

A Report on Sustainable Measures taken by Sever Pharma Solutions

on Physical Environment and Environmental Effects for year 2022

Sustainability Management: The SPS Approach

Sustainability is front and center for a company of our kind. Subsequently, Sever Pharma Solutions is entirely focused on human health and well-being. Regarding sustainability, our goal is to minimize our footprint and contribute to the world by every means we can. Hence, we work systematically and without hesitations to improve our performance within the environment, society, and governance.

SPS ESG




The infographic illustrates the scope of SPS ESG reporting. It shows that the 17 Sustainable Development Goals (SDGs) are broken down into 169 specific targets and 244 topics. The SDG logo is also present.



SPS ESG




The grid displays all 17 Sustainable Development Goals (SDGs) with their respective icons and titles:

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS





A COMMITTED CDMO WE WANT TO MAKE A DIFFERENCE IN PEOPLE'S HEALTH

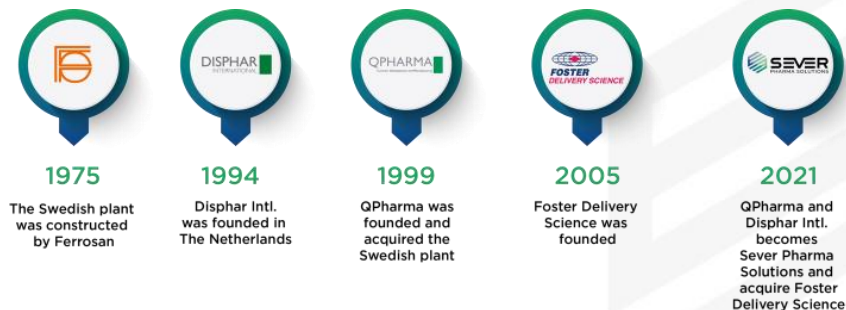
Offering expertise in high potent drug development with a drive to enhance performance, a passion for perfection, and a commitment to be your partner through the whole journey.

We will bring your pharmaceutical ideas to life.

Sever Pharma Solutions (SPS) is Swedish pharmaceutical company focused on contract development and manufacturing of pharmaceutical products of high value contributing to efficient therapy and comfort of patients. Company offers an optimized end-to-end solution, providing a complete value chain – from development to sourcing and commercial worldwide supply. **“Sever Pharma Solutions brings pharmaceutical ideas to life.”**

Current pharmaceutical business, based in Malmö, Sweden, traces its origin back to year 1975 when company Ferrosan was created on the same premises where SPS is situated today.

OUR HISTORY



SPS holds own contract-based pharmaceutical research & development portfolio, product manufacturing, Quality Assurance under GMP regulations and quality systems, Quality Control laboratory, Project Management, Procurement and Supply Chain, Human Resources, Safety, Health & Environment as also other essential operational processes securing SPS high efficiency and market competitiveness.

CUSTOMERS

GLOBAL, GROUP AND NONPROFIT ORGANIZATIONS



Commercial programs



R&D services



5

Current core business and pharmaceutical offering for SPS contains a variety of different product solutions and important product features with particular focus on three product formulations:

- High Potent API Polymer based dosage forms (implants and vaginal rings)
- High Potent API Aseptic fill and finish (sterile injectables)
- High Potent API Solid dosage forms (tablets)

OFFERING END TO END SOLUTIONS



We offer our customers an optimized end-to-end solution, providing a complete value chain from development to sourcing and commercial worldwide supply.

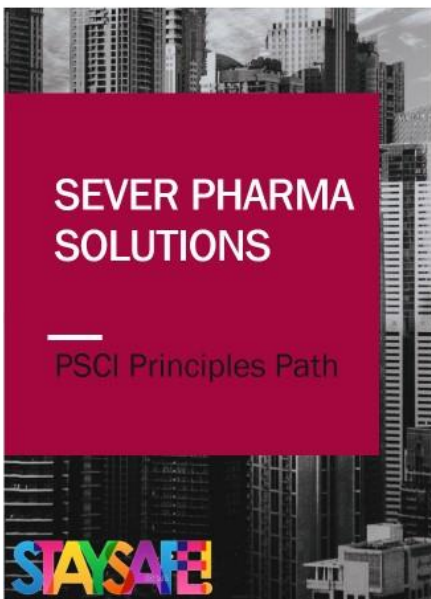
- Development
- Manufacturing
- Analytical
- Regulatory Affairs



7

Sever Pharma Solutions currently employ around 350 staff members worldwide. Headquarter is in Malmö while two other business units are in The Netherlands and USA. SPS operates in compliance with global GMP standards, is regularly inspected by authorities, and since 2022 a fully approved Pharmaceutical Supply Chain Initiative (PSCI) company with emphasis on conduct principles in regard of:

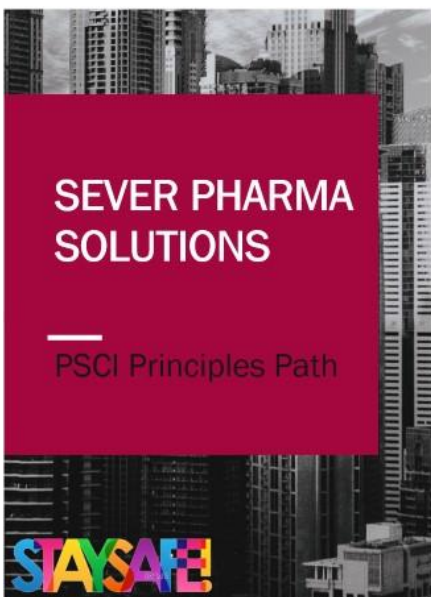
- Ethics
- Human Rights and Labor
- Health and Safety
- Environment




Human Rights and Labor

- 1. FREELY CHOSEN EMPLOYMENT**
Suppliers shall not use forced, bonded or indentured labor or involuntary prison labor. No worker shall pay for a job or be denied freedom of movement.
- 2. CHILD LABOR AND YOUNG WORKERS**
Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.
- 3. NON-DISCRIMINATION**
Suppliers shall provide a workplace free from discrimination. There shall be no discrimination for reasons such as race, color, age, pregnancy, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.
- 4. FAIR TREATMENT**
Suppliers shall provide a workplace free of harassment, harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.
- 5. WAGES, BENEFITS AND WORKING HOURS**
Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Suppliers shall communicate with the worker the basis on which they are being compensated in a timely manner. Suppliers are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime. Overtime shall be consistent with applicable national and international standards.
- 6. FREEDOM OF ASSOCIATION**
Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged.

Sever Pharma Solutions fully respect the rights of workers, as set forth in local laws, allow them to associate freely, join or not join labor unions, seek representation and join workers' councils & associations. Workers CAN communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

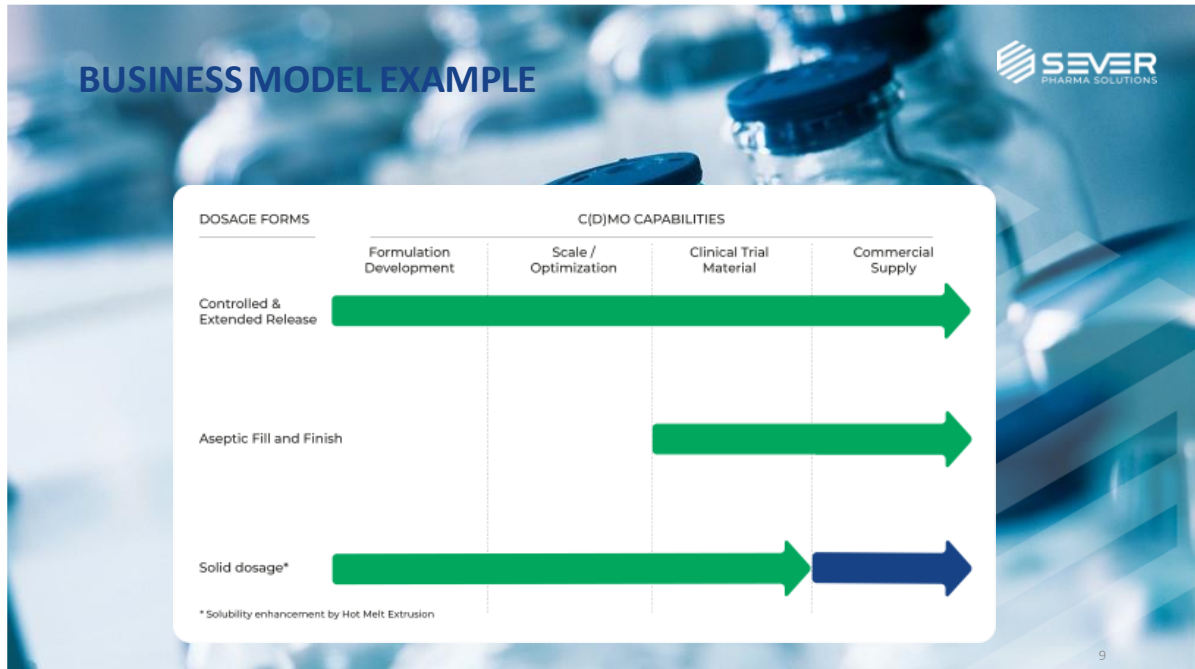

Environment

- 1. ENVIRONMENTAL AUTHORIZATIONS AND REPORTING**
Suppliers shall comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained, and their operational and reporting requirements followed.
- 2. WASTE AND EMISSIONS**
Suppliers shall have systems in place to ensure the safe handling, movement, storage, disposal, recycling, reuse, or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment. This includes managing releases of active pharmaceuticals into the environment (PIE).
- 3. SPILLS AND RELEASES**
Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment and adverse impacts on the local community.
- 4. RESOURCE USE**
Suppliers shall take measures to improve efficiency and reduce the consumption of resources.
- 5. SUSTAINABLE SOURCING AND TRACEABILITY**
Suppliers shall carry out due diligence on the source of critical raw materials to promote legal and sustainable sourcing.

Sever Pharma Solutions operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment. Sever Pharma Solutions place efforts to spare and conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities of reuse and recycling. The Environmental effort of the company include all elements above in full extent.

Document ID: 101



Our company business model offers company customers an advanced and extensive “CDMO BP - Contract Development and Manufacturing Organization Business Proposal” consisting of several processes covering development, regulatory trials and approvals incl. commercial management where several components of it can be applied by customer request. From project management, procurement, purchasing, quality control, quality assurance, manufacturing, assembly and packaging to the world-wide commercial supply.

SPS's main governance aspects are based on our fundamental operating principles summarized in well defined, well established and well communicated core company values:

Make a difference - Close to the customer - Best workplace

Sever Pharma Solutions Sustainability Vision:

“At Sever Pharma Solutions, we respect and value our employees, investors, partners and those who use our products, the communities in which we work and the natural environment.

Each and every one of us constantly strives to make a positive impact on the world around us by focusing on the way we work and live.”

Sever Pharma Solutions Sustainability Strategic Direction:

“Our strategic priorities and values are the basis of our entire commitment to sustainable development in order to lead sustainable business and growth, while achieving a positive impact on people and their health, the economy and the environment.”

As per separate document “Sever Pharma Solutions - Context of Organization”

Presented sustainability commitment is based on defined company “Strategic Direction Definition” managed within scope of relevant clauses and requirements of “ISO Management Systems Standards”, chapter “Context of Organization-COTO”. Separate governing documents and “risks mitigation” analysis as base for company COTO definition evaluating challenges and risks in regard of SPS business and “ESG” approach, are available as annex to this report. That also as explanation and justification of company efforts in regard of ESG matters development and reporting.

In addition, our company sustainability and “ESG” commitment are grounded on following company official policies and statements addressed to all employees and external stakeholders.

These policies are created as a set of governing documents separately published and available as annexes to this report:

- **Integrated Safety, Health and Environmental Policy**
- **Human Rights Statement**
- **Staff governing documents incl. set of, to company personal related policies.**
- **Policies of social conduct incl. Non-Discrimination Statement, Gender Diversity and Inclusion Equality**
- **Business Ethics/Anti-Bribery and Corruption Policy**
- **Data Security**
- **Business Continuity Management Policy**

These statements, policies and governing documents are shared and communicated to employees and external stakeholders by different means as:

- **Company Intranet site**
- **Company internet website**
- **As a part of governing documents/operating procedures**
- **As a part of company training programs offered employees**
- **Within company document management system**

All company governing documents including policies are managed in structured manner by terms and requirements of company adopted “GMP” Quality Management System requiring that governing documents of all kinds must be managed so that integrity of documents are secured. It means that documents are securely stored within company digital “document management system”, that documents stored are evaluated and approved by process owner/management prior the publishing with accurate and automatic version management by the document system.

Furthermore, within scope of all company employees, “Personal Training Files” all required policies incl. “ESG” related are offered employees for acknowledgment. Proof of such acknowledgment/performed training is recorded both digitally and through other documented “Training Files” records for all company staff securing fully scope and understanding of offered training and information provided.

Yearly audit program performed by company “Quality Assurance” department evaluate level of completed mandatory trainings on staff at all company departments. At any established non-conformity in regard of employee training scope, set of corrective actions requests are addressed on responsible manager of department where deficiency is discovered. Review of performance level of staff training efficiency measurement regarding ESG related policies information will be carefully recorded during year 2023 and fully presented in company ESG report for 2023. Subsequently, as a company business incl. ESG related policies results, Sever Pharma Solutions are not aware about any case of bribery or corruption associated with any company staff member. All employees receive induction trainings with information about ESG related policies about “Safety, Health and Environment”, “Human Right Statement”, “Non-Discrimination Statement”, “Workplace Gender Diversity and Inclusion equality Statement” etc.

ENVIRONMENT



- GHG Emissions
- Air Quality
- Energy Management
- Water Management
- Waste & Hazardous Management
- Ecological Impacts

ENVIRONMENT

Various sustainability measures taken by SPS across its value chain:

In operational processes at Malmö site including manufacturing of pharmaceutical products:

SPS uses proactive risk assessment techniques to ensure safety of products for patients and environment by evaluating, detecting, hindering and eliminating potential risks incl. threats on people and environment through the full business chain, from so called “upstream space” covering operational activities, all the way to “downstream space” nearby and in connection with customers and patients.

It pays particular attention to fact that chemical products and other commodity used in operational processes, can potentially harm environmental surroundings and produce undesired consequences if processes are not strictly managed, controlled and maintained in accordance with environmental standards, regulations and best environmental practices. In that matter SPS actively place efforts for continuous improvements of own environmental impact and report own environmental efficiency and performance to state environmental authorities and energy agencies continuously and in in extensive manner.

In terms of fulfillment of legal environmental requirements, SPS holds required law based environmental permits and government pharmaceutical authority approvals. In addition, SPS has established an environmental management system based on documented and communicated environmental policy, applicable operating procedures, and appropriate environmental practices. SPS holds besides environmental permit, which restrict all undesired environment impact as consequence of operational activities, and permit issued by state emergency agency to use flammable and explosive substances and gases within own operational processes.

Finished products which are delivered to customers are managed, handled and shipped respecting environmental rules and so called ADR regulation regarding transports of dangerous goods. SPS has a process to select and manage third-party waste treatment of disposal vendors and waste service providers.

Appointed waste management service providers collaborate with SPS initiating environmental actions, services and improvements on the site, contributing to lesser environmental impact from waste output. Furthermore, service providers deliver an overall waste statistical evaluation & data report including environmental load, the “footprint” performance. The data is used as reporting base for yearly environmental performance reporting to state environmental agency. Furthermore, SPS has implemented system to segregate different types of wastes into most common categories through all departments or processes generating waste. Hazardous, including Active Pharmaceutical Ingredients (API) containing waste (e.g. medical waste), biohazardous, fermentation biomass, non-hazardous, combustible and other waste is disposed in controlled manner by providers approved by SPS, state environmental agencies and chemical authorities.

Waste disposal method used by waste management vendor is incineration with energy recovery. Wastewater from operational processes is collected in vessels and transported outside of premises for processing and destruction.

Pollution/emissions control is done and reported to environmental agency in structured and planned manner as denoted in terms in issued valid environmental permit for SPS Malmö site. In regard of air emissions SPS follow-up output of Volatile Organic Compounds (VOC) from own operational processes and control that emissions are not above of permitted levels. SPS Malmö operational site is not producer nor release source of any of following damaging air-emissions: Corrosive vapors (e.g. acid, caustic), Ozone depleting substances, Combustion by-products and/or other pollutants as GHG, cyanides, sulfides, ammonias, bromines, phosgene etc.

SPS Malmö facility has developed and implemented a hazardous chemicals (including APIs) management program that includes development and maintenance of an inventory of all hazardous chemicals tested, provided, used, manufactured, prefabricated or stored on-site, including chemicals used for production, maintenance, utilities, laboratory purposes and any other operational need of SPS.

Sewerage network on the site manages water accumulated from rain, snow etc. This outside situated sewerage water network, with openings in the site concrete ground surface, is designed and managed so to avoid potential contamination or pollution of water flows. Accumulated water, flowing through site sewerage network, goes all the way to the nearby filtering facility before further discharge to municipality sewerage system.

In addition, SPS perform periodical external laboratory analysis of sewerage water for any potential contamination of water prior discharge to municipality waterflow network. Water is collected from special sample points on site sewerage network by external providers and by municipality owned water network infrastructure company. Analysis and related results report further to environmental authority at least four times per year. Water is checked for contamination loads of ammonia and nitrites in collected sludge together with any potential presence of Total Organic Carbon (TOC) incl. Biochemical Oxygen Demand (BOD) of living organisms in water.

Finally, SPS have means to block or divert a major chemical spill to sewerage network through spill emergency management, documented procedures and required emergency spill equipment. In any unfortunate case of fire emergency and fire distinguishing with water, there is emergency process in place where external suppliers can efficiently pump and remove contaminated water and further transport it to off-site storage tank before further process of destruction. Emergency plans in regard of different emergencies incl. those from fire, explosion, spill of dangerous chemicals etc. are developed and communicated throughout the organization. Emergency Task Force Team is defined, in place and accessible.

Packaging materials and other packaging commodities used in SPS production of pharmaceutical products are environmentally friendly, with material types which can be recycled, or reused. Such materials are approved, tested and certified. For example, packaging material used for one product consists of cardboard made in accordance with rules and terms for certified "FSC" Forest Stewardship Council paper-based material with designated low environmental impact which then contribute to generally more sustainable production and environmental output.

SPS is also aware of and address requirements from "EU Directive regulation 94/62/EC" of 20 December 1994 on packaging and packaging waste, in proper and responsible manner. All company vendors and suppliers of products and services used by SPS are continuously monitored and audited by the Supply Chain department, evaluated for their environmental efficiency and environmental impact of products and services offered. Collaboration partners and suppliers to company are managed so that applicable environment measures and environmental "best practices" are essential part of vendors continuous improvement in regard of environmental footprint of products and services delivered to SPS operational business.

Measures on Transport/Energy/Climate:

SPS is making significant progress in reducing its carbon footprint throughout the value chain. It aims to power all the buildings with 100% renewable sources of energy. SPS has made significant investments in energy equipment systems for use of renewable kind of energy. There are efforts placed by company management supported by external experts and facilitators, to evaluate energy use and systems which include action plans for energy system improvements. During 2022 SPS performed complete energy review of the Malmö site addressing current status and potential areas for improved energy efficiency.

It is called “Energikartläggning EKL 2.0” or accumulated energy survey and it is done in accordance with Swedish energy authority “Energimyndighet” regulation “Lag om energikartläggning i stora företag, SFS 2014:266”. Results of energy survey are confirmed and approved by an external, state energy authority certified energy auditor while results and performance are reported by SPS to Swedish energy authority. The objective for mentioned activities, as well for law requirements, is to initiate energy efficiency improvement plans and appropriate energy equipment investments or updates contributing to development of the overall energy sustainability.

SPS striving for more efficient methods of goods transport, set-up and efficiency of internal and external transports of goods. Logistic and storage are optimized to maximize fill rates of storage spaces and minimize the number of transport flows. Product packaging, logistic accessory, transport equipment and pallets management processes are optimized providing increase of filling rates at company storage spaces and contributing to efficient logistical processes with high level of inventory turnover rate adapted to induce low environmental impact.

Detailed information about the company's environmental impact, environmental emissions, energy use, waste management, waste quantities and other significant environmental aspects are reported in the separate document that is submitted by the company annually to the issuer of the company's operating permit “County Bord Environmental Authority”. Detailed environmental report for year 2022 can be found as annex to this report. File denoted as: “SPS 2022 års miljörapport till Länsstyrelse”. For goals in 2023 observe table in report end.

Latest energy survey performance for 2022 divided by used energy type at SPS operations incl. its environmental impact is presented in chart below:

Media	Processes [MWh]	Facilities [MWh]	Total [MWh]	Total	
				[TSEK]	[tons CO ₂ -eq.]
Electricity	3 534	2 901	6 435	3 302	0,0
Heating		1 146	1 146	893	154,8
Steam	1 736	1 030	2 766	2 102	?
Gas	215		215	196	31,9
Sum	5 485	5 077	10 563	6 493	187



During 2023, SPS plans to publish the CO₂ footprint along with alternatives of transportations/commuting of employees, on its Intranet website. As an environmental responsible company and due to the uncertain energy market situation, SPS prepared and distributed internally an **Energy Bulletin** aiming to boost energy awareness and clarify current energy situation affecting company operational status. "Energy Bulletin" latest issue as further below:



ENERGI BULLETTIN

Energistatus (Vecka 46/2022)

Energimyndigheten ansvarar för att ta fram den officiella energistatistiken i Sverige.

Energimyndigheten sammanställer statistiken för att kunna visa en samlad bild över läget och utvecklingen på energiområdet i Sverige.

Källa: Energimyndigheten

- ✓ Elförsörjningen i Sverige är i nuläget stabil, men det finns fortsatt en reell risk för problem under vinterns höglasstimmor. Energimyndigheten uppmanar fortsatt att minska elanvändningen.
- ✓ Energimyndigheten bedömer fortsatt att risken för störningar i drivmedelsförsörjningen, av främst vinterdiesel, är förhöjd. Risken bedöms fortsätta in i år 2023.
- ✓ Gasförsörjningen på den dansk-svenska marknaden är i nuläget robust, men det finns osäkerheter i den framtida utvecklingen. Merparten av EU-länderna har nu gått över i ett nettouttag från gaslagren. Det betyder att man har förhållandevis tidigt börjat lägga ut gas från underjordiska depåer till gasmarknaden.





ENERGI BULLETTIN

Elförbrukning? Vad är bra för miljö?

Vad är bra för oss egentligen?

- ✓ Alla kan bidra med att göra oss mer energieffektiva!
- ✓ Alla kan bidra med och spara el-energi även på arbetsplatsen!
- ✓ Alla kan vara miljömedvetna och göra skillnad!

Fokus El-Energi + Enkla Tips och

Komma Ihåg:

- ✓ Det finns god potential för de flesta företag att spara energi, även utan stora investeringar. Lägre energikostnader bidrar till stabilitet när energipriserna skiftar. Många gånger blir också arbetsmiljön bättre när energieffektiviserande åtgärder genomförs.

Enkla tips och komma ihåg!

- ✓ "Släck lampan"- Släck all belysning som inte används. Släck även belysning och projektor i mötesrummet när du lämnar mötes-rummet.
- ✓ Släcka alltid lampan "på knappen" så att alla armaturer släcks samtidigt.
- ✓ Använd så mycket som möjligt dagsljus, om möjligt och där det är möjligt.
- ✓ Släck onödiga ljuskällor.
- ✓ Använd "Split"-AC när den behövs, den är stor elförbrukare, glöm inte det. Temperaturen inomhus skall vara behaglig och inte alltid krävs påslagen AC för att få den behagliga inneklimat.
- ✓ Låter du datorn och skärmen stänga av sig själv så förbrukas energi innan den har nått standby-läge. Sätt den i standby-läge när du går på rast och lunch.
- ✓ En dator förbrukar cirka 20 watt i standby-läge och en datorskärm förbrukar cirka 4 watt när den inte används. Stäng av datorn och skärmen vid dagens slut, över helgen eller när du går på semester.
- ✓ Två datorskärmar innebär högre energianvändning än en skärm. Fundera på om du klarar dina arbetsuppgifter lika bra med en skärm.
- ✓ Ett höj- och sänkbart skrivbord är kopplat till eluttaget och förbrukar därför cirka 5 watt även när det inte används. Dra ur elkontakten när du inte använder funktionen.
- ✓ En mobiladdare kopplad till ett eluttag förbrukar cirka 5 watt även när du inte laddar telefonen. Dra ur mobiladdaren ur eluttaget när du inte använder den. Det sparar energi och är säkrare ur brandsynpunkt.
- ✓ Skaffa ett grenuttag med strömbrytare. Koppla din utrustning till grenuttaget så blir det enkelt att stänga av allt när du går hem för dagen.





- Labor Practices
- Employee Health & Safety
- Diversity, Inclusion & Equity
- Human Rights
- Community Relations
- Data Security
- Access & Affordability
- Selling Practices

SOCIAL

Sever Pharma Solutions strives to offer fair and supportive working conditions to its employees. This obviously enables achieving sustainable economic growth.

A fast-moving and demanding external environment requires agile adaptation to challenges, including caring for people’s health. This is why SPS encourages its employees to act as company ambassadors enabled by its company core values.

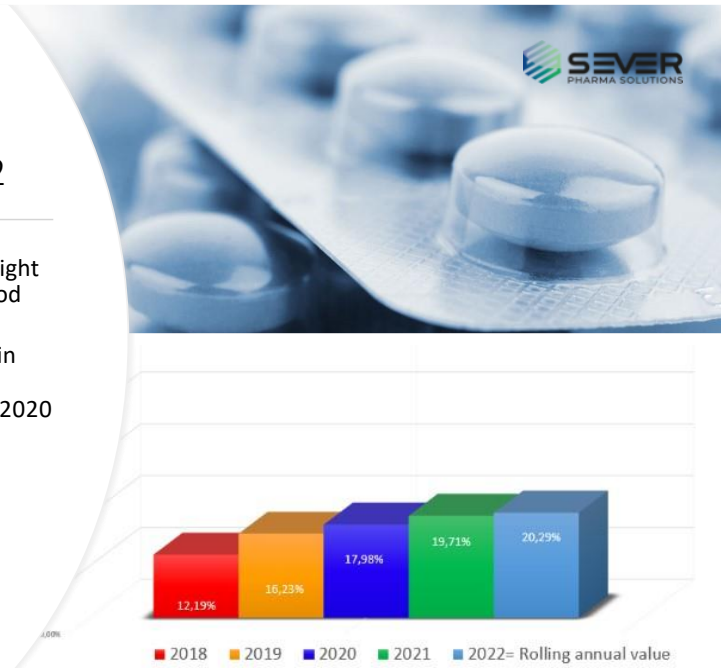
Health and safety performance within company “SHE – Safety, Health and Environment” process is a crucial measurement of an organization’s responsibility, and we intensely focus on this. Our injury and absentee rate relative to total workforce time, measured in LTIFR form for year 2022, is below 4, compared to performance level of 8 for majority of companies in similar size of SPS and within our line of business operations.

We have a strict policy for non-discrimination, and our gender pay ratio is in balance, with a slight overweight for women. Our gender diversity is well-adjusted, with about the same number of men and women holding executive positions.

As a global company, we have strict policies against child and forced labor use. We follow thoroughly established human rights norms within all applicable standards of moral-based human behavior, altogether regularly protected in municipal and international laws and policies. All our suppliers must also adhere to these and similar policies. Appropriate company “Human Right Statement” is added this report as separate annex document. Furthermore, SPS strives to create a motivating, supporting and health maintaining work environment with adequate salaries. Together with that company strives to offer its workforce a range of social and even monetary benefits of different kind aiming to establish long-term sustainable working environment and increasing interest of employees in their long-term professional engagement at the company. That integrated with their own interest about company business, company business management, development and growth. These intentions of the company should obviously lead to improvement of staff retention rate and decreased staff turnover. For goals in 2023 observe table in report end.

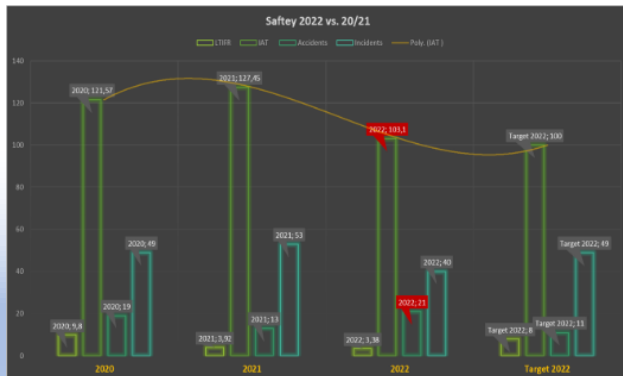
Staff turnover– development 2018 - 2022

- Sever Pharma Solutions have seen a slight increase in the staff turnover in the period 2018-2022
- In the same period the company grew in size and in headcount and faced the challenges of Covid which hit us hard in 2020 and 2021.
- Many retention activities have been initiated and we see some positive development



SHE MANAGEMENT

- THE ACHIEVEMENT OF SHE OBJECTIVES



		SAFETY						
		LTI	IAT YTD	Accidents	Incidents	A&I Backlogg Measure	A&I Investigations bac	Environmental Incider
Responsible		DNC	DNC	DNC	DNC	DNC	DNC	DNC
Area	Week	SHE	SHE	SHE	SHE	SHE	SHE	SHE
Resultat år	2019							
Resultat år	2020	9,8	121,6	19	49	N/A	N/A	2
Resultat år	2021	3,92	127,5	13	53	13	4	2
Mål 2022	Target	8	100	11	49	5	5	2
MÅL 2023	Target	7	90	11	40	5	5	2

GOVERNANCE



- Business Ethics
- Competitive Behaviour
- Legal & Regulatory Compliance
- Critical Risk Management
- Competitive Behavior

Separate and appropriate policies as a part of overall company “code of conduct” not only serve the company itself, but also its employees, in particular, as guidance for proper behavior when confronting legal, social or ethical challenges in their daily work. [A “code of conduct” policy is work in progress, and is expected to be implemented throughout the organization by May 2023.](#)

They are also designed to help prevent unethical or illegal behavior such as acts of corruption. Such policy contains binding behavioral guidelines on topics with focus on anti-bribery and corruption. In order to share the content of the “Governance” related policy all employees receive instructions, for example, in the situation of an interactive e-learning or practical training with recorded confirmation activity. ~~In order to prevent conflicts of interest in accordance with legal and/or ethical norms, employees are expected to sign and confirm that they are familiar with appropriate requirements including in policy described preventive measures, terms and conditions confirming that there are no conflicts of interest and that policy content is by digital signing or signing in person fully acknowledged. A policy addressing anti-corruption measures is, at the time of reporting, work in progress and under review, and is expected to be implemented throughout the organization no later than May 2023.~~

In addition, a global system on whistleblowing was implemented in reporting year 2022 and that contribute as an important measure and component of the corporate compliance system. Its aim is to further strengthen the compliance management system around topic including efficient resolution of any kind of recorded/addressed misconduct. **For goals in 2023 observe table in report end.**

		SPS ESG Performance & Follow-Up						
		LTIFR	EMPLOYEE RETENTION/EMPLOYEE TURNOVER	VOC utsläpp	Trainings/Policy Acknowledgment	Corruption/Bribery cases	Whistleblower Alerts	
Social conditions/Personal								
Respect for human rights								
Environmental								
Corruption Avoidance								
Resultat år	2019	NA	NA	NA	NA	0	NA	
Resultat år	2020	9,8	17,98%	NA	NA	0	NA	
Resultat år	2021	3,92	19,71%	NA	NA	0	NA	

Resultat år	2022	3,38	20,30%	2,48 kg	NA	NA	NA
Mål 2022	Target	8	N/A	N/A	N/A	N/A	N/A
Mål 2023	Target	7	<20%	2,23Kg	90%	?	10



17
GOALS



169

TARGETS

244

TOPICS



Created by DNC, 230319

© Sever Pharma Solutions, 2023