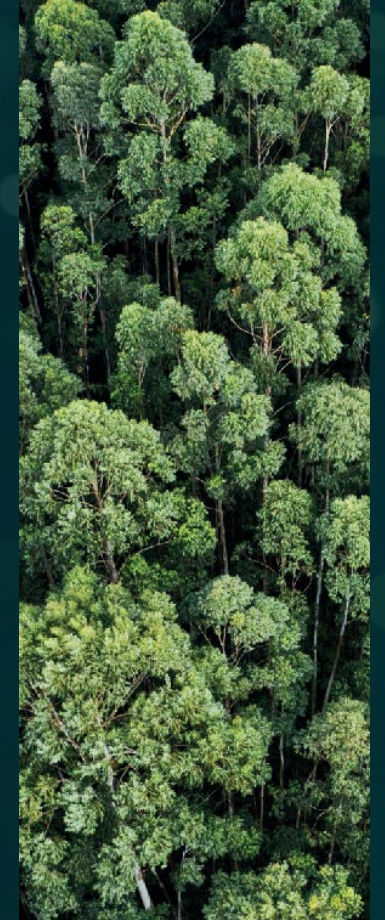

NORDIC
PHARMA



Sustainable Procurement Policy



PURPOSE + SCOPE



PURPOSE



At Nordic Pharma, sustainability is more than a goal — it's a guiding force behind every decision we make. This Sustainable Procurement Policy reflects our commitment to sourcing responsibly, supporting human rights, and protecting the environment while fostering long-term economic resilience. Through ethical partnerships and thoughtful procurement, we aim to create lasting value and contribute meaningfully to global sustainability goals, guided by frameworks such as the UN SDGs, OECD Guidelines, and ISO 20400.



SCOPE

This policy applies to all procurement activities at Nordic Pharma — across direct and indirect **materials, services, and capital investments** — wherever we operate. It extends to our employees, procurement teams, suppliers, contractors, and partners. We invite all who contribute to our supply chain to align with our sustainability principles and join us in building a more responsible, resilient, and ethical value chain.



GUIDING PRINCIPLES + POLICY OBJECTIVES

GUIDING PRINCIPLES

Our sustainable procurement approach is rooted in three core principles:



People

We champion human rights, fair labor, ethical conduct, and inclusive supplier partnerships.



Planet

We work to reduce environmental impact, embrace circularity, and take action on climate change.

















Prosperity

We cultivate long-term, responsible relationships that create shared value and economic resilience.

POLICY OBJECTIVES

- Embed **sustainability** in all procurement decisions.
- **Engage** and **assess** suppliers on ESG performance.
- Mitigate **supply chain risks**, including environmental degradation and human rights violations.
- Promote **innovation** in sustainable products and processes.

KEY COMMITMENTS

 <p>Environmental Responsibility</p>		<p>Reduce scope 1,2, and 3 emissions.</p>		<p>Implement circular economy principles, including waste reduction and sustainable packaging.</p>		<p>Minimize single-use plastics and optimize packaging.</p>		<p>Encourage ISO 140001 and ISO 500001 certifications among our suppliers.</p>
 <p>Social Responsibility</p>		<p>Uphold human rights and fair labor standards across our supply chain.</p>		<p>Promote diversity, equity, and inclusion by supporting diverse suppliers.</p>		<p>Enforce ethical business conduct, preventing corruption and labor exploitation.</p>		<p>Promote gender equality and supplier diversity.</p>
 <p>Economic Sustainability</p>		<p>Establish long-term partnerships with suppliers who align with our sustainability values.</p>		<p>Prioritize local sourcing where feasible to strengthen regional economies and reduce emissions.</p>		<p>Foster supplier innovation and shared value creation.</p>		

SUPPLIER REQUIREMENTS



IMPLEMENTATION STRATEGY



Supplier Selection:
Use ESG criteria in tenders and RFPs.



Onboarding:
Provide training and documentation during supplier induction.



Contractual Terms:
Include sustainability clauses in contracts.



Sustainability Incentives:
Recognition and rewards for suppliers exceeding sustainability targets.



Training:
Mandatory annual sustainability training for all procurement staff.



Supplier Relationship Management (SRM):
Ongoing sustainability discussions and performance evaluations.

KEY PERFORMANCE INDICATORS

KPIs



Reduce Scope 1 & 2 emissions by 40% by 2030

40%



(baseline year: 2023)



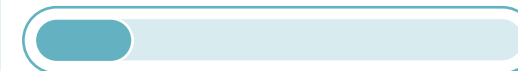
ESG assessments for 100% of strategic suppliers by 2026

100%



20% increase in supplier sustainability certifications by 2025

20%



Achieving a Silver Medal in EcoVadis ratings by 2026.

REFERENCES



UN Global Compact



ISO 20400:
Sustainable Procurement



ISO 14001, 45001, 26000



OECD Guidelines for
Multinational Enterprises



GRI Standards



Nordic Pharma's Code of
Ethics & Business Conduct