

## Human Rights Policy

### Our position

Coloplast is built on the ability to listen to intimate healthcare users' needs, and respond with solutions that make their lives easier. Oftentimes, people with intimate healthcare needs face significant barriers to realising their human rights including the right to an adequate standard of living, the right to work and to education, and to take part in cultural life. Coloplast is strongly committed to contributing to remove the barriers for realising such human rights and support the fundamental right to health.

Within Coloplast's sphere of influence, Coloplast supports the human right to health by raising standards of care globally through innovative products, services, and community engagement. Through Coloplast's partnership programme, Access to Healthcare, Coloplast works strategically to improve framework conditions and granting access to quality products and services.

Coloplast is committed to prevent occupational injuries and diseases, to promote healthy lifestyle choices among employees, and strives to ensure no child labour nor any slavery or trafficking among third parties related to our products and services. Our externally operated whistle-blower hotline is available to people inside and outside our organisation, and we ensure follow up and remediation if needed.

Coloplast has identified the following human rights; "*right to safe and healthy working conditions*", "*right to non-discrimination*", and "*right to privacy*" as salient for our direct operations. To support that, Coloplast focuses on labour standards, non-discrimination, health & safety, business ethics and data privacy.

As stated in our Code of Conduct "[Coloplast BEST](#)", Coloplast respects internationally recognised human rights, including labour rights, as made operational with the [United Nations Guiding Principles on Business & Human Rights \("UNGPs"\)](#) and as framed in the [United Nations Global Compact](#). It is essential to Coloplast not only to implement the management system outlined in the UNGPs internally, but also to extend the internationally expected minimum standard of the UNGPs to our business partners by expecting them to follow the principles.

### Our commitment

Based on our position, Coloplast is committed to:

- Establish processes to identify, prevent, and mitigate potential and actual adverse human rights impacts that we may cause or contribute to by our direct operations, or that we may be contributing or linked to via our business activities with third parties
- Remediate any adverse human right impact that Coloplast causes or to which we contribute
- Involve and engage experts for review of policies and procedures, and stakeholders in due diligence procedures and discussion of remediation.
- Maintain appropriate grievance mechanisms for our stakeholders to raise concerns
- Use potential ability or leverage to influence other parties directly linked to our operations to cease activities that lead to adverse impacts on human rights, if we become aware of such impact.
- Communicate and account for our effort to protect and respect human rights, including our actions against slavery and trafficking, in our annual Corporate Responsibility Report.

*The responsibility for management of Human Rights ultimately rests with the Group CEO. The CEO is responsible for allocation of adequate resources to comply with the policy on human rights.*