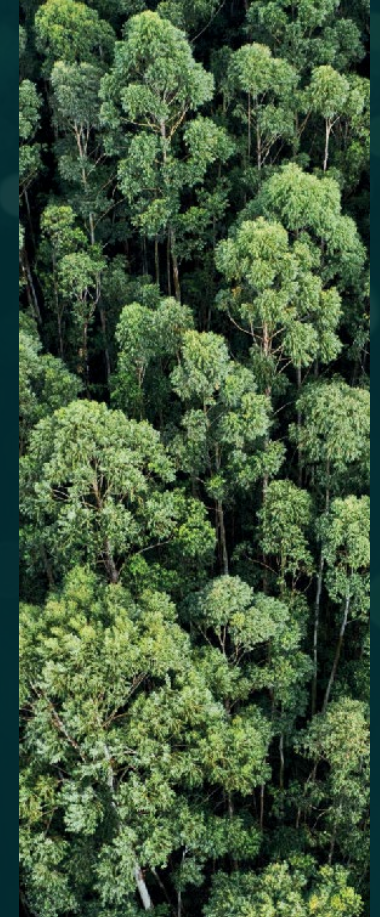




Nordic Pharma Procurement Principles

Commitment to Responsible and
Ethical Procurement



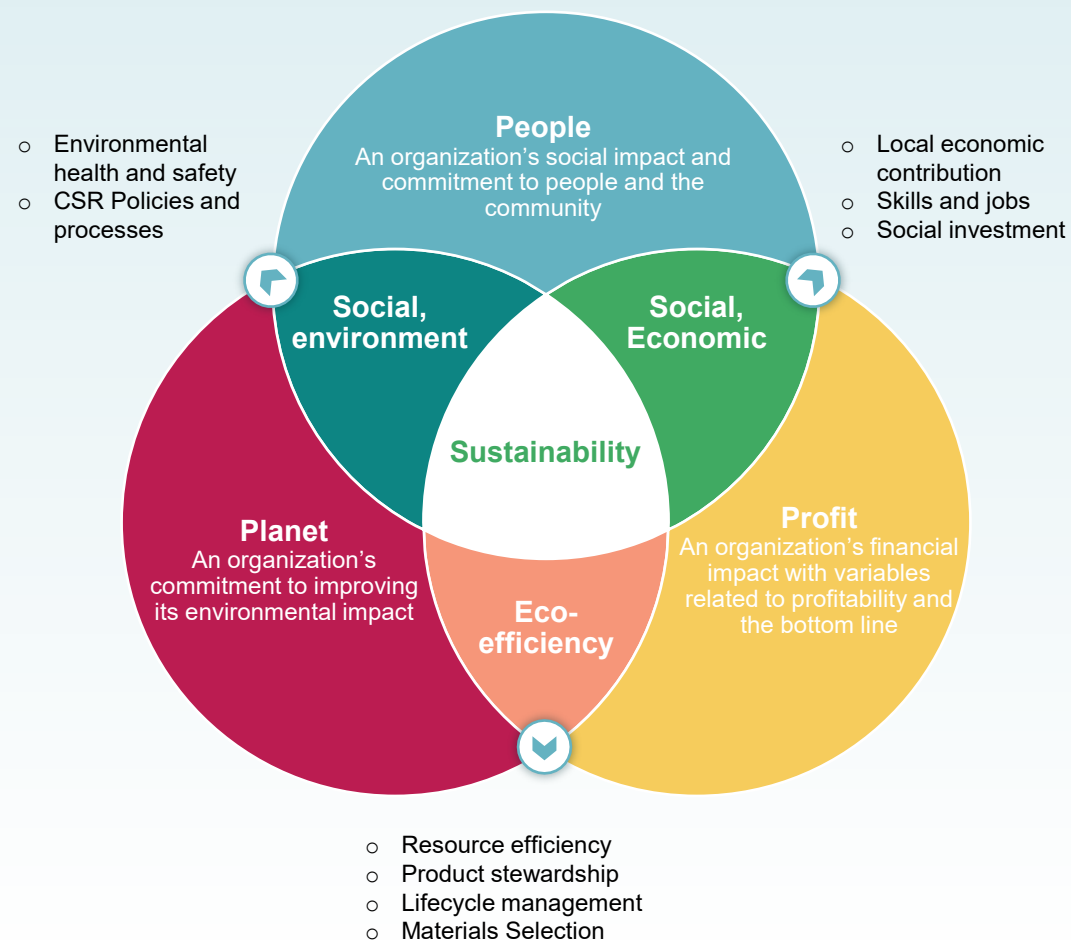
NORDIC PHARMA PROCUREMENT PRINCIPLES

At Nordic Pharma, we uphold
**ETHICAL
PROCUREMENT** by
building **TRANSPARENT,
FAIR PARTNERSHIPS**
with our suppliers and CMOs.

Commitment to
**Corporate
Social
Responsibility
(CSR) &
Sustainability**

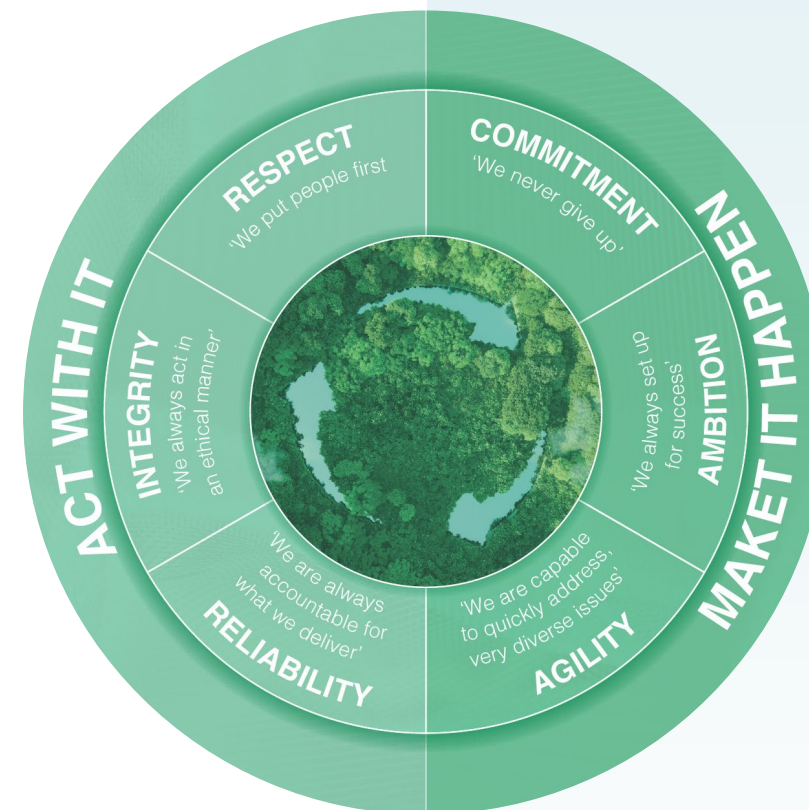
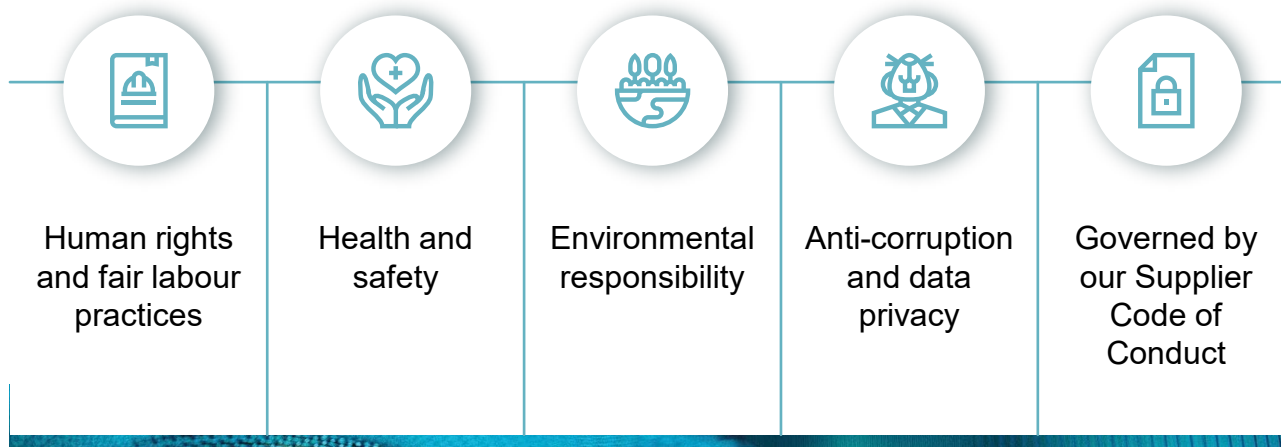
**Guided by three
pillars:** People,
Planet, and
Prosperity

Expect **suppliers
to embrace
these values**
within their own
operations and
supply chains



CORE VALUES IN SUSTAINABLE PROCUREMENT

NORDIC PHARMA'S CSR VALUES FORM THE FOUNDATION OF OUR PROCUREMENT:



SUSTAINABLE PROCUREMENT STRATEGY

OUR STRATEGY IS STRUCTURED AROUND
THREE KEY PILLARS:



Caring About People –
Social responsibility



**Contributing to a Healthy
Planet** – Environmental
responsibility



**Fostering Ethical and
Sustainable Business
Practices** – Legal and ethical
compliance

WE ACTIVELY PARTICIPATE IN:

**Pharmaceutical Supply Chain
Initiative (PSCI)**

EcoVadis assessments

CORE SUSTAINABLE PROCUREMENT PRINCIPLES

1

COMMITMENT TO SOCIAL AND HUMAN RIGHTS



Adherence to
**international human
rights** standards



**Zero tolerance for
discrimination,
harassment,
exploitation**



**Promote diversity,
equity, and fair
treatment**

CORE SUSTAINABLE PROCUREMENT PRINCIPLES

2

COMMITMENT TO FAIR LABOR PRACTICES



**No forced, compulsory,
or child labor**



**Compliance with ILO
standards**



**Fair wages and
regulated working
hours**

CORE SUSTAINABLE PROCUREMENT PRINCIPLES

3

HEALTH, SAFETY, AND ENVIRONMENTAL PROTECTION



Safe and healthy workplaces



Compliance with environmental laws



Pollution prevention and waste management

CORE SUSTAINABLE PROCUREMENT PRINCIPLES

4

ETHICAL BUSINESS CONDUCT



Zero tolerance for
corruption and
unethical behaviour



Transparent operations
and data privacy

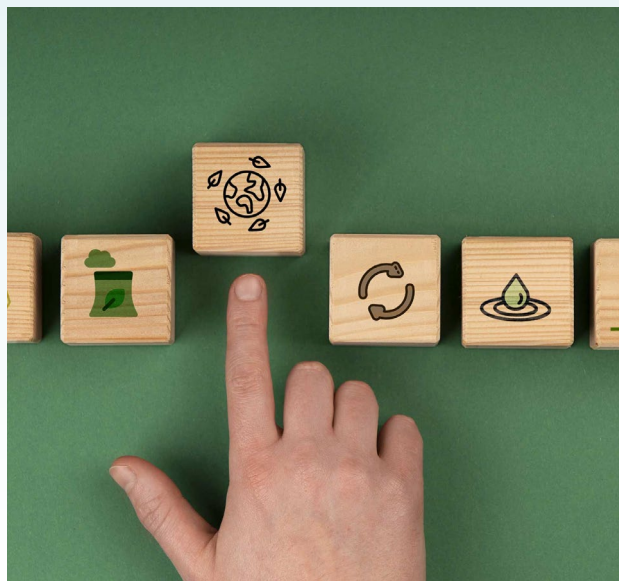


Commitment to
continuous **improvement**

CORE SUSTAINABLE PROCUREMENT PRINCIPLES

5

ENVIRONMENTAL RESPONSIBILITY



Reduce **carbon** and
methane emissions



Promote **resource
efficiency** and
biodiversity



Encourage **sustainable
materials**

ALIGNING WITH NORDIC PHARMA'S POLICY SUPPLIERS MUST:

Sign and comply

with the Nordic
Pharma Supplier
Code of Conduct



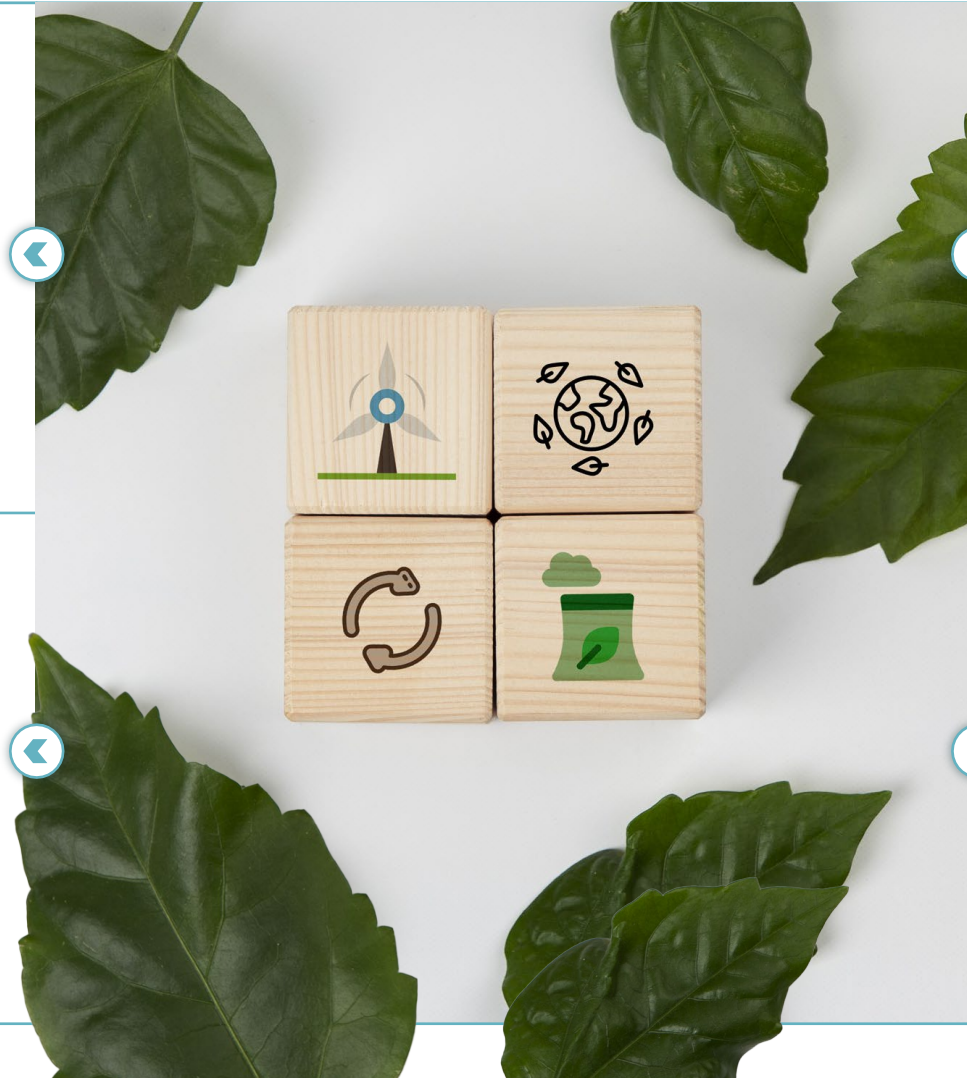
**Join responsible
sourcing
programs**



Align with standards
like **ISO 14001**



Commit to
**sustainability
improvement**



MONITORING & CONTINUOUS IMPROVEMENT

WE TRACK SUSTAINABILITY THROUGH:



KPIs



Supplier audits



Third-party assessments

SUSTAINABILITY GOALS:



Reduce Scope 1 & 2
emissions by 40% by 2030

40%



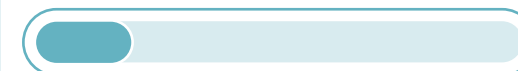
ESG assessments for 100% of
strategic suppliers by 2026

100%



20% increase in supplier
sustainability certifications by 2025

20%



Achieving a Silver
Medal in EcoVadis
ratings by 2026.