

1. PURPOSE

This sustainability policy generally describes how CampusPharma works with sustainable development by combining social, environmental and financial responsibility with long-term profitability. The policy is the basis for our work in managing risks and making decisions.

2. INTRODUCTION

CampusPharma is a Swedish pharmaceutical company based in Gothenburg. We market and sell medicines on the Nordic market and cooperate with a number of suppliers both within and outside of the EU.

CampusPharma shall conduct its operations in an ethically, socially, environmentally and economically sustainable manner and thereby contribute to creating a sustainable society that we want to live in today and that we can pass on to future generations.

We therefore work actively and long-term with sustainability issues throughout the value chain to make a positive contribution to society. We strive for continuous improvement of our sustainability work.

This sustainability policy has been established by CampusPharma's top management.

3. ENVIRONMENTAL RESPONSIBILITY

The company's operations must be conducted in such way that the earth and its natural resources are not adversely affected over time.

To prevent and reduce environmental impact, CampusPharma aims to:

- Integrate environmental work as a natural part of the entire company's operations.
- Increase employees' environmental awareness through training initiatives, thereby creating conditions for participation in the environmental work.
- Actively work to continuously reduce the environmental impact and streamline utilization of natural resources, for example by:
 - consider environmental aspects in passenger and goods transport, as well as in the purchase of office supplies
 - spare natural resources and sort recyclable materials
- Actively work with suppliers to:
 - reduce the risk of emissions of active substance (API) into the environment during manufacturing
 - reduce the environmental impact of packaging materials
 - use the most environmentally friendly alternatives for transports
 - ensure that relevant requirements in regard to environmental responsibility are met

4. SOCIAL RESPONSIBILITY

The company must take social responsibility by considering everyone's well-being, regardless of whether they are employees, subcontractors or customers.

To work for human rights, basic labor law principles and business ethics, CampusPharma will:

- Commit to comply with national laws, respect workers' rights and comply with ILO's eight core conventions on forced labor, child labor, discrimination and harassment, as well as freedom of association and the right to organize.

- Dissociate from all forms of corruption, bribery or other undue influence.
- Make demands on suppliers to meet relevant requirements with respect to social responsibility.
- Operate a legally correct business with good business ethics.
- Ensure that the products always meet statutory requirements.
- Offer a safe and legal work environment.
- Promote human rights both within the own business and throughout the supply chain.

This is described in more detail in our Code of Conduct.

5. FINANCIAL RESPONSIBILITY

In order to conduct sustainable business and contribute to a long-term sustainable operation, CampusPharma will:

- Integrate sustainability into the company's business management.
- Work resource efficiently and have a long-term plan for profitability.
- Consider environmental aspects in profitability assessments and risk assessments.

6. COMPLIANCE

CampusPharma's management is responsible for the compliance with applicable laws and requirements. Through evaluation and follow-up, it is ensured that partners also meet the requirements in accordance with current legislation.

The policy is evaluated annually as part of the Management review.

A detailed description of the work performed to ensure compliance with this policy can be found in the relevant SOPs.