

Modern Slavery & Human Trafficking Statement - Financial Year Ending 30 September 2023

Coloplast Limited is a subsidiary of Coloplast A/S, with its registered address at Høltedam 1-3. DK-3050 Humblebaek. The references to “Coloplast” within this statement refer to Coloplast Limited and Coloplast A/S collectively.

Structure and supply chain:

Coloplast develops and markets products and services that make life easier for people with very private and personal medical conditions within Ostomy Care, Continence Care, Advanced Wound Skin Care, Voice & Respiratory Care and Interventional Urology.

Coloplast produces, markets and sells products and services globally, and in most markets the products are eligible for reimbursement from local healthcare authorities. Coloplast supplies products to hospitals and institutions, as well as wholesalers and pharmacies. In selected markets, Coloplast is also a direct supplier to users.

Coloplast employs 15,900 people and operates globally with sales subsidiaries in more than 40 countries. There are production sites in Denmark, Hungary, the United States, China, France, Sweden, Germany, Costa Rica and Iceland.

Policy:

As stated in our Code of Conduct “Coloplast BEST”, Coloplast supports, respects and protects internationally recognised human rights including labour rights as made operational with the United Nations Guiding Principles on Business & Human Rights and as framed in the United Nations Global Compact, of which Coloplast has been a signatory since 2002.

Our commitment to human rights, which covers areas such as forced labour, slavery, child labour, sex trafficking, workplace abuse and human trafficking, is outlined in our Human Rights Policy, available on Coloplast.com.

Coloplast expects employees to avoid and mitigate all negative human rights impacts and to inform, through our management system or grievance mechanisms, any breach of this expectation or doubts that our expectations are being met. Grievances can be raised via the Ethics Hotline, available for anyone wishing to raise grievance.

Coloplast expects its business partners and all other strategic partners to understand and address our expectations related to human rights within their value chain and to inform employees of Coloplast or through Coloplast’s grievance mechanism if expectations are not being met.

Risk assessment:

Due to the nature of Coloplast’s production and the skills needed to operate, the risk of forced labour and child labour are not considered material within Coloplast’s direct operations. Coloplast is aware that this may be different when it comes to suppliers. That is why Coloplast works systematically to only approve suppliers in compliance with our Code of Conduct. In cases of non-compliance Coloplast seeks to build capacity through dialogue to improve conditions.

Due diligence processes:

As part of our evaluation of suppliers, Coloplast actively conducts due diligence and audits of existing raw materials suppliers and screen new suppliers for compliance within human rights and labour rights. For other suppliers, Coloplast has implemented a human rights and compliance due diligence process for both selected, existing and new suppliers in some countries and is now working to extend the process to the rest of the organisation.

We follow up on findings from any due diligence process, audit and screening to ensure necessary improvements or if needed, corrective action plans. Depending on the nature of the findings, we aim to cooperate with our suppliers to improve conditions provided that our suppliers show a genuine interest and willingness to comply with our standards and expectations. If we find any (i) zero tolerance issues, (ii) issues that cause a negative effect on Coloplast permanent and/or temporary employees, Coloplast contractors, suppliers and/or services providers, Coloplast supply chain workers, customer or affected communities, or (ii) if suppliers are not willing to change needed improve areas, we will terminate the cooperation.

Audits:

Coloplast's supplier audit programme focuses on high-risk countries. All raw material suppliers in high-risk countries are evaluated as part of the approval process and a reassessment is completed every third year thereafter.

Training:

Coloplast provides training for new and existing employees on our Code of Conduct as well as other policies. Coloplast continues to mitigate the risks around Supply and Distribution, and for this purpose Coloplast has a [Supplier](#) and a [Distributor](#) portal, respectively, which includes the required training on the Codes of Conduct and expected standards.

Results:

Coloplast A/S reports annually on any human or labour rights issues, and disclose any mitigating actions in the integrated Annual Report.

Coloplast has further joined the Pharmaceutical Supply Chain Initiative ([PSCI](#)) to strengthen and improve the responsible value chain practices with shared learnings from this group.

This statement was approved by the Board of Directors of Coloplast Limited on 23 February 2024.