Q.057 HUMAN RIGHTS POLICY

This policy applies to all Normedi entities in the Nordics.
This document has been approved by Jesper Steffensen.

normedi
A Hologic Company

1. INTRODUCTION

Normedi is committed to respecting all internationally recognized human rights as outlined in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

2. SCOPE

This policy applies to all Normedi operations and business relationships, and the following rights-holders:

- **Workers**, including employees and contractors throughout our value chain.
- **Affected communities**, impacted by our operations and throughout our value chain.
- **Consumers and end-users** of our products and services.

3. WORKERS' RIGHTS

We respect workers' rights and commit to ensuring the following working conditions.

SECURE EMPLOYMENT

Secure employment is promoted through recognised employment relationships and fair employment practices. Obligations to workers under labour or social security laws are not avoided through labour-only contracting, sub-contracting, home-working arrangements, or apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

WORKING TIME

Working time complies with national laws or collective agreements. Working hours, excluding overtime, do not exceed 48 hours per week. Only in exceptional circumstances do working hours exceed 60 hours in any seven-day period, where: this is allowed by national law and a freely negotiated collective agreement, appropriate safeguards are taken to protect workers' health and safety, and the employer can demonstrate that exceptional circumstances apply such as production peaks, accidents or emergencies.

WAGES

Adequate wages are provided, meeting or exceeding legal or industry standards. Wages should always be enough to meet basic needs and to provide some discretionary income.

SOCIAL DIALOGUE AND FREEDOM OF ASSOCIATION

Social dialogue is encouraged to facilitate open communication between workers and employers. Freedom of association is respected. Where the right to freedom of association is restricted under law, there are parallel means for independent and free association.

COLLECTIVE AGREEMENTS

Collective bargaining rights are upheld, ensuring fair negotiations between workers and employers. Where the right to collective bargaining is restricted under law, there are parallel means for collective bargaining.

WORK-LIFE BALANCE

Work-life balance is supported through paid leave policies.

HMS

Health and safety standards are maintained to protect workers from workplace hazards, including regular and recorded health and safety training for workers.

EQUALITY

We respect the right to equal treatment and opportunities for all, regardless of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation, and commit to ensuring that gender equality and equal pay for work of equal value are ensured, including through gender pay gap studies where required or feasible. Training and skills development opportunities are provided to all workers regardless of status.

At Normedi, employment and inclusion of persons with disabilities are actively promoted. Diversity in the workplace is encouraged and respected.

Measures against violence and harassment in the workplace are strictly enforced. Violence and harassment include physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation.

5. RIGHTS OF CONSUMERS AND END-USERS

We commit to ensuring the following regarding information related to consumers and end-users:

- Privacy of consumers and end-users is safeguarded through robust data protection measures (GDPR compliant).
- Access to quality information is ensured through transparent communication.

We also commit to ensuring the following regarding consumers' and end-users' personal safety:

- Health and safety of consumers and end-users are prioritized in product design and service delivery.
- Security of person is considered in our operations and interactions with consumers and end-users.

And we commit to ensuring the following regarding consumers' and end-users' social inclusion:

- Non-discrimination is enforced in all consumer and end-user interactions.
- Access to products and services is ensured for all individuals, regardless of background.
- Responsible marketing practices are followed to ensure ethical advertising and consumer and end-user protection.

6. IMPLEMENTATION AND DUE DILIGENCE

Human rights due diligence is conducted to identify, assess, prevent, mitigate, and remedy adverse impacts within Normedi's own operations and value chains.

Supplier and business partner assessments ensure alignment with this policy.

Any non-conformities are reported within our Quality Management System.

7. GOVERNANCE AND ACCOUNTABILITY

The Board of Directors oversees human rights commitments, performance and strategic direction.

Senior management is responsible for policy implementation and compliance.

Regular training and capacity building on human rights due diligence are provided to employees and business partners.

8. REVIEW AND CONTINUOUS IMPROVEMENT

This policy is reviewed every two years during the company's Management Review and updated based on evolving legal standards, best practices, and stakeholder feedback. We are committed to fostering a culture of respect for human rights across our operations and value chains.