



Corporate Social Responsibility

CampusPharma AB

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CampusPharma AB

CampusPharma AB is a marketing company that has been selling pharmaceutical and drug-related products in the Nordic market in therapy areas since 2004 that cater to the needs of both small and large patient groups. Our focus is on women's health, Special Pharma (niche products) and Un-licensed pharmaceuticals. The company has several suppliers of products both inside and outside the EU.

With nearly fifteen years of experience in providing pharmaceuticals on the Nordic market and with a highly experienced staff, CampusPharma has a stable network of Nordic pharmacists, doctors, pharmacies and hospitals. We also have a thorough understanding of the needs of these groups. To meet the requirements of healthcare, and ultimately the patient, is an important part of our work.

CampusPharma conducts its business ethically, socially, environmentally and economically properly. We respect human rights, fundamental labor law principles and environmental standards. The starting point of this work is our commitment to CSR (Corporate Social Responsibility), which takes on different expressions both inside and outside our organization.

ETHICS & SOCIAL RESPONSIBILITY



CampusPharma is characterized by care for customers and employees.

In our daily business, simplicity, care and responsibility are key words that, based on a stable platform of knowledge, will help us achieve our goals in a business-friendly and sustainable way.

As the founder of the company has experience from development work in Africa, contributions and responsibilities for building health-related work have been part of the company's social activities from the start.

CampusPharma contributes and takes responsibility through profit for construction and health projects in Africa. <http://www.campuspharma.se/vara-sociala-projekt/>

Our goal is to always work with long-term relationships with customers as well as suppliers.

We will conduct a legally accurate business.

We will follow national laws and agreements on social protection.

We distance ourselves from child labor and forced labor.

All our employees will be offered the same opportunity regardless age, color, gender, nationality, religion, sexual orientation or ethical origin.

We do not accept harassment and discrimination.

We offer a safe and legal work environment and are constantly implementing systematic improvement work.

Our products must always comply with statutory requirements.

We will actively choose suppliers who share our values and who follow its laws in their countries, including laws on child labor and human rights.

ENVIRONMENTAL POLICY

i Environmental policy is the basis for achieving our goal of continually reducing our environmental impact.

We want to achieve this by:

Our current and future operations and processes will stand in agreement with environmental standards and legislation. We are constantly updating new guidelines and regulations from authorities.

We strive to develop, produce and provide products that limit harmful impact environment and safe to use.

We have an open dialogue with employees and our suppliers about our constantly developed environmental work.

COD OF CONDUCT

i CampusPharma works in a way that meets at least fundamental responsibilities in the areas of human rights, labor law, the environment and corruption. By working on a code of conduct, we have set guidelines for how we as a company conduct our business in an ethically, socially and environmentally correct way. The Code of Conduct is based on the ten principles of the UN Global Compact, which originate from the UN Declaration of human rights, the ILO conventions on fundamental principles and workplace rights, the Rio Declaration on the environment and development and the UN convention against corruption.

For us, it is vital that we as well as companies, our suppliers and our subcontractors follow this code of conduct

- United Nations universal declaration of human rights (1994)
- ILO's eight core conventions No. 29, 87, 98, 100, 105, 111, 138 and 182
- UN convention on the rights of the child, article 32
- Occupational safety and occupational health and safety legislation in the country of production
- Labor law, minimum wage legislation, social security protection in the country of production
- Environmental protection legislation in the country of manufacture
- United Nations declaration against corruption

Human Rights - United Nations Universal Declaration of Human Rights (1994)

Suppliers are responsible for supporting and respecting human rights in their own business and in the supply chain.

The supplier shall ensure that he/she does not participate indirectly/directly in violations of human rights. Routines should be set up within the supplier's activities to evaluate the risk of contributing human rights violations.

Labor Relations - International Labor Organization (ILO) Forced Labor No. 29, 105

All work must be voluntary, and the employee should be entitled to terminate his work after a reasonable notice period.

Forced labor refers to work and services not performed on a voluntary basis and may not occur, such as slavery, contract work or involuntary imprisonment.

ILO Freedom of Association and Collective Bargaining 87 and 98

The supplier is expected to acknowledge and respect the employee's (and employer's) right to organize. Rights to collective bargaining and connection to formalized and/or non-formalized collaborations that promote and defend own interests in working life.

ILO Discrimination and Harassment No. 100 and 111

Discrimination involves discrimination on unfair grounds and refers to the separation of non-quality and qualitative workers. Discrimination must not be based on gender, marital status, ethical belongings, religion, pregnancy, political opinion, nationality, disability or sexual orientation. The supplier shall promote diversity and equal opportunities within the business.

Harassment must not occur and refer to when the employee is subjected to hard and inhumane treatment. Including physical and psychological punishment as well as sexual harassment.

ILO No 138 and 182, UN Children's Convention, Article 32

No occurrence of child labor, which refers to all economic activity performed by a person of a school age or younger. No worker may be under 15 years (or 14 years if national law permits)

Young people between the ages of 15 and 18 may work with non-dangerously work. If child labor is discovered, the supplier must act based on the best interests of the child and find suitable solutions.

Labor law, legislation and minimum wage, social security in the country of production

The legal limits or 60 hours a week may not exceed the applicable weekly working hours, incl. overtime. The employee is entitled to at least one rest day of the week.

The supplier shall ensure that living wages are paid directly to the employee at the agreed time. Less payment amount than the national/local statutory minimum wage shall in no case occur. Clarity regarding overtime compensation shall be specified in the salary statement.

In accordance with national legislation, leave, holidays, sick leave and parental leave shall be replaced.

Environment - Occupational health and safety legislation in the country of production

Local and national environmental legislation must be followed by the supplier and conduct his business with respect to the environment. The supplier will work to continuously improve his environmental performance and minimize emissions/resource consumption.

Which should be based on routines that identify, measure and monitor environmental impact.

The supplier shall set environmental requirements for subcontractors and strive towards a life-cycle perspective regarding products and services environmental impact.

Environmental protection legislation in the country of production (ILO 155 and 170)

The employee working in the supplier's business should be offered a safe and healthy working environment. There are health risks and preventive measures that minimize damage. The working environment must be safe and hygienic, free from or protected from conditions that endanger the worker.

Employees will receive training regarding possible health hazards, dangerous work, fire and first aid safety. It is the employer's obligation that relevant protective equipment is available to the employees. Emergency exits must not be blocked and should be clearly marked/enlightened. Evacuation drills and tests will be carried out regularly within the business.

Anti-Corruption - United Nations Declaration Against Corruption

The supplier shall not directly or indirectly offer, request or accept any form of undue payment/improper within the business, or from third parties that may affect the objectivity of business decisions.

**For questions, complains & other matters.
Please contact us:**

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