveys, the level of employee engagement. The information collected is extremely valuable to support the sustainable development of our company, culture and our employees.
- We are committed to a respectful dialogue with our social partners, such as unions and workers' councils, to build the culture we are aiming for.

4.2 Environment

- In our value chain, we have a life cycle perspective and we aim to minimise the environmental impact, reduce our CO2 emissions based on science and the Paris agreement. We optimise the use of resources in both products and production to protect our environment.
- We strive to minimise the use of substances and materials in our products that are harmful to humans or our environment.
- We assess the environmental impacts of our decisions about investments and suppliers.

4.3 Business ethics

- Business ethics and governance constitute the foundations of our business model.
- We follow our Code of Conduct and applicable ethical codes and systematically carry out activities relating to anti-corruption, fair competition and health care compliance to ensure that our business is ethical, legal and transparent.
- We are committed to the UN Convention of Human Rights, the UN Convention on the Rights of the Child, applicable ILO Conventions and the UN Global Compact.

4.4 Financials

- We manage our financial resources properly to safeguard the long-term sustainable financial performance of Mölnlycke.
- We follow applicable laws and regulations as well as applicable International Financial Reporting Standards.
- We strive to ensure responsible investments by integrating sustainability parameters in the investment process.

5. Stakeholder engagement

We strive to address sustainability issues that are relevant for Mölnlycke as a company within the health care sector. Engaging with stakeholders and acting in a transparent way when doing so is important to us as a company.

6. Reporting

Mölnlycke strives to be transparent in its efforts to support the long-term sustainable development of its business. Every year, Mölnlycke will report its performance against sustainability measures in the Sustainability report.



Zlatko Rihter
CEO