

Durability - Robust and Lasting

EQL Pharma strives to be a robust company that can endure over time. This is the best starting point for being able to work to ensure that nature, water, people, animals, in short, the environment and the planet we all live on and depend on, can be protected and be of benefit to future generations.

EQL- equal. Equally, as in the equal value and rights of all people.

Rights in the form of the 10 principles of the UN Global Compact; human rights, labour rights, environmental protection and anti-corruption are guiding the company's work, regardless of which country EQL operates in.

- Principle 1 Support and respect international human rights in the sphere of influence of the company.
- Principle 2 Ensure that it own The company is not involved in human rights violations.
- Principle 3 Upholding freedom of association and recognising the right to collective negotiations.
- Principle 4 Eliminate all forms of forced labor.
- Principle 5 Abolish child labour.
- Principle 6 Eliminate discrimination in recruitment and tasks.
- Principle 7 Support the precautionary principle with regard to environmental risks.
- Principle 8 Take initiatives to strengthen greater environmental awareness.
- Principle 9 Encourage the development of environmentally friendly technologies.
- Principle 10 Counter all forms of corruption, including extortion and bribery.

In addition to these, there is the ILO's Declaration on Fundamental Principles and Rights at Work and the UN Convention on the Rights of the Child, which must also be respected.

Gender equality must include everyone regardless of gender, age, origin, religion and form the basis for everyone being treated equally, having the same opportunities, responsibilities and obligations.

More and more of the products that EQL Pharma markets are manufactured according to AMRIA, the Antibiotic Manufacturing Standard, and certifications have begun. This work aims to reduce the impact of the drugs on the environment. The focus is on the elimination of discharges to water and the elimination of waste containing active substances.

The role of the EQL and its contribution to society

Be a driving force for medical accessibility by offering tested therapies to new European markets, thereby contributing to equal and optional care.

By delivering high-quality pharmaceuticals at low cost, the company contributes to significant cost savings for patients, healthcare and thus to better health.

EQL has grown to a size where several million people in the Nordic region come into contact with our products every year. This means that EQL's sustainability work makes a difference.

Code of conduct

EQL Pharma's "Code of Conduct" is the document that provides employees, consultants and partners with guidance on how to relate to each other and the outside world within the framework of work at/with EQL . You can read more here: [link](#)

Reporting

All EQL Pharma employees and partners, as well as third parties, can raise issues with compliance with the principles of human rights, labor law, environmental protection and corruption. We take all suspicions and reports very seriously and investigate them with respect for the integrity of the source. The problems can be raised with your usual contact person at EQL or emailed tillwhistleblower@eqlpharma.com.

Sustainability work is constantly ongoing, the documentation is revised when necessary, but at least every two years. The next revision will take place no later than 2027-12-31.



Axel Schörling
President and CEO