

Respecting human rights

Mölnlycke is committed to conducting its activities in a responsible manner and with respect for the human rights across its operations.

Mölnlycke has been signatory to the UN Global Compact since 2017 and is committed to avoid causing or contributing to adverse impacts on people – whether in our own company, through our business partners, or in the communities where we operate.

When referring to human rights we take into consideration, at a minimum, the International Bill of Human Rights. It includes the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We endorse the principles of the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises, and implement our commitment to respect human rights via our [Code of Conduct](#), and through the development and implementation of other internal procedures and processes.

The responsibility to implement our human rights commitments is anchored in our Business Ethics Compliance team, under the Legal Department. It is further supported by the relevant functions People, Supply Chain, Operations, Sustainability and it is overseen by a Human Rights Committee with

representatives from the ELT. A Human Rights Committee has been created to oversee the implementation of Mölnlycke human rights program and to take relevant decisions.

We work actively to ensure that our commitment to operating with respect for human rights is integrated into relevant policies, processes, and ways of working, as well as in interactions with our stakeholders.

We have included human rights questions in our due diligence procedures and we continuously consolidate our efforts to identify, assess, and take action on the human rights impacts of our business activities and relationships. We demand the same high standard and responsible behaviour from our business partners, suppliers as well as distributors, and integrate this in dedicated reference documents such as [Supplier Code of Conduct](#) and [Distributor Code of Conduct](#).

Mölnlycke has an available human right grievance mechanism through the use of its [Ethics Hotline](#), which can be used by all to report concerns on any human rights issues related to Mölnlycke and its activities. In cases where we may be directly linked to adverse impacts, we commit to work with the other party involved to provide remedy.