

## Nordic Infucare AB

### Code of Conduct for Suppliers and Partners

**Date of implementation: 2024-01-01**

**Version number: 2**

Nordic Infucare is committed to sustainability in all business activities and aims to apply the highest ethical standards. Our suppliers play an important role as enablers of our sustainable growth and overall success, which is achieved through dialogue, transparency and in collaboration.

Nordic Infucare requires its suppliers to explicitly acknowledge and adhere to the requirements embodied in this Supplier Code of Conduct, and to ensure that their own suppliers also comply with the same.

Nordic Infucare suppliers must also agree to comply, without exception, to all local laws and regulations in the countries in which they operate. The code does not replace legislation and, if the two conflict, legislation takes precedence. However, if the Code sets a higher standard than existing legislation, the reverse applies.

Goods and services that are supplied to Nordic Infucare must be produced under conditions that are in accordance with:

- The United Nations Universal Declaration of Human Rights (1948)
- The Ten Fundamental Conventions\* of the International Labour Organisation, no. 29, 87, 98, 100, 105, 111, 138, 155, 182 and 187
- The United Nations Convention on the Rights of the Child, Article 32
- The labour protection and work environment legislation in force in the country of production
- The labour law, including legislation on minimum wages, and the social welfare protection regulations in force in the country of production
- The environmental protection legislation in force in the country of production
- The United Nations Convention against Corruption

Suppliers must demonstrate commitment to the above, assigning responsibilities and allocating appropriate resources to ensure compliance with this Supplier Code of Conduct. Suppliers must also have mechanisms to determine and manage risks in all areas addressed by this document. Suppliers should also work systematically with Sustainability Due Diligence in accordance with the UN guiding principles on businesses and human rights and the OECD guidelines. This means to identify, prevent, mitigate and remedy actual and potential negative impacts on human rights and the environment. In addition, suppliers must have a training programme that generates an appropriate level of knowledge, skills and abilities in management and workers to address these expectations.

In particular, Nordic Infucare expects the following of suppliers and sub-suppliers:

### **Human Rights**

*Suppliers must support and respect human rights.*

Suppliers have a responsibility to respect and support human rights both within its own operations and in the supply chain. Suppliers must ensure that they do not participate, directly or indirectly, in violations of human rights. This also includes situations when suppliers fail to question violations of human rights or benefits from violations that are carried out by any associated third party.

### **Child Labour (ILO 138 and 182\*, UN Child Rights Convention, Article 32\*)**

*Suppliers must not use child labour.*

Child labour refers to all economic activity carried out by a person of compulsory school age or younger. No employee may be under the age of 15 (or 14 if national legislation allows for this), or younger than the minimum age of employment, if this age exceeds 15 years. Young people between the ages of 15 and 18 may work with non-hazardous activities, on condition that they have reached the legal age of employment and have completed compulsory national education. If child labour is detected, the supplier must take action based upon the best interests of the child, and find suitable solutions in consultation with the child and the family of the child.

### **Forced Labour (ILO 29\* and 105\*)**

*Suppliers must not use forced, bonded, indentured or involuntary prison labour.*

Forced labour refers to labour or services exacted under the menace of any penalty and for which the said persons have not offered themselves voluntarily. Forced labour, including slave labour, bonded labour or involuntary prison labour must not be used. All work, including overtime, must be voluntary, and employees must have the right to terminate employment following a reasonable term of notice.

Suppliers should not require their employees to pay any kind of deposits, nor may they retain the employees' identity documents.

### **Non-Discrimination and Harassment (ILO 100\* and 111\*)**

*Suppliers must support diversity and equal opportunities in employment and not tolerate any form of harassment and discrimination.*

Discrimination refers to any distinction that is not based on merits or qualities, but based on biased grounds such as age, gender, marital status, pregnancy, religion, social or ethnic origin, nationality, physical ability, political opinion, union membership or sexual orientation.

Harassment refers to instances where individuals are subject to harsh or inhuman treatment, including sexual harassment or other forms of psychological or physical punishment.

### **Freedom of Association and Collective Bargaining (ILO 87\* and 98\*)**

*Suppliers must respect the rights of workers to associate freely, join or not join labour unions, seek representation and join workers' councils.*

Workers must be able to communicate openly with management regarding working conditions, without threat of reprisal, intimidation or harassment. In countries where freedom of association is limited or under development, the supplier must support instances where employees may meet management to discuss wage and labour conditions without the risk of negative sanctions.

Freedom of association and collective bargaining refers to formalised and/or non-formalised forms of cooperation to support and defend employees' interests at the workplace and in the relationship between employers and employees. Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged.

## Wages, Benefits and Working Hours

Wages must be paid directly to the employee within the agreed timeframe and in full. Suppliers must support the payment of living wages to employees, and under no circumstances support the payment of less than the national or locally stipulated minimum wage. Overtime compensation must be paid, with rates no lower than stipulated in national or locally stipulated legislation, and clearly specified in wage statements. Unfair or illegal deductions from wages or the removal of benefits as a disciplinary measure is not permitted.

Employees must have at least one day of rest per week. Working hours must not exceed legal limits or a maximum of 60 hours per week, including overtime. The overtime must always be voluntary. Leave, including vacation, holidays, sick leave and parental leave must be compensated in accordance with national legislation.

Employees should understand their terms of employment and have access to these terms in written employment contracts or equivalent.

## Safe and Hygienic Work Environment (ILO 155\*, 170, 187\*)

*Suppliers must provide a safe and healthy work environment where preventive measures have been taken to protect workers from exposure to chemical, biological and physical hazards and physically demanding tasks.*

A safe and hygienic work environment means that the employee, when present in an area that the employer has direct or indirect control over, is guaranteed to be free from or protected from conditions that can constitute a hazard for the employee's physical and or psychological health.

Suppliers must provide relevant protective equipment and first aid equipment and ensure that information on health and safety is readily available at the workplace. Chemicals must be handled safely, and safety data sheets must be available. Suppliers are also expected to implement emergency plans and response procedures. Employees must be given training on the potential health risks that the work can entail, including fire safety, hazardous operations and first aid. Emergency exits must be clearly marked, illuminated and must not be blocked. Evacuation procedures and fire alarms must be tested on a regular basis.

All employees must be provided with free access to clean drinking water and hygienic toilets. Suppliers must ensure reasonable living space, privacy, safety and personal hygiene in dormitories.

## Environment

*Suppliers must conduct their operations in an environmentally responsible, efficient manner, and must minimise adverse impacts on the environment.*

Suppliers must aim to continually improve their environmental performance, preserve natural resources and minimise the production of waste, through a structured and systematic approach for identification, measurement and follow-up of environmental impact. Suppliers must prevent and mitigate accidental spills.

Suppliers must have systems in place to ensure the safe handling, movement, storage, recycling, reuse and management of chemicals, raw materials and waste. Suppliers must manage and control emissions to air, land and water from their operations. Suppliers must also implement an appropriate system for treating wastewater in a way that ensures that wastewater has no adverse effect on the environment.

Suppliers must aim towards employing a life-cycle perspective concerning environmental impact from products. Suppliers are also encouraged to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle.

## Respect for animals

*Suppliers that produce pharmaceuticals or other products where animal testing might occur must conduct all animal research in a responsible, humane, and ethical manner.*

Animal testing may only be conducted if it is not possible to produce the relevant research results with other methods. Animal tests must always consider factors that can reduce pain or stress for the animals. A minimum number of animals must be used in the test and animals must be treated as well as possible throughout the whole process.

## Business Integrity and Fair Competition

*All corruption, extortion and embezzlement are prohibited. Suppliers must conduct their business in ways that are consistent with fair and vigorous competition and in compliance with all applicable antitrust and competition laws.*

Suppliers must not directly or indirectly pay or accept bribes or participate in other illegal payments from/to persons or organisations with the aim of obtaining, maintaining or directing business operations or receive other undue advantages within the framework of their operations. Suppliers must not directly or indirectly request or accept any form of undue payment or other forms of compensation from a third party that can affect the objectivity of business decisions.

Competition law is applicable in all domains of commercial activity. It concerns, in particular, price-fixing agreements, manipulation of tender processes, collusion with respect to markets, territories or clients between competitors, as well as the boycotting or unequal treatment of certain clients or suppliers without valid cause. The exchange or disclosure of sensitive business information concerning competitors, clients, or suppliers is forbidden.

Suppliers' employees are expected to avoid any situation that involves a conflict between their personal interests and the interests of Nordic Infucare.

## Protecting Information and Privacy

*Suppliers must safeguard and make proper use of confidential information and personal data to ensure that company, employee, individual and patient privacy rights are protected.*

Suppliers must respect the applicable confidentiality and non-disclosure agreements, and to properly protect and refrain from disclosing any strategic, financial, technical, or commercial data or documents not in the public domain. Likewise, any nominative, professional or private information pertaining to individuals must be protected by all necessary precautions to prevent alteration or disclosure.

## Reporting Violations

*Suppliers must encourage all workers to report concerns or illegal activities in the workplace, without threat of reprisal, intimidation or harassment. Suppliers must investigate and take corrective action if needed.*

Suppliers must inform Nordic Infucare if they discover a breach, or suspected breach, of this Supplier Code of Conduct. This will not be used against the supplier or sub-contractor if acting in good faith and if corrective actions are taken in good time.

If a person observes, is informed of, or suspects, any activities that may violate the Supplier Code of Conduct, the information must be reported to HR Director

## Compliance

Nordic Infucare reserves the right at any time to audit suppliers and sub-contractors regarding compliance with this Supplier Code of Conduct or corresponding requirements. Nordic Infucare expects its suppliers to provide

complete and accurate information, including access to their documentation. Nordic Infucare will notify the supplier at least three weeks in advance when auditing a supplier's or sub supplier's place of business. In a case of identified non-compliance, Nordic Infucare will follow its procedures and expects the supplier to provide a corrective action plan, which is to be discussed and approved by Nordic Infucare.

### **Updates**

This Supplier Code of Conduct will be updated when necessary.