

## **UK Modern Slavery Act**

### 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, Wound & Skin 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 around 12,000 people and operates globally with sales subsidiaries in more than 40 countries. There are production sites in Denmark, Hungary, the United States, China and France.

### 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, which Coloplast has been a member of 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.

Coloplast expects its business partners and all other strategic partners to understand and address our expectations related to human rights 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 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 dialogue to improve conditions.

### Due diligence processes:

As part of our evaluation on prospective suppliers, Coloplast actively conduct due diligence and audits of existing raw materials suppliers and screen new suppliers for compliance with 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 supplier in some countries and is now working to extend the process to the rest of the organisation.

### Audits:

Coloplast audits all new raw material suppliers in high risk countries, and selects a number of existing suppliers throughout the year for social audits and reviews their compliance.

### Training:

Coloplast provides training for new and existing employees on our Code of Conduct as well as other policies. Going forward, Coloplast will strengthen training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chain, to employees who have direct responsibility for supply chain management.

### Results:

Through Coloplast's supply chain responsibility programme, Coloplast has successfully standardised monitoring and compliance for raw material suppliers. 30 suppliers have made significant improvements as a result of due diligence

procedures since the programmes start. In the same period Coloplast has terminated contracts with 9 suppliers due to non-compliance. For other suppliers, the implementation of the due diligence process has generally increased the standard among some suppliers and has resulted in the termination and replacement of suppliers.

This statement was approved by the Board of Directors of Coloplast Limited on 30 August 20, 2020. It covers the activities of Coloplast Limited, some of which are conducted by Coloplast A/S.