

Human Rights Policy

At Karo Healthcare we want to create smart choices for everyday healthcare and to improve the quality of life for patients and consumers in the categories and markets in which we operate. It is our vision to be a highly profitable, growing pan-European consumer health company, to expand the scope and scale of our operations, and to establish leading positions in our focus categories. We achieve this by creating value and growth together with our customers, partners, and other stakeholders.

Human Rights Statement

Karo Healthcare wants to fulfil its purpose in the most responsible way. Respecting human rights and treat everyone equally, with respect and dignity, wherever or whoever they are, are essential to us. We are committed to support, and respect internationally recognised human rights as relevant to our operations and, in line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the International Bill of Human Rights.

Our Consumers

Karo's purpose is to deliver "Smart choices for everyday healthcare". By empowering people to make smarter choices, we believe that we can increase their quality of life and help them live their life to the full.

- We are committed to deliver high-quality, safe, and innovative products and services within everyday healthcare.
- Consumer insights and needs guide us in our commercial decisions.
- We respect the integrity of each consumer and adhere to the General Data Protection Regulation.

Our Supply Chain

Our *Supplier Code of Conduct* establishes clear expectations of our direct business partners, including an expectation to respect internationally recognized human rights, comply with all applicable laws and conduct their business ethically and responsibly and treat their employees fairly, equally and with respect. If we become aware of an adverse impact, we will engage and seek solutions to prevent or mitigate the adverse impact.

Our Employees

Social conditions

Karo Healthcare wants to treat everyone equally and with respect and dignity. We want to find ways to promote human rights through our values and empowering people to be who they want to be.

- We respect and support freedom of association, national legislation with regards to working hours and wages.
- No form of forced labour or child labour is permitted.
- We promote a diverse workforce which means a strong blend of educational background, work and life experience, ethnical and religious backgrounds, nationality, gender identity and sexual orientation.



- We do not accept intimidation, oppression, or harassment in any form.
- We do not accept discrimination and we strive to provide employees with equal opportunities in terms of personal and professional development.

Work environment and safety

Karo Healthcare wants to ensure a safe and healthy work environment and systematically identify and reduce risks.

- Responsibilities should be well-defined, and procedures should be established and followed to prevent accidents and work-related injuries.
- We invest in and support health related activities for all employees.

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Approved by	Christoffer Lorenzen
Valid from	01/10/2022
Version	1.0

Effective

Document Approvals for KARO-Q-00361v1.0

Approval Task Verdict: Approve	Jessica Sommer, (jessica.sommer@karopharma.com) Approval 29-Apr-2024 09:48:02 GMT+0000
Final Approval Task Verdict: Approve	Jessica Sommer, (jessica.sommer@karopharma.com) Final Approval 29-Apr-2024 09:48:51 GMT+0000

Effective