

MEDI PLAST

DUE DILIGENCE
REPORT FOR
SUSTAINABLE
BUSINESS
PRACTICES

REPORT
TRANSPARENCY

ACT 2026

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1. INTRODUCTION

At Mediplast Group, we cultivate business relationships founded on integrity and transparency and maintain 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.

Mediplast Group is actively engaged with the United Nations' Sustainable Development Goals (SDGs) and adheres to the expectations on due diligence 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. [



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 consists of the CEO, CFO, COO, Sales & Marketing Director, QA/RA Manager and HR Business Partner.

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, 2025 (SEK)

1 087 276 000 SEK

Number of employees in 2025

179 employees

Name, title of contact person for the report

Mollie Sager, 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 describe our supply chain process and 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, see list of countries below. W[MS6.1]e 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 related to supplier management and due diligence 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.*

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.

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 Medioplast Supplier Code of Conduct. In a scenario where the supplier does not accept the Medioplast Supplier Code of Conduct, Medioplast will review and approve the supplier's Code of Conduct. Finally, agreements are established between Medioplast and the supplier.

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 assessment on all new suppliers, where we define risks and decide upon actions to minimize these risks. The risk assessment is made with the use of templates to ensure consistent and comparable analyses. Work has also been done to review and update our risk analysis process as a continuous improvement of our management system.

Active suppliers are 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. 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.

2.3 ACTIVITIES AND OBJECTIVES

Previously conducted activities related to Due Diligence and sustainability:

- Completed initial sustainability risk assessments for all remaining distribution suppliers and updated assessments for identified risk areas or supply chains.
- Updated our Supplier Code of Conduct to include a more detailed description of forced labour.
- Participated in a group wide program initiated by our owner company AddLife with focus on sustainable supply chains and engagement with high risk suppliers.
- Independent on-site human rights risk assessment (HRIA) in Taiwan, see section 4.1.

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.

2.4 ACTIVITIES AND OBJECTIVES

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.
- EU Forced Labour Regulation (effective 2027)
- 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 PROCESS

3.1 3.1 RISK MAPPING

Mediplast follows the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the Norwegian Consumer Protection Authority's guidance for due diligence assessments. This assessment is part of our Supplier Management process and related sustainability risk analysis, which is handled in our Quality and Environmental Management System (QEMS).

Mediplast's risk assessments are based on both country level risk and specific supplier risk. We have mapped and assessed actual and potential negative risks for basic human rights and decent working conditions, that Mediplast has either caused or contributed to, or that are directly linked to Mediplast's business operations, products or services through the supply chains. To assess country risk level in the supplier evaluations, Mediplast uses 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.

These indexes are reviewed yearly to ensure that we use the latest version.

3.2 THE COMPANY'S SUPPLY CHAIN AND BUSINESS PARTNERS

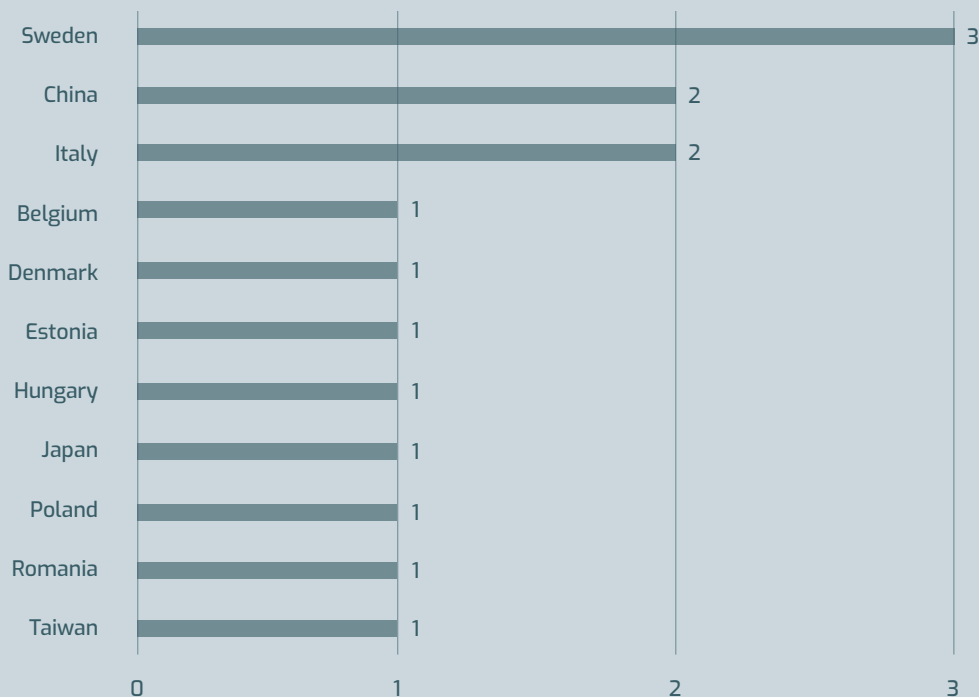
Our suppliers are categorised as either MOB, Distribution or Support. MOB suppliers are manufacturers of Mediplast Own Brand products and distribution suppliers are Medical technology companies whose products we offer in our portfolio. Support suppliers are suppliers of services such as IT solutions, transports and waste management. Support suppliers are not directly related to our products' supply chain and are therefore not prioritized in our risk process nor considered in this report. Mediplast does however plan to include these in future risk assessments. A few suppliers that have not been assessed remain, but these are discontinued or during phase-out and therefore not seen as active suppliers.

Number of suppliers with whom the company has commercial relations in June, 2026:

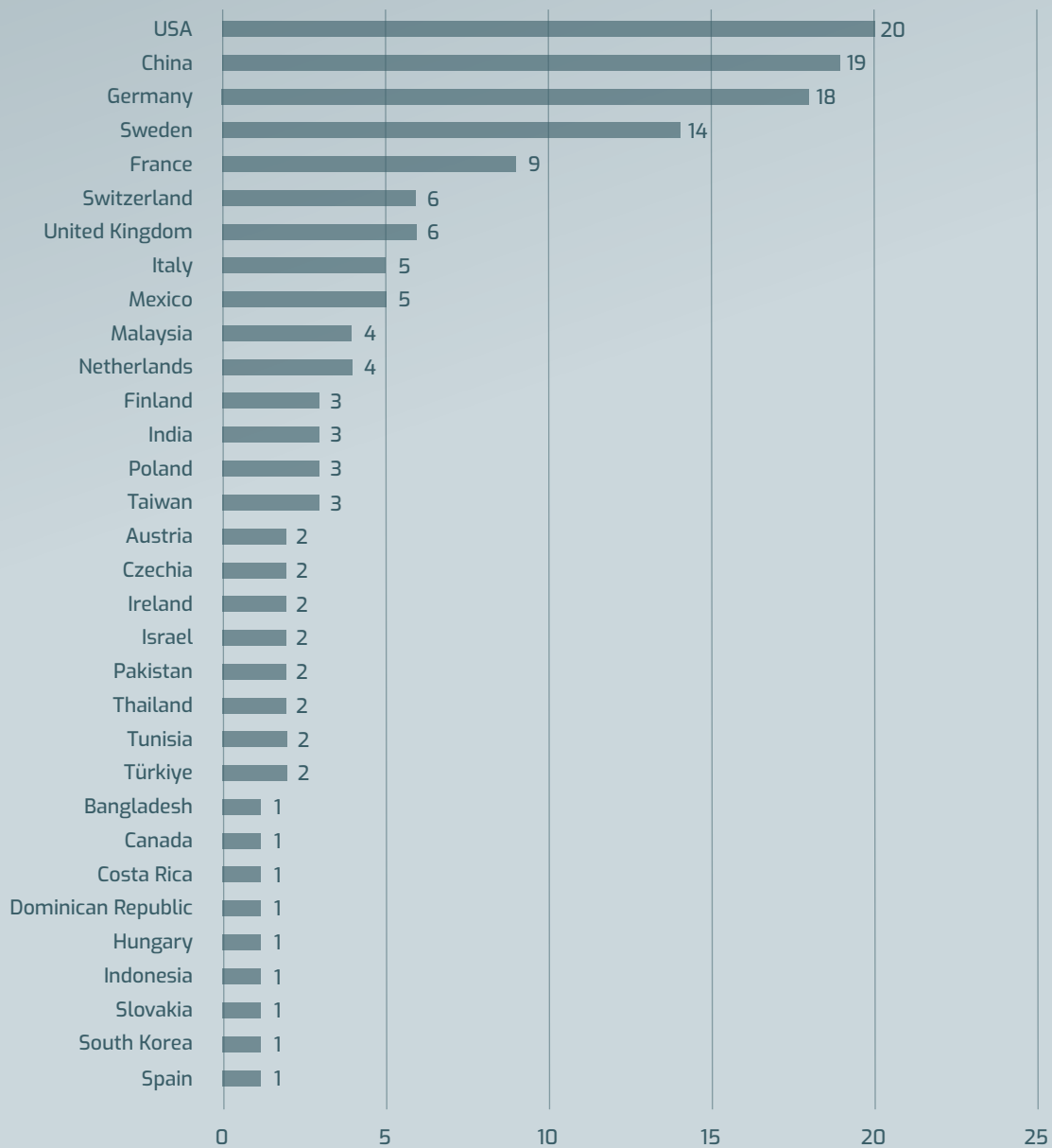
100 suppliers

Geographical distribution of Mediplast own Brand and Distribution suppliers, see number of suppliers operating in each country in diagrams below:

Number of suppliers per country (Mediplast Own Brand)



Number of suppliers per country (Distributors)



3.3 COUNTRY LEVEL RISKS

Presented below is a risk matrix of the countries in which our suppliers are located, divided into Mediplast Own Brand suppliers and Distributor suppliers. This shows all risks included in the five indexes used, and the total country risk.

Amfori Countries Risk Classification	Global Slavery Index	Global Rights Index	Gender Inequality Index	Environmental Performance Index	Risk level
0-100	0-1000	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

Mediplast Own brand	Amfori Countries Risk Classification 2022	Global Slavery Index 2023	Global Rights Index 2026	Gender Inequality Index 2023	Environmental Performance Index 2024	Total risk per country
Country/Scale	0-100	0-100	1-5	0-1	0-100	1-5
Belgium	84,5	1,0	3	0,031	66,8	1,6
China	45,2	4,0	5	0,132	35,4	3,0
Denmark	95,5	0,6	1	0,003	67,7	1,2
Estonia	86,9	4,1	2	0,061	75,7	1,4
Hungary	67,0	6,6	4	0,213	59,8	2,8
Italy	67,9	3,3	2	0,043	60,3	1,6
Japan	88,5	1,1	2	0,059	61,4	1,4
Poland	69,2	5,5	3	0,081	64,2	2,2
Romania	59,2	7,5	3	0,227	57,3	2,6
Sweden	94,7	0,6	1	0,007	70,3	1,2
Taiwan	85,1	1,7	2	*	50,1	2,0

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

Generally, for our Mediplast 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, Romania 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 2026	Gender Inequality Index 2023	Environmental Performance Index 2024	Total risk per country
Country/Scale	0-100	0-1000	1-5	0-1	0-100	1-5
Austria	90,6	1,9	1	0,033	68,9	1,2
Bangladesh	21,1	7,1	5	0,487	28,1	3,8
Canada	93,2	1,8	3	0,052	61,1	1,6
China	45,2	4,0	5	0,132	35,4	3,0
Costa Rica	73,0	3,2	4	0,217	55,5	2,6
Czechia	79,7	4,2	2	0,088	65,5	1,6
Dominican Republic	45,2	6,6	2	0,417	47,7	2,8
Finland	96,5	1,4	2	0,021	73,8	1,4
France	80,7	2,1	3	0,034	67,0	1,6
Germany	88,6	0,6	1	0,057	74,5	1,2
Hungary	67,0	6,6	4	0,213	59,8	2,8
India	47,6	8,0	5	0,403	27,6	3,6
Indonesia	47	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	0,08	48,0	2,2
Italy	67,9	3,3	2	0,043	60,3	1,8
Malaysia	63,8	6,3	5	0,172	41,0	2,8
Mexico	35,4	6,6	3	0,358	44,2	3,0
Netherlands	92,9	0,6	2	0,013	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
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
Sweden	94,7	0,6	1	0,007	70,3	1,2
Switzerland	96,7	0,5	3	0,01	67,8	1,6
Taiwan	85,1	1,7	2	*1	50,1	2,0
Thailand	44,8	5,7	5	0,288	45,7	3,2
Tunisia	45,8	2,3	5	0,237	45,3	3,0
Türkiye	37,4	15,6	5	0,227	37,2	3,8
United Kingdom	86,1	1,8	3	0,083	72,6	1,6
USA	77,5	3,3	4	0,169	57,2	2,4

*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. There are no changes in total risk level from last year's report. 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, Hungary and South Korea.

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

Very high risk country: Pakistan.

4. RESULTS AND FOLLOW-UP OF MEASURES

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

4.1 MEDIPLAST OWN BRAND SUPPLIERS

Two of our MOB manufacturers have been assessed in more detail since June 2025. One is a Chinese supplier that changed production site, which prompted us to do a new risk evaluation of the supplier and order a third-party workplace assessment to ensure compliance with our Supplier Code of Conduct.

The other case is explained in more detail below:

Update on social compliance and remediation efforts

During 2025, Mediplast has continued its work to strengthen labour standards in our supply chain, with a particular focus on migrant workers at one of our key manufacturing partners in Taiwan. Respect for human rights, fair working conditions and environmental and social sustainability are core priorities for Mediplast and form an integral part of our business processes and supplier relationships. We see social compliance not as a one off exercise, but as a continuous responsibility that we take seriously and integrate into our everyday decisions. Together with Sweden's regions and the Secretariat for Sustainable Procurement, we participated in an independent on-site human rights risk assessment (HRIA) at the supplier in September 2025, conducted together with the sustainability consultancy Enact.

Focus areas and key findings

The HRIA focused on three priority areas for improvement:

1. Recruitment fees

The assessment found that the supplier's existing three-year repayment period for recruitment fees was too long and could increase the risk of indebtedness for affected migrant workers. To address this, an independent third party conducted interviews with workers in their native languages to

build trust, ensure transparency and gain a full understanding of each individual situation. Based on this, a detailed calculation of recruitment fees has been finalised in line with international best-practice guidelines, providing a clear and transparent basis for repayment amounts. The company's management board has formally decided to reimburse migrant workers according to these calculations and has initiated the repayment process, which will be carried out in phases under a mutually agreed plan.

2. Worker voice and grievance mechanisms

The HRIA also highlighted the need to further strengthen worker representation and access to effective grievance channels. In response, the supplier has been revising the structure of its worker committees to ensure proper representation of migrant workers and non-managerial staff. In parallel, work is ongoing to improve grievance mechanisms, including more accessible, language-appropriate and, where possible, independent channels so that migrant workers can safely raise concerns.

3. Ongoing follow up and monitoring

To ensure that improvements are embedded over time, Mediplast and the supplier are integrating these commitments into their ongoing human rights due diligence. This includes regular verification with workers, follow up on the development of collective representation and grievance mechanisms, and systematic documentation of repayments and other remedial actions.

Corrective action plan and progress to date

Following the HRIA, Mediplast and the supplier agreed on a corrective action plan outlining clear responsibilities, timelines and follow-up activities. Implementation of the plan is now being finalised, and we are holding regular follow-up meetings with the Secretariat for Sustainable Procurement, the Swedish regions and other stakeholders to monitor progress and support ongoing improvements.

Multi-stakeholder engagement

In parallel, Mediplast has taken part in a virtual multi-stakeholder round table on labour standards for migrant workers in the med tech industry in Taiwan. The purpose of this dialogue was to raise awareness of human rights risks in med tech supply chains and to foster trust and collaboration between Taiwanese labour authorities, public buyers, manufacturers and industry representatives in Taiwan, Europe and the UK, as well as international civil society and labour rights organisations. A key takeaway was the importance of shared responsibility among all actors in the supply chain, given the complexity of the factors that contribute to poor labour practices.

Next steps – 2026 and beyond

We see this as a long-term commitment to achieving lasting, positive change for workers. As part of the follow-up project, we are exploring ways to include more suppliers in Taiwan, and potentially other AddLife companies with suppliers and production in the country. We have also reviewed the remaining suppliers with production sites in Taiwan whose products Mediplast distributes in the Nordics, but which are not Mediplast own-brand, and have intensified our dialogue with them on these issues.

By addressing these challenges together, we believe it will be easier to identify common risks, align expectations and develop shared approaches and new ways of working to improve conditions for migrant workers.

4.2 DISTRIBUTORS

Since June 2025, Mediplast has focused our efforts on ensuring that all distribution suppliers have been assessed and evaluated, as well as updating risk assessments for those older than 3 years according to our process. We have also followed up on concerns that have come to our attention regarding specific countries and risks of human rights violations to identify if our suppliers are impacted and, if so, working on addressing these risks. These concerns are recruitment fees in Taiwan as explained above, and concerns about workers rights at a glove mould manufacturer in Malaysia. These countries are therefore considered high risk countries.

We have updated our Supplier Code of Conduct in early 2026 as a result of our work with Taiwan, and have required all active distribution suppliers sign the new version. We have had good dialogues with our suppliers regarding this, and have not identified any additional risks.

After dialogue with relevant suppliers regarding the case in Malaysia, one of our suppliers did have the mould manufacturer as a sub-supplier. This supplier has, after careful consideration and discussions, been terminated and the products are replaced with another of our active suppliers.

5 FINAL NOTE

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.

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.

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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