

Occupational Health and Safety Policy

At Karo Healthcare our purpose is to create smart choices for everyday healthcare. We want to fulfil that in the most responsible way – for people, society, and the environment. A safe working environment and the well-being of our people are vital to that.

We want to secure a working environment that is safe and healthy for our employees as well as securing that we follow a thorough supplier qualification process to ensure that our subcontractors have the same standard in this regard.

Global principles to secure the above commitments at Karo is to:

- ✓ Set common global standards for work environment, health, and safety
- ✓ Adhere to the national legislation and labour standards, UN Global Compact 10 Principles on human rights and labour standards, environment, and anti-corruption, and
- ✓ Require its third-party supplier to fully comply with all relevant national and local regulations within the area.

Our commitments to our employees and our commitment when selecting suppliers:

- Karo respects all international laws and regulations concerning health and safety and will create, monitor, and maintain a workplace which is safe and healthy.
- Karo adheres to local and national standards of health and safety in the workplace including minimum wage and working hour requirements.
- We continuously seek improvement of the management system and performance related to the quality, environment, health and safety area and encourage participation of relevant employees in this improvement effort.
- We actively seek to eliminate health and safety hazards, reduce risks related to employment at Karo and to promote healthy lifestyle choices among employees.
- Karo fulfils compliance obligations with applicable legal and regulatory requirements as well as other agreements we have joined (e.g., the UN Global Compact).
- We collaborate with our employees for a safe environment and take measures and precautions to prevent employees to be exposed to harm or accidents by planning, leading, and controlling the business to implement a safe environment
- Karo has a wellness program in place for its employees.

Child labour

- Karo strongly believes in the protection of the young and vulnerable. The practice of employing ‘child labour’ is unacceptable in any and all circumstances.
- Karo does not employ employees that is below the national minimum age for employment.
- Karo requires that third party suppliers do not employ staff that is below the national minimum age for employment.
- It is the responsibility of all Karo suppliers to comply with local and national standards of age for employment as well as health and safety in the workplace, minimum wage, and working hours.
- Employment of underage workers, either directly or as outworkers, by a supplier constitutes grounds for termination of Karo’s trading relationship with the supplier.

Universal Declaration of Human Rights

Karo adheres to the Universal Declaration of Human Rights. The Karo business operates in line with the following:

- Principles 1 and 2: Supports and respects the protection of internationally proclaimed human rights; and making sure there are no human rights abuses; ensures that all employees are treated equally, fairly and with respect regardless of race, gender, age, national origin, religion, sexual orientation, or political affiliation.
- Principle 3: Upholds the freedom of association and the effective recognition of the right to collective bargaining; respects all international laws and regulations concerning information to and cooperation with work councils and unions; by promoting good relationships with the representatives of our employees, Karo wants to create an atmosphere of open communication and fair treatment.
- Principle 4: The elimination of all forms of forced and compulsory labour.
- Principle 5: The effective abolition of child labour; in line with ILO conventions; strictly opposes child labour and other forms of exploitation of children and minority groups (see above on child labour).
- Principle 6: The elimination of discrimination in respect of employment and occupation; respects all international laws and regulations concerning employment principles: minimum wage, working hour requirements and wage equality.
- Additionally: Karo supports and respects GDPR regulations and privacy protection: Employee data are handled strictly confidential, and all information data shall be guided by the principles “Need to know” and “Need to do”. Karo considers privacy as a fundamental right of people and respects international and national privacy laws in all HR policies.

Global Compact 10 Principles on human rights, labour standards, environment, and anti-corruption

Karo adheres to the Global Compact 10 Principles as summarised below.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: Work for the elimination of all forms of forced and compulsory labour.
- Principle 5: Secure the effective abolition of child labour.
- Principle 6: Eliminate discrimination in respect of employment and occupation.

Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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