

Policy for responsible business conduct at Amgros

At Amgros, we demonstrate responsible business conduct in our business. We do this based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Responsible Business Conduct. This means that we actively work to prevent or mitigate adverse impacts on human rights and the environment in our business.

The core task of Amgros is, together with hospital pharmacies and the public hearing clinics, to ensure that the right medicines and hearing aids are available for patients. At the right time, at the right place, and at the right price. And with an eye for the environment and human rights. We will balance these considerations when faced with dilemmas.

We implement due diligence, which involves identifying, preventing and mitigating potential or actual adverse impacts on human rights, anti-corruption and the environment in connection with our business and business relationships. It also involves communicating about our efforts and responding clearly if there are any significant adverse impacts. If we have caused or contributed to such adverse impacts, we give any injured party access to remedy.

Amgros expects our business relationships to have a similar due diligence process in place. We also expect them to address adverse impacts on human rights, anti-corruption and the environment if they occur. Furthermore, we expect business relationships to account for their due diligence process. As a national supplier of medicines and hearing aids to public hospitals and hearing clinics, we will use our strength to influence our business relationships.

Amgros incorporates the Responsible Business Conduct Policy into our internal policies, procedures and workflows, including in our framework agreements and contracts. We incorporate the policy into our employee training and expect our employees to contribute to policy compliance. Furthermore, we expect them to report quickly if they become aware of significant adverse impacts.

As part of our work with responsible business conduct, we have established Speak Up, a reporting channel in the event of any suspicion that Amgros is causing, contributing to or is directly linked to negative human rights impacts in its own operations or in the value chain.

We communicate our policy for responsible business conduct at Amgros - both internally and externally. And we report every year on progress in implementing the policy.

Amgros 17 June 2024.

Flemming Sonne

CEO