

Sustainability Policy

Document ID: POL-0114 rev1

Adopted by the Board of Directors 16-JUL-2019

1. Summary

Getinge takes responsibility for its role in the global society, environment, local communities, and all people that we work with.

We strive to operate a socially, ethically, and environmentally sound business across our value chain – aligned with the Getinge strategy for long-term profitability and economic prosperity. In addition, our agenda for sustainability is an essential part of our strategy to meet customer challenges and local market needs.

Our Sustainability Program incorporates environmental and social (“non-financial”) goals. Activities are carried out in collaboration with employees from all business functions, including our compliance and regulatory departments.

2. Scope and Objective

This Policy is valid for all Getinge companies, its subsidiaries and joint operations (jointly “Getinge”) and applies to all our employees, as well as consultants and agency personnel who work at Getinge premises or under the direction of Getinge (all referred to in this policy as “employees”).

This Policy provides our employees with an overview of Getinge’s commitment to sustainability. The objective is to support and enable employees at all levels in Getinge to act in line with our values, rules and expectations. We expect every employee to support the Sustainability Policy and to continuously improve initiatives defined and anchored throughout the organization. Our Sustainability Program has 3 main focus areas identifying the scope of Getinge’s sustainability approach, including:

1. Product related specifics – including environmental product data, EcoDesign, materials and waste handling.
2. Manufacturing-related environmental footprint – including the reduction of CO2 emissions along the value chain as well as energy saving programs.

3. Social responsibility – including internal employer engagement, business ethics, compliancy as well as external corporate and local programs giving back to the communities.

3. Principles

Commitment and Expectations

Getinge is committed to running a sustainable and sound business. We also recognize that Sustainability is a key competitive advantage and is becoming increasingly important to achieve success in a global environment. As Getinge’s headquarters are based in Gothenburg, we are following legislative and legal requirements to disclose non-financial information in our Annual Reports including environmental and social performance of results versus targets.

Getinge’s ability to contribute to sustainable product market offerings is requested by customers, financial institutions and employees. We encourage Sustainability at all levels of the organization, without compromising on quality.

Getinge Sustainability Approach

Three main focus areas define our Sustainability Program:

Product Specifics	Environmental Footprint	Corporate Social Responsibility
<ul style="list-style-type: none"> Product innovation and product environmental data EcoDesign principles for products and packaging Hazardous materials & waste 	<ul style="list-style-type: none"> CO2 emissions (along value chain: production, transport, travel, facilities) Energy resources and consumption (production, logistics, vehicles, facilities, travel) 	<ul style="list-style-type: none"> Employer engagement, sustainable workplace Business ethics and compliance Corporate and local engagement

Environmental Responsibility

The Environmental Responsibility is defined in Getinge's Environmental Policy, summarized as follows:

- environmental considerations in all activities;
- environmental legislation defining minimum requirements;
- employees' personal responsibility contributing to a sustainable development;
- environmental reporting system in place to inform on performance;
- all manufacturing units implement and certify management systems that meet the ISO 14001 standard;
- new operations of Getinge must have certified management systems in place within two years of being acquired or established.

Our product-related responsibility regarding Environmental Compliancy includes the following:

- EcoDesign SOP

Additionally, we have defined a number of areas that support our environmental goals, defined for example in the Getinge's:

- Travel & Expense Directive
 - Global Company Vehicle Directive
- Getinge has developed a set of overall environmental targets, supported by specific functional targets for BAs and GS. Targets are listed in details in the Sustainability Program, based on a Materiality Assessment conducted in FY2018 and will be reviewed every other year or as needed.

4. Breaches against the policy – Speak up

Do not hesitate to raise a concern. Any Getinge employee who suspects violations of this Policy is expected to speak up and raise the issue to their line manager, Human Resources, to the Ethics and Compliance Office, or to use the Getinge Speak-Up Line. The Speak-Up Line is available on Getinge internal and external webpages.

At Getinge, we do not accept any form of retaliation against someone who speaks up, expresses concerns or opinions.

See further: *Speak Up and Non Retaliation Instruction SOP-1305*

5. Roles and Responsibilities

All Getinge employees are individually responsible for reading, understanding and complying with this Policy. Each employee is responsible for acting in line with the sustainable values expressed in this Policy and the Getinge Code of Conduct.

Every line manager is responsible for promoting the Sustainability Program and the related governance are in place. Equally, each Getinge business function/region/area is responsible for prioritizing activities that promote our Sustainability approach and the related KPIs of the Sustainability Program.

Violations against the Policy can result in disciplinary action, up to and including termination.

6. Framework

This Policy is part of Getinge's Governance Framework, which includes:

- Code of Conduct, Our Cultural Core Values, Strategic framework, Policies approved by the Board of Directors, Directives approved by the CEO or direct reports to the CEO as well as local instructions
- Decisions made by the CEO or otherwise under the Delegations of Authority as approved by the CEO
- The Ethics and Compliance Office is responsible for ensuring that the latest version of this Policy is published and available to all employees on the Getinge intranet.
- This Policy will be reviewed every other year or as needed.
- The original language of this Policy is English.

7. Guidance and Assistance

If you have questions on this policy or you are uncertain which rules apply, please contact the local HR department or email: DERAS-HR@getinge.com

Useful links:

Code of Conduct POL-0108

POL-0114 – Sustainability Policy rev1

People Policy POL-0106

Environmental Policy POL-0103

Anti Bribery Corruption Policy POL-0107

Human Rights Policy POL-0118

Labor Rights Directive DIR-0146

Diversity Directive DIR-0145

Donations Directive DIR-0117

Travel & Expense Directive DIR-0148

Global Company Vehicle Directive DIR-0151

Print-outs and copies of this document have to be checked for validity and correctness before use.