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SUSTAINABILITY AT MEDIPLAST

Mediplast is a company that specializes in the manufacturing and distribution of medical supplies and equipment. As a company in the healthcare industry, we recognize the importance of sustainability and its role in ensuring the long-term viability of our planet and its resources. We are mindful in our use of resources, respectfully implementing sound governance practices and compliant behaviour across our organization.



PRODUCT SAFETY AND QUALITY

To that end, Mediplast has implemented several initiatives aimed at reducing our environmental impact. One such initiative is the increased use of eco-friendly materials in our product manufacturing. We have made a concerted effort to reduce the use of harmful chemicals and substances in our products, opting instead for more sustainable materials that are biodegradable or recyclable.

- Removing DEHP Plasticizers in most materials for production
- Using recycled materials for our products when it is compliant with regulations.
- 100% recycled material for one specific product line
- Sustainable plant material for production of our tubular bandages
- PVC free options for certain product line



Mediplast is certified accordingly to the International required standards ISO14001:215. A thoroughly documented Quality and Environmental Management System (QEMS) is implemented throughout the organization and serves as a guideline for all activities within the company. We are continuously challenging our selves to improve our QEMS and our product range. The QEMS is regularly audited by an accredited notified body to ensure all requirements in the standards are fulfilled and the system continuously improved.

ENVIRONMENTAL IMPACT

Mediplast has also implemented a waste reduction program that seeks to minimize the amount of waste generated in our manufacturing process. We have invested in recycling facilities and equipment to ensure that as much waste as possible is diverted from landfills and instead reused or repurposed.

Another area where Mediplast has demonstrated our commitment to sustainability is in our supply chain management. We work closely with our suppliers to ensure that they adhere to sustainable practices and ethical standards. This includes ensuring that raw materials are sourced responsibly and that labour practices are fair and ethical.

We merely cooperate with forwarders and shipping partners who has a sustainable profile with the aim of contributing to more sustainable logistics and reduced emissions intensity. As an example, our two largest inbound goods supply is transported by train to minimize the CO2 impact. We are changing our car-policy to become solely Hybrid and Electrical, supporting the European commission's goal to ensure that all new cars registered in Europe will be zero-emission by 2035.



DATA DRIVEN SUSTAINABILITY AND ACCELERATED ESG PERFORMANCE

In Medioplast we take our sustainability responsibility very seriously, and because of that we continuously strive for improvement empowered by data driven insights and performance tracking.



ENVIRONMENTAL OBJECTIVES

On top of following the UN's global goals, Medioplast also follows three internal environmental objectives:

- Decrease the environmental impact from transports of manufactured devices.
- Decrease the environmental impact from company cars.
- Increase awareness of environmental impact at Medioplast's contract manufacturers and suppliers.



OUR WORKFORCE, DEI (DIVERSITY, EQUALITY, AND INCLUSION) POLICY, AND EMPLOYEE ENGAGEMENT

At Mediplast, we believe in creating a workplace where our employees, partners, and customers are respected and accepted regardless of their gender, sexual orientation, age, physical abilities, ethnicity, religion, or language. We are committed to creating an equitable and diverse culture that supports everyone's right to be heard, fosters creativity and innovation, and promotes an environment of respect and inclusion. Therefore, we have zero tolerance in all our subsidiaries against any kind of bullying and harassment.



CORE VALUES



TRUST



HONESTY



ETHICS



INTEGRITY

Our Equality Policy reflects our commitment to providing equal opportunities for all employees and partners, regardless of their background. All employees, partners, and customers have the right to be treated with respect, dignity, and courtesy. Discrimination or harassment of any kind in the workplace or in our interactions with partners and customers is strictly prohibited. We do not tolerate any form of discrimination against anyone based on their race, colour, sex, national origin, religion, sexual orientation, age, disability, marital status, pregnancy status, citizenship, or any other characteristic protected by applicable laws.

At Mediplast we work dedicated with e-learning platforms, training academies and talent development programs.

We offer wellness contribution, and employee programs to drive the healthy lifestyles of our employees.

We contribute and support performance management to develop each individual and ensure that our employees thrive within our team. We utilize annually mandatory performance reviews. We ensure that our employees are trained and empowered to make the right decisions in their role. Personalized carrier and trainings plans are developed per employee.

COMMUNITIES AND SOCIAL RESPONSIBILITY

In addition to these initiatives, Mediplast also engages in community outreach programs that seek to promote environmental sustainability and raise awareness of its importance.

We want to take responsibility and do what we can to ensure that young people stay on the right track and get a fair chance in life. Since October 2022, Mediplast supports Malmö Redhawks' (local ice hockey team in Malmö, Sweden) social community program called Mötesplatsen. Together with Fryshuset, Malmö Redhawks are inviting young people to Malmö Arena every week to conduct physical training sessions and discussion forums.

We care, and proudly contribute to global needs. We are supporting the people of Ukraine in their time of need, delivering medical supply via organised donations. We continuously support Cancer research and help to meet the challenges of cancer diagnostics, treatments, and patient quality of life.

