

MEDI PLAST

DUE DILIGENCE  
REPORT FOR  
SUSTAINABLE  
BUSINESS  
PRACTICES

REPORT  
TRANSPARENCY

ACT 2025

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# 1. INTRODUCTION

The United Nations' Sustainable Development Goals (SDGs) represent a global framework designed to ensure that current generations can meet their needs without compromising the ability of future generations to meet theirs. Mediplast Group is actively engaged with pertinent sustainability goals and adheres to the expectations set forth by Norwegian authorities. This includes mapping, preventing, limiting, and reporting on how we manage risks of negative impacts, as well as addressing any harm caused to people, society, and the environment through comprehensive due diligence.

At Mediplast Group, we cultivate business relationships founded on integrity and transparency, maintaining a strict zero-tolerance policy towards any conduct that violates our Code of Conduct and Sustainability Policy. We require our suppliers and their subcontractors to fully comply with our guidelines, which stipulate fundamental requirements for human rights, labour rights, anti-corruption measures, and environmental stewardship. These guidelines are rooted in internationally recognized standards, aimed at fostering social and environmental responsibility across our supply chain.



## 1.1 CONTACT INFORMATION

### **Name of the company**

Mediplast Group

### **Address headquarters:**

Bronsåldersgatan 2, SE-213 76 Malmö

### **Main products and services:**

Our product portfolio encompasses a wide range of medical specialties, including thorax, neurology, orthopaedics, radiology, cardiology, wound care, intensive care units (ICU), ear, nose, and throat (ENT), and ostomy. It is important to note that our product offerings vary across different markets to meet specific regional needs and requirements.

### **Description of the company's structure**

Mediplast Group, hereinafter referred as Mediplast, is owned by the Swedish group AddLife which is an independent European supplier within Life science. The day-to-day operations are led by the Managing Director, with the associated management team. The management team is made up of the Managing Director, Chief Financial Officer, Sales & Marketing Director, and Supply Chain Manager.

Management is responsible for ensuring the company's adherence to the board's guidelines on ethical trade and sustainable business practices. The Managing Director has delegated the daily execution of these responsibilities to the QA/RA Manager. As needed, the QA/RA Manager collaborates with experts from various business areas to uphold the company's commitments in alignment with established policies and guidelines.

### **Turnover in the previous year, 2024 (SEK)**

1 091 916 000 SEK

### **Number of employees in 2024**

173 employees

### **Name, title of contact person for the report**

Mollie Sager, Junior Sustainability Specialist

### **E-mail address for inquiries about the Transparency Act**

QA@mediplast.com

## 1.2 OBLIGATION TO REPORT

It is our responsibility to publish our statement according to the Transparency Act by 30 June this year. The purpose of this report is to map our impact on human rights, labour rights, corruption and the environment.

The report must include:

1. A general description of the enterprise's structure, area of operations, guidelines and procedures for handling actual and potential adverse impacts on fundamental human rights and decent working conditions
2. Information regarding actual adverse impacts and significant risks of adverse impacts that the enterprise has identified through its due diligence
3. Information regarding measures the enterprise has implemented or plans to implement to cease actual adverse impacts or mitigate significant risks of adverse impacts, and the results or expected results of these measures

## 2. ABOUT OUR BUSINESS

### 2.1 ORGANIZATION AND OPERATIONAL AREA

Mediplast is owned by the AddLife (Nasdaq Stockholm) group, which is an independent European supplier within Life Science. AddLife has around 2,200 employees spread over around 85 subsidiaries, which operate under their own brands. The group has an annual turnover of approx. SEK 10 billion. AddLife is listed on the NASDAQ Stockholm stock exchange. This due diligence report only applies to Mediplast.



Mediplast is a Swedish supplier of medical technology products, with the Nordic region as the main market. Mediplast has an extensive product range in medical technology, which contains everything from disposable products to distribution of advanced equipment of an investment nature. Mediplast offers both high-quality in-house developed products, often developed in close collaboration with our healthcare partners, as well as distributed selected products from well-known suppliers.

Mediplast has sales offices in Denmark, Norway, Finland, the Netherlands, and Australia. Further, Mediplast has its own manufacturing by Hospidana, located in Maribo, Denmark, manufacturer of wound care products, and own manufacturing by Mediplast S.r.l, located in Roncanova, Italy, manufacturer of infusion products. We also have contract manufacturing of our own products in Sweden, Estonia, Hungary, Belgium, China, Taiwan, Poland, Slovakia and Japan. We are certified by Intertek Medical Notified Body AB within ISO 13485 Medical devices and ISO 14001 Environmental management system.

**Vision:**

Earning trust in Healthcare.

**Main strategy:**

Mediplast's overall strategy is to further strengthen its market position within MedTech products and medical disposables, both within proprietary and distribution products.

- We offer a wide product range – as an answer to customers consolidation and increased tender sizes.
- We go to market in selective countries with our products and services, with dedicated sales and support teams.
- We will continue to look for unique distribution products and/or complete product programs from “world-wide” brands.
- Continue to offer flexible and unique products and solutions to quickly take advantage of trends and changes in customer needs.

**Core values:****Put People in Healthcare First**

We commit to excellent quality, value, and service in everything we do. As someone's life depends on it.

**Make Business Personal**

We all play a critical part and must do our personal best to deliver on our commitments.

**Be Humble & Helpful**

We must be quick to help, open to learn, and willing to share without regard for prestige, or position.

**Respect Everyone Always**

We must create a safe, respectful, and welcoming environment where each of us can thrive.

## 2.2 INTERNAL GUIDELINES AND PROCEDURES

Mediplast's internal guidelines and procedures are described in chapters below.

### 2.2.1 INTERNAL GUIDELINES

Mediplast is part of AddLife which has signed the UN's Global Compact. As part of AddLife, this means that Mediplast actively supports the 10 principles in the areas of human rights, labour law, environment, and combating against corruption. The principles are also based on the UN's Universal Declaration of Human Rights, the UN's Global goals for Sustainable Development which include the 17 Sustainable Development Goals (SDGs), and the ILO Declaration on Fundamental Principles and Rights at Work.

Mediplast also acknowledges the rights presented in the OECD's Guidelines for Multinational Enterprises and the UN's Guiding Principles on Business and Human Rights (UNGPs), the general principles of the International Code of Human Rights, and the UN's Convention against Corruption (UNCAC). Any national law or regulation prescribing standards higher than the ones referred to in the code will have precedence.

Mediplast's Code of Conduct includes the following parts; *Respecting Human rights, Freedom of association and the right to collective bargaining, The elimination of all forms of forced or compulsory labour, The abolition of child labour, The elimination of discrimination in the workplace, Safe and healthy work environment, Wages and working hours, Climate and environmental impact and Environmental rights, Anti-corruption, Fair competition, and Taxation, and Regulatory.*

### 2.2.2 INTERNAL PROCEDURES

Prior to initiating a collaboration with a supplier, a comprehensive assessment and evaluation must be conducted. This evaluation focuses on sustainability, encompassing quality, environmental, social, and ethical risks, contingent upon the location of production. A risk assessment is conducted at both the country and supplier levels to determine appropriate actions for risk mitigation. This risk identification process is carried out by a cross-functional team to ensure all relevant risks are thoroughly addressed.

A Supplier Questionnaire is completed by the supplier and must be reviewed and evaluated by Supplier Owner together with Sales & Marketing Director/ Marketing Manager. It is required that the supplier possesses and adheres to a certified Quality Management System (QMS). The supplier must also comply with national legislation, respect the UN Declaration of Human Rights and the Rights of the Child in accordance with the UN Declaration, and comply with national environmental legislation and promote anti-corruption by signing the Mediplast Supplier Code of Conduct. In a scenario where the supplier does not accept the Mediplast Supplier Code of Conduct, Mediplast will review and approve the supplier's Code of Conduct. Finally, agreements are established between Mediplast and the supplier.

When all activities according to the evaluation criteria have been performed, including risk assessment, a joint decision is made to approve the supplier.

Yearly evaluations are made on approved suppliers, and on-site Sustainability audits are performed at Own Brand suppliers, this is done every three years if nothing else is stated.

## 2.3 OBJECTIVES AND CORRESPONDING LEGISLATION

### **Previously conducted activities related to Due Diligence and sustainability:**

- Mapped our main suppliers and made a sustainability risk assessment (approx. 80% of our turnover).
- Mapped and assessed most of our distribution suppliers.
- Created a cross-functional Sustainability group at Mediplast.
- Developed our Code of Conduct for Mediplast.
- Created a Sustainability policy for Mediplast.

### **Objectives for the work with the Transparency Act in the reporting year:**

- Make a sustainability risk assessment on the remaining suppliers, including support suppliers.
- Prioritize the most significant risk areas for more thorough mapping and handling of findings.
- Map the other tiers of the supply chain for Mediplast brand products.

### **Corresponding legislation such as the Transparency Act**

We follow the requirements stated in:

- United Nations Universal Declaration of Human Rights (1948).
- The fundamental conventions of the International Labor Organization (ILO), no. 1, 14, 29, 79, 87, 98, 100, 105, 111, 131, 138, 148, 151, 155, 182, and 187.
- UN Convention on the Rights of the Child, Article 32.
- UN's Women's Convention: The Convention on the Elimination of All Forms of Discrimination against Women.
- UN Convention against Corruption.
- The occupational health and safety and working environment legislation applicable in the country of operation.
- Labor legislation, including minimum wage legislation, and applicable regulations for social welfare protection in the country of operation.
- Environmental legislation applicable in the country of operation.

## **3. DUE DILIGENCE ASSESSMENT**

### **3.1 OUR IMPLEMENTATION OF DUE DILIGENCE ASSESSMENTS**

Mediplast follows the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the Norwegian Consumer Protection Authority's guidance for due diligence assessments.

We have mapped and assessed actual and potential negative consequences for basic human rights and decent working conditions that Mediplast have either caused or contributed to, or that are directly linked to Mediplast's business operations, products or services through supply chains or suppliers. To assess risk in the supplier evaluations, Mediplast has used the following indexes:

Source	What is measures
Countries' Risk Classification (Amfori)	The risk classification depends on the "Worldwide Governance Indicators". There are 6 dimensions of governance identified by the World Bank: Voice and Accountability, Political Stability and Absence of Violence/Terrorism, Government Effectiveness, Regulatory Quality, Rule of Law, and Control of Corruption.
Global Slavery Index (Walk Free)	The Global Slavery Index (GSI) provides national estimates of modern slavery for 160 countries.
Global Rights Index (ITUC)	Each year the International Trade Union Confederation (ITUC) rate countries on their adherence to collective labor rights and document violations by governments and employers of internationally recognized rights.
Gender Inequality Index (UN's Development Programme)	Gender Inequality Index (GII) is a composite metric of gender inequality using three dimensions: reproductive health, empowerment, and the labor market. A low GII value indicates low inequality between women and men, and vice-versa.
Environmental Performance Index (Yale University)	The Environmental Performance Index (EPI) provides a data-driven summary of the state of sustainability around the world. Using 40 performance indicators across 11 issue categories, the EPI ranks 180 countries on climate change performance, environmental health, and ecosystem vitality.

To contribute to uncovering risks/actual violations of human rights and decent working conditions in our own core business and in the supply chain, concerns or lack of compliance must be immediately reported through the group's whistleblower notification system. This makes it possible for external business partners to report objectionable conditions directly.

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### 3.2 THE COMPANY'S SUPPLY CHAIN AND BUSINESS PARTNERS

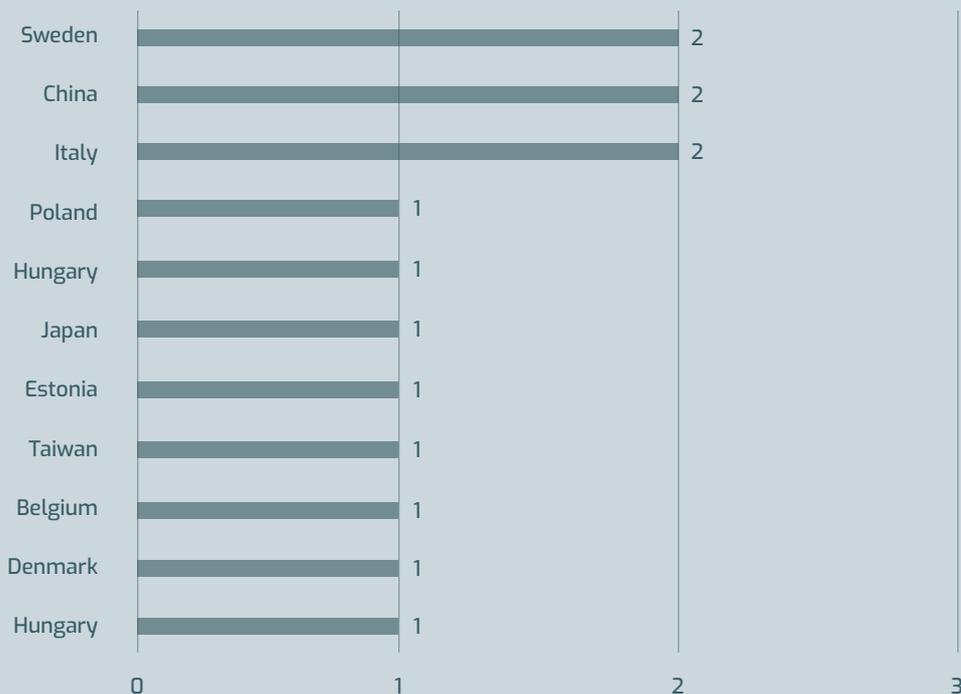
Mediplast has a Purchasing department with purchasers responsible for different suppliers. The purchasers are, among other things, responsible for purchasing, circulation speed and level of service. The supply chain for Mediplast consists of both manufacturers for Mediplast Own Brand, distributors and importers. Mediplast also have approx.. 20 support suppliers of services such as transportation and waste management, which are not considered in this report but is an objective for future risk assessments.

**Number of suppliers with whom the company has commercial relations in June, 2025:**

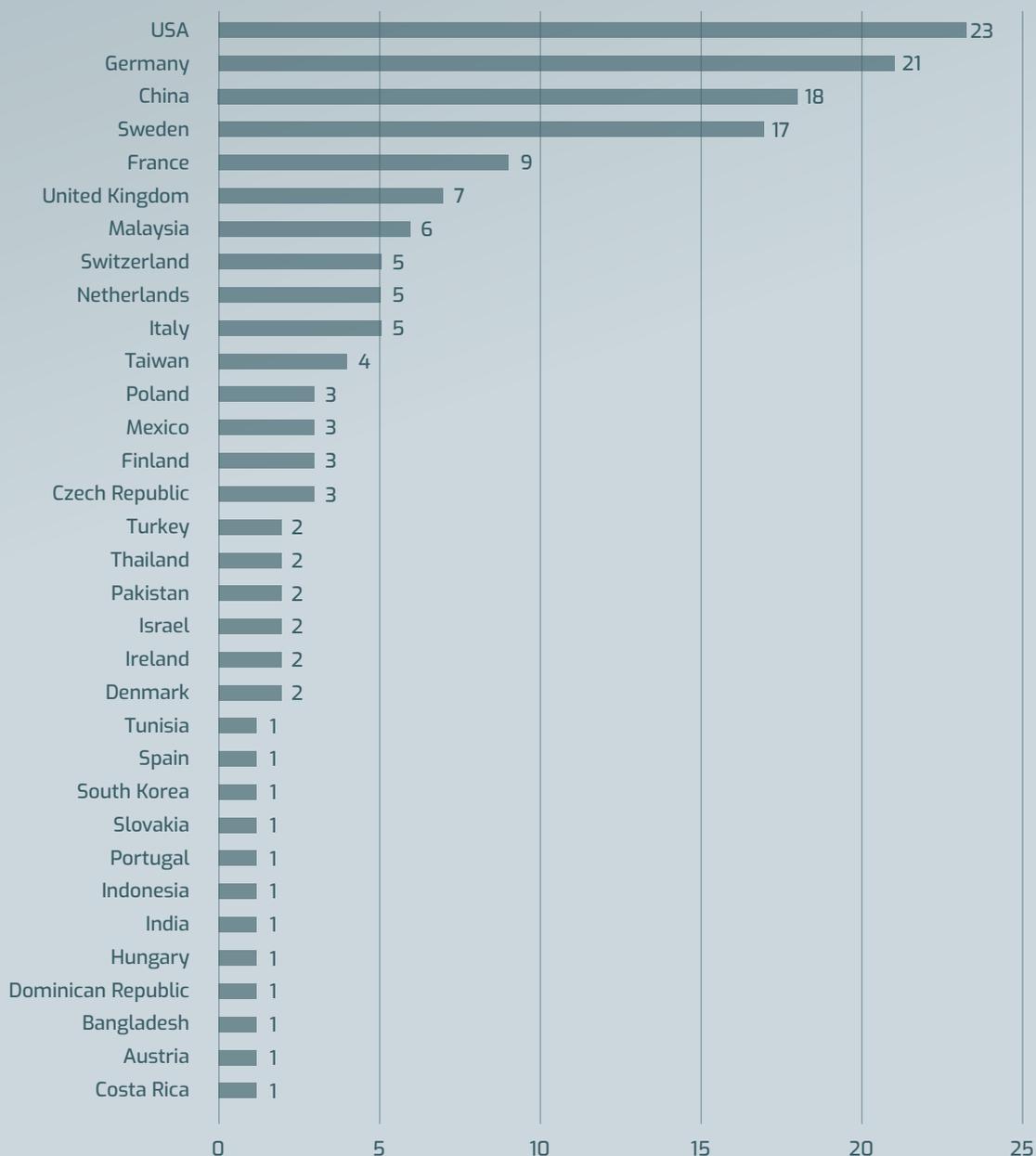
110 suppliers

**Geographical distribution of Mediplast own Brand and Distribution suppliers (One supplier can have several production sites which is reported in diagrams below):**

**Number of suppliers per country (Mediplast Own Brand)**



### Number of suppliers per country (Distributors)



Our suppliers have totally 170 production sites around the world, for our Medioplast Own Brand there are 14 production sites, and for our Distributors there are 156 production sites.

#### Collection of information

We obtain relevant information about risks from our suppliers by requiring them to sign "Supplier Code of Conduct" and to fill in a Supplier Questionnaire on sustainability considerations in the areas of environment, social conditions, and governance. Through the questionnaire we can uncover any risk areas that must then be further investigated by sending follow-up questions.

### 3.3 RESULT OF DUE DILIGENCE ASSESSMENTS

Mediplast has assessed that the greatest risk of negative impact on basic human rights and decent working conditions lies with suppliers in the supply chain, especially our distribution suppliers.

Out of the 110 suppliers, which are evaluated on risk during supplier initiation, 103 suppliers have been assessed more extensively on risks regarding human rights and sustainability, and the result is presented below. 7 suppliers remain to be assessed or are in progress.

We have carried out a risk assessment of the countries in which our suppliers are located, divided into Mediplast Own Brand suppliers and Distributor suppliers.

Amfori Countries Risk Classification	Global Slavery Index	Global Rights Index	Gender Inequality Index	Environmental Performance Index	Risk level
<b>0-100</b>	<b>0-1000</b>	1-5	0-1	0-100	1-5
81-100	0,0-5,0	1	0-10	81-100	<=1,2
61-80	5,1-10	2	0,11-0,20	61-80	>1,2-2,0
41-60	10,1-50	3	0,21-0,40	41-60	>2,0-3,0
21-40	50,1-100	4	0,41-0,60	21-40	>3,0-4,0
0-20	100,1-1000	5	0,61-1	0-20	>4,0-5,0

Explanation of colour coding.

### 3.3.1 MEDIPLAST OWN BRAND SUPPLIERS

Medioplast Own brand	Amfori Countries Risk Classification 2022	Global Slavery Index 2023	Global Rights Index 2025	Gender Inequality Index 2024	Amfori Control of Corruption 2024	Total risk per country
Country/Scale	0-100	0-100	1-5	0-1	0-100	1-5
Denmark	95,5	0,6	1	0,003	67,7	1,2
Hungary	67,0	0,6	4	0,213	59,8	2,8
Japan	88,5	1,1	2	0,059	61,4	1,4
Belgium	84,5	1,0	3	0,031	66,8	1,6
Italy	67,9	3,3	2	0,043	60,3	1,6
Taiwan	85,1	1,7	2	*	50,1	2,0
China	45,2	4,0	5	0,132	35,4	3,0
Sweden	94,7	0,6	1	0,007	70,3	1,2
Estonia	86,9	4,1	2	0,061	75,7	1,4
Poland	69,2	5,5	3	0,081	64,2	2,2
Slovakia	71,4	7,7	2	0,176	65,1	2,0

\* – No data for Taiwan regarding Gender Inequality Index, to count total risk the middle risk (Yellow) was used.

Generally, for our Medioplast Own Brand suppliers the countries we operate in have low risk of violations of human rights, decent working conditions, equality, and corruption. We see that Hungary, Belgium, Poland, and China according to the Global Rights Index generally scores low on workers' rights. According to Amfori, China scores low on the degree of corruption and the overall index. Furthermore, Hungary scores low on the Gender Inequality Index.

The countries with highest total country risk are Hungary, Poland, and China, which are categorized as middle risk countries. Even if Belgium is categorized with middle risk for Global Rights Index, the overall risk is low. The remaining countries are categorized as no risk countries or low risk countries.

### 3.3.2 DISTRIBUTORS

Distributors	Amfori Countries Risk Classification 2022	Global Slavery Index 2023	Global Rights Index 2025	Gender Inequality Index 2023	Amfori Control of Corruption 2024	Total risk per country
Country/Scale	0-100	0-1000	1-5	0-1	0-100	1-5
USA	77,5	3,3	4	0,169	57,2	2,4
Finland	96,5	1,4	2	0,021	73,8	1,4
Germany	88,6	0,6	1	0,057	74,5	1,2
France	80,7	2,1	2	0,034	67,0	1,4
China	45,2	4,0	5	0,132	35,4	3,0
Bangladesh	21,1	7,1	5	0,487	28,1	3,8
Switzerland	96,7	0,5	3	0,010	67,8	1,6
United Kingdom	86,1	1,8	4	0,083	72,6	1,8
Indonesia	47,0	6,7	5	0,423	33,6	3,6
Ireland	90,4	1,1	1	0,054	65,8	1,2
Israel	68,3	3,8	4	0,080	48,0	2,2
India	47,6	8,0	5	0,403	27,6	3,8
Italy	67,9	3,3	2	0,043	60,3	1,8
Mexico	35,4	6,6	3	0,358	44,2	3,0
Malaysia	63,8	6,3	5	0,172	41,0	2,8
Netherlands	92,9	0,6	2	0,025	66,9	1,4
Pakistan	22,0	10,6	5	0,536	25,5	4,2
Poland	69,2	5,5	3	0,081	64,2	2,0
Slovakia	71,4	7,7	2	0,176	65,1	2,0
Thailand	44,8	5,7	5	0,288	45,7	3,2
Turkey	37,4	15,6	5	0,227	37,2	3,8
Taiwan	85,1	1,7	2	*1	50,1	2,0
Sweden	94,7	0,6	1	0,007	70,3	1,2
Czech Republic	79,7	4,2	2	0,088	65,5	1,6
Costa Rica	73,0	3,2	4	0,217	55,5	2,6
Denmark	95,5	0,6	1	0,003	67,7	1,2
Dominican Republic	45,2	6,6	2	0,417	47,7	2,8
Portugal	82,4	3,8	2	0,076	61,9	1,4
Tunisia	45,8	2,3	5	0,237	45,3	3,0
South Korea	77,7	3,5	5	0,038	50,6	2,4
Spain	74,2	2,3	2	0,043	64,0	1,6
Austria	90,6	1,9	1	0,033	68,9	1,2
Hungary	67,0	6,6	4	0,213	59,8	2,8

\*1 – No data for Taiwan regarding Gender Inequality Index, to count total risk the middle risk (Yellow) was used.

For these suppliers, there is a high variety of risk levels. A general reflection from updating these indexes is that there are improvements regarding global rights and gender inequality in most countries, whereas the environmental performance index is lowered for many countries, especially in Europe. We also have less countries that score as high or very high on the total risk, without having changed production countries, which means that several countries have improved their general risk level. Countries that have improved one level are: Poland, Mexico and Bangladesh. The countries we have identified as being risk countries are the following:

**Middle risk country:** USA, China, Israel, Mexico, Malaysia, Costa Rica, Dominican Republic, Tunisia and South Korea.

**High risk country:** Bangladesh, Indonesia, India, Thailand and Türkiye.

**Very high risk country:** Pakistan.

## 4. MEASURES TO STOP, PREVENT OR LIMIT NEGATIVE CONSEQUENCES

For our Mediplast Own Brand products we have the responsibility to secure sustainable and ethical conditions in the supply chain and work continuously on monitoring and reducing potential risks in our identified risk countries.

We also work actively to contribute to sustainable business practices and to safeguard the environment by reducing the company's direct and indirect environmental impacts. Environmental measures must be carried out as far as it is technically possible, economically sensible and environmentally sound.

According to our procedures mentioned in chapter 2.2 Internal guidelines and procedures, before approval of the supplier Mediplast performs a supplier evaluation which includes signing our Supplier Code of Conduct and filling in the Supplier Questionnaire. By signing our Supplier Code of Conduct and filling in the Supplier Questionnaire, the supplier confirms that they take responsibility for social and environmental requirements. We also perform a risk evaluation on all new suppliers, where we define risks and decide upon actions to minimize these risks. The suppliers are then reviewed through continuous follow-ups where we make an action plan for identified risks. For high-risk suppliers, closer follow-ups or on-site audits can be part of this action plan.

Furthermore, every third year we performed an on-site audit regarding due diligence, including areas such as human rights, decent working conditions, equality, corruption, and environment. If findings are made that violates these areas, actions are required, and follow-ups are made to ensure compliance. If, after several inquiries from Medioplast, the business partner does not show the will or ability to follow our ethical guidelines or to restore identified deficiencies, the contract can be terminated.

We are fully transparent about our work to ensure basic human rights and decent working conditions. The due diligence report and our Code of Conduct are made available on our website where it is possible to request further information about our work in this area. Notification is possible if we directly or indirectly violate human rights, employee rights, corruption or the environment.

Our suppliers must operate in line with our ethical guidelines. Suppliers must also know and comply with the requirements according to national legislation, regulations and industry standards. As a minimum requirement, our suppliers must have safe handling of hazardous substances and waste, in addition to working in line with the International Labor Organization (ILO), which promotes basic human rights. Most of our suppliers are certified or have management systems corresponding to ISO 9001 Quality management, ISO 13485 Medical devices, and ISO 14001 Environmental management.

## 5. RESULTS AND FOLLOW-UP OF MEASURES

In the sections below we present the results and follow-up measures.

### 5.1 MEDIPLAST OWN BRAND SUPPLIERS

The risk countries with the risk level of middle or high risk were Hungary, Poland, and China. All suppliers, in total 4 suppliers, have signed our Supplier Code of Conduct which states to follow human rights, decent working conditions, equality, and anti-corruption. We have also performed the Supplier Questionnaire with several questions regarding human rights, decent working conditions, equality, and anti-corruption and provided us with proof in form of documents, procedures, and certificates. Further, a yearly supplier evaluation is performed for every supplier where one part is due diligence assessment, to monitor any new risks or changes.

From the due diligence audits that have been performed at these suppliers, no risks or violations have been found. Hence, we see no risks at our suppliers in neither Hungary, Poland nor China.

For now, we have not evaluated the other tiers of the supply chain for each supplier, but this will be prioritized first for the countries (Hungary, Poland, and China) with higher risk, where local sub-suppliers could be part of the supply chain, and later also for the other suppliers in the low-risk countries. This is a prioritised objective during 2025.

### 5.2 DISTRIBUTORS

The process for distributors is the same as for our Mediplast Own Brand suppliers, they need to sign our Supplier Code of Conduct and fill in the Supplier Questionnaire before we approve them as supplier. We also have early evaluation of our distributors where one part is due diligence assessment.

Unlike as for Mediplast Own Brand suppliers, distributor's production sites are not audited every third year. We ask for procedures regarding audits at production sites, and push to receive proof of performed audits especially for the production sites located in the high-risk countries.

As we have assessed a large number of our distribution suppliers since last year, we can conclude that we have more risk countries and with higher risk levels than our Own Brand. Similar to our Own Brand suppliers, we intend to evaluate suppliers in these high and very high risk countries to a larger extent and look at other tiers of the supply chains.

## 6. SUMMARY

The requirements in the Transparency Act are followed up by the management team, and the management is responsible for ensuring that these requirements are complied with and constantly improved through internal audits.

Mediplast continues the work with the due diligence assessment in accordance with the requirements of the Transparency Act and continues to work on implementing measures and new objectives. Guidelines for carrying out due diligence assessments have been implemented in our management processes. Monitoring is carried out through annual supplier evaluations. Through periodic internal audits, our diligence work must be evaluated in relation to the achievement of objectives and any measures taken to implement improvements.

If further information is desired, Mediplast can be contacted at the e-mail address: [QA@mediplast.com](mailto:QA@mediplast.com).

# MEDIPLAST

— BY YOUR SIDE IN HEALTHCARE

## SUSTAINABILITY IS IN OUR DNA

*Everything we do also has sustainability at its core. We recognise the importance of operational consciousness and our role in ensuring the long-term viability of our planet and its resources. Not only do we embrace key ESG principles, including sound governance practices, compliant behaviour and the mindful use of resources, but we also work hard to deliver positive social impacts, maintaining strong relationships with our employees, customers and communities.*

### MEDIPLAST

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**MEDI PLAST**