

## 1 INTRODUCTION

This document is based on the Norwegian "Åpenhetsloven" (Transparency Act) which was entered into force July 1<sup>st</sup> 2022. The Transparency Act aims to promote businesses' respect for fundamental human rights and decent working conditions in accordance with the United Nation's Guiding Principles on Business and Human Rights. In this report, prepared in accordance with the Transparency Act § 5, Laerdal Medical AS describes the measures implemented to reduce the risk of negative consequences that the company's activities and business relationships may have on fundamental human rights and decent working conditions. The statement also includes Laerdal Global Health AS, even though they are not considered to be subject to reporting requirements under the law. However, we include them as components are purchased and their product is largely produced by Laerdal Medical. The report covers the period from July 1, 2022, to June 30, 2023.

### 1.1 Commitment Statement

Laerdal's commitments to promoting and respecting human rights and decent working conditions are anchored in the board and operationalized in our "Corporate Social Responsibility Commitment".

[Laerdal's commitment to Corporate Social Responsibility | Laerdal Medical](#)

## 2 OUR BUSINESS

### 2.1 Company Organization

Our common goal for all companies in Laerdal is to contribute to saving 1 million more lives every year by 2030. A company structure has been set up that allows us to work along several axes to reach the 2030 target. Laerdal Medical AS consists of 26 sales companies, four factories, and six locations with product development. Laerdal Global Health AS was established in 2010 as a non-profit-based sister company to Laerdal Medical, to contribute to achieving the sustainability goals in maternal and newborn health.

### 2.2 Vision and Goals

Our vision is that no one should die or be unnecessarily disabled in connection with childbirth or as a result of sudden illness, serious accident, or patient injury. We will contribute to saving lives. And our goal is to contribute to saving one million more lives, every year, by 2030. For more than 60 years, Laerdal has been dedicated to supporting the development of resuscitation and patient safety. We offer training solutions for laypeople and professional lifesavers. We produce robust and durable medical equipment certified by the respective accreditation authorities. We supply equipment globally, mainly to healthcare systems, educational institutions, and ambulance services. Laerdal has clear ambitions to deliver innovative and sustainable products while reducing our environmental emissions. For the organization, the UN's 17 sustainability goals are central,

with a focus on SDG 3, "Good health".

### 2.3 Internal Guidelines

Laerdal's commitment to human rights and decent working conditions is anchored in policies and management systems. Our commitment to corporate social responsibility reflects the UN's human rights declaration and is adopted by the board. The entire group, including Laerdal Global Health, is covered by Laerdal's Ethical Guidelines. In addition, the group's guidelines for work within ESG, i.e., Environmental, Social, and Business matters, are followed. These guidelines are prepared in English and cover the following topics:

- [Equal opportunities. Laerdal on diversity and inclusion. Equal opportunities](#)
- [Environment and circular solutions](#)
- [Anti-slavery](#)
- [Anti-corruption](#)
- [Conflict Minerals Policy Statement](#)
- [Laerdal Code of Conduct](#)
- [Laerdal Medical Code of Conduct for Business Relationships](#)
- [Whistle-blower line. Our commitment and contact details Whistleblower Channel](#)

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The guidelines cover Laerdal's global operations, including all legal entities; factories and sales offices. We encourage our employees and other stakeholders to inform us about challenges related to human rights, the environment, or anti-corruption. This applies to all activities, including services, products, or business relationships.

The commitments to human rights and decent working conditions are developed with the assistance of external experts with anchoring in the board. They are communicated both internally and externally. The guidelines will be evaluated every other year and revised as needed.

## 3 DUE DILIGENCE ASSESSMENTS

### 3.1 Policies and Procedures

Laerdal's commitment is based on internationally adopted principles for sustainable development in human rights (including workers' rights), environment (including climate), and anti-corruption. These principles are developed by the UN Global Compact. They are operationalized through the UN Guiding Principles on Business and Human Rights ("UNGPs") and the OECD Guidelines for Multinational Enterprises ("OECD").

We comply with local legislation, wherever we operate. Regardless of this, our commitment means that Laerdal continuously identifies, prevents, or reduces the risk of negative impacts of our activities

concerning the core principles of sustainability. We will communicate how we manage such impacts and will proactively contribute to sustainable development where it makes the most sense.

### 3.2 Our work to prevent negative consequences for human rights and decent working conditions

Laerdal continuously carries out due diligence assessments of the supply chain, business partners, and internally, in accordance with the OECD Guidelines for Multinational Enterprises. These due diligence assessments concern fundamental human rights and decent working conditions.

We communicate our commitment in Laerdal's Ethical Guidelines and policies. For suppliers, this is communicated in Laerdal's Ethical Guidelines for Suppliers.

We conduct an internal risk assessment to:

- Identify where we have potential risks.
- Explain what we do to prevent and reduce these risks.
- Explain how we monitor and follow up on risks.
- Have a channel for communication and remediation of potential negative impacts (whistleblower channel).

We expect the same from all our business relationships.

#### 3.2.1 Own business

Our commitments and expectations are illustrated in our [Code of Conduct](#), which reflect the principles of the UN Guiding Principles.

We conduct an annual due diligence assessment for our factories and major locations in Norway, the USA/Mexico, and China. We consider our most significant risks to be related to activities at these locations. We have not carried out individual due diligence assessments for our sales offices, as they often have fewer employees and fewer activities. All legal entities must comply with the Group's Ethical Guidelines.

We started the internal report in 2020 and have conducted an annual assessment of all human rights, as well as principles for environmental protection and ethics, according to the OECD Guidelines. We use a cloud-based IT system called CSRcloud. The system addresses the 33 human rights, as well as 20 principles for environmental protection and 16 principles for ethics, where we evaluate each risk against our operations, and report on processes and guidelines established to minimize risk in the respective areas. CSRcloud is provided by GlobalCSR, an independent actor. The implementation started at the end of 2019 in the form of a week-long workshop led by GlobalCSR with the relevant stakeholders from Stavanger, USA, Mexico, and China. Each location has dedicated resources responsible for following up on risk assessments on an annual basis.

Our employees are important partners in the effort to continuously improve sustainable development. We expect all employees in their daily work at Laerdal to contribute to fulfilling our commitment to sustainability principles. We have integrated this into employees' and management's daily work through training, communication, continuous assessments. We always encourage employees to share good ideas to prevent or reduce negative impacts that threaten our sustainability principles. We have established an annual process where employees are motivated to promote good suggestions for further development in Helping save lives and sustainability. The best proposals are awarded and shared with other employees via an online meeting with all employees to create further energy in the

area.

### 3.2.2 Suppliers and business relationships

We expect all business relationships to meet the globally agreed minimum standards for responsible business conduct, as expressed in this commitment. Suppliers and partners must manage and communicate to us the negative impacts their business causes or contributes to concerning UNGPs/OECD guidelines. Our business relationships should also require the same from their business partners.

All our business relationships are required to sign our [Code of Conduct for Business Relationships](#), which reflect the due diligence requirements according to UNGPs and OECD guidelines. This is to ensure accountability in business relationships and throughout our supply chain.

Laerdal has for many years actively worked to ensure human rights, sustainable development, and proper environmental management are upheld in the supply chain.

To adapt our procurement processes to commitments for social responsibility and sustainability, Laerdal has chosen to use EcoVadis, a global CSR assessment company with solid knowledge of international standards, to conduct individual sustainability assessments of our key suppliers and business relationships.

EcoVadis is an international company that maps and evaluates measures for the environment, ethical trade, and sustainability in business. 100,000 companies in 160 countries are mapped and evaluated by them.

EcoVadis conducts an independent assessment of our suppliers and business relationships based on four sustainability areas:

- o Environment
- o Human Rights
- o Ethics
- o Procurement

EcoVadis' methodology is built on international sustainability standards, including the Global Reporting Initiative, the UN Global Compact, and ISO 26000, covering more than 200 consumer categories in over 175 countries. The "Sustainability Scorecard" illustrates performance across 21 indicators within the four areas mentioned above.

Laerdal has several thousand suppliers, a wide range of products and services, and numerous business relationships and partners from many parts of the world. With this complexity, we need a structured and result-based approach to risk management, which we obtain through EcoVadis. A large part of our purchases are covered by our Ethical Guidelines. Complemented with sustainability assessments of our suppliers through EcoVadis, we delve deeper and assess the supplier's ability and willingness to meet the requirements we set in the four sustainability areas, including human rights and decent working conditions.

Risk assessments will form the basis for action plans with each supplier regarding improvements and focus areas. EcoVadis will also be a useful tool for assessment and selection of new suppliers and partners.

### 3.2.3 Whistleblowing Routine

Laerdal has a digital whistleblowing channel that encourages reporting of potential breaches of Laerdal's guidelines. Employees and external parties can report potentially illegal actions and violations of the company's ethical rules and the supplier's ethical rules.

The channel is managed by PricewaterhouseCoopers (PwC) and ensures confidentiality and high ethical standards. Concerns can be reported through a web-based form, email, or traditional mail. The company expects reports to cover various areas such as finance, operations, reputation, and ethical obligations. Examples of violations include ethics, harassment, violations of health and safety regulations, and violations of environmental and human rights laws. The company assures protection against retaliation for whistleblowers and commits to a fair, objective, and confidential follow-up process. PwC conducts an initial assessment, and if necessary, an investigation team is appointed.

#### 4 NEGATIVE CONSEQUENCES AND RISK

##### 4.1 Actual negative consequences and significant risk of negative consequences - Own business

During this reporting period, Laerdal has not identified any actual negative consequences for fundamental human rights and decent working conditions in its own business.

All human rights have been evaluated for our business related to the headquarters in Stavanger and the four factories of Laerdal. Risks for potential negative consequences, as well as significant risks for negative consequences, have been identified. The type of risk and risk level varies for the different geographic locations we operate in.

Risks for non-discrimination and equal pay are identified as significant risks at all our locations. While risks for harassment and freedom of association are identified as significant at certain geographic locations.

##### 4.2 Actual negative consequences and significant risk of negative consequences – Supply chain and business relationships

During this reporting period, Laerdal has not identified any actual negative consequences for fundamental human rights and decent working conditions among our suppliers and business relationships.

So far, we have uploaded more than 600 of our most critical and strategic suppliers in EcoVadis. Through the risk assessments carried out by these suppliers, Laerdal has identified categories of suppliers where we consider there to be a general risk that Laerdal is associated with negative consequences for human rights and/or decent working conditions.

Through our assessments, we have identified and categorized the following supplier categories as high-risk: (1) textiles, (2) electronics, and (3) chemicals. Risk levels may vary somewhat, especially with regard to geographic affiliation.

We have started reviewing the suppliers that fall into these categories and are preparing specific follow-up plans.

#### 5 MEASURES

##### 5.1 Implemented Measures

Laerdal considers it our commitment to implement measures to prevent and/or reduce the risk of negative consequences materializing. Over the past few years, and especially during the reporting

period, Laerdal has therefore implemented several measures to address the risks mentioned earlier in the report, with the purpose of reducing the risk of known negative consequences, among others. Laerdal has implemented a comprehensive package of measures to ensure human rights at its factories and headquarters. This includes training programs, strict quality processes and guidelines, including guidelines that cover diversity, equality, inclusion, equal opportunities, non-discrimination, and other relevant areas. There are also mechanisms in place for complaint handling to ensure good processes for identifying possible negative consequences, and thus take action to minimize negative consequences and risks. Laerdal places great emphasis on employee well-being and safety. Through these measures, Laerdal demonstrates its commitment to ethical and responsible operations.

Examples of specific measures related to the identified significant risks are:

- The Group's total wage overviews differentiate by level, location, and gender. Based on these criteria, annual reviews are conducted to ensure that there are no wage differences that are not due to performance or responsibility.
- Annual evaluations of the pay gap and adjustments for identified differences, including related to gender.
- Annual employee surveys to evaluate working conditions, well-being, and identify improvement opportunities. Establishment of an independent diversity group to promote work on diversity and identify possible improvement measures to be promoted to the company's management.
- Establishment of an independent women's group to promote equality work to be promoted to the company's management.
- Analyses and guidelines to minimize the risk of discrimination in hiring processes.
- Training and education for all employees.

In addition, Laerdal is in the process of establishing a forum for corporate social responsibility, or Corporate Social Responsibility (CSR), as an arena to discuss CSR status, risk, and the way forward related to human rights, workers' rights, the environment, and anti-corruption. The committee will prepare an annual report for the company's management and board and take actions where problems are detected.

Based on our due diligence assessment, and risk assessments conducted through EcoVadis, Laerdal will further strengthen existing measures and also introduce new measures. In this reporting period, we have focused on closer monitoring of critical and strategic suppliers. Through dialogue with our suppliers, we have communicated the importance and focus that human rights and decent working conditions have for Laerdal. We consider good communication and close monitoring, together with clear requirements for suppliers, as central measures to avoid negative consequences.

## 5.2 Planned Measures

Based on the identified risks in our own business, we will continue to implement new measures and processes, as well as work to continuously evaluate and improve initiated initiatives. Examples of specific planned measures include:

- Establish an action plan for how we can better follow up on talent development and women in leadership to work more actively towards our goal of 40% women in leadership by 2025. The figure as of June 2023 is 35.9% female leaders.
- Establish an action plan and specific initiatives for how we can work more coordinated on recruiting women in IT and technology, which is an important focus area for Laerdal.

- Update our Ethical Guidelines to clarify the focus on diversity, equality, and inclusion.
- Evaluate the results from the annual employee survey and continuously assess updates with questions from areas we want feedback on, including related to equality and diversity.

We will continue to work for even better routines for working with the due diligence assessment tool. Today, we have a responsible person per location who makes an annual update of the assessment. We will evaluate how we can work more continuously with the tool to ensure that we cover our risk areas. The new forum for corporate social responsibility, or Corporate Social Responsibility (CSR), will be a natural arena for discussing improvements and driving this development.

During the next reporting period, based on the identified risks, we will continue the implementation of EcoVadis with our suppliers. Through EcoVadis, our suppliers will work continuously with improvement areas and actions until the annual assessment. EcoVadis contributes to more efficient and closer monitoring of our suppliers, allowing us to follow up on specific measures in a structured manner.

We will also conduct annual audits of suppliers, including physical visits, and have closer collaboration and dialogue with critical and strategic suppliers so that they have a clear understanding of Laerdal's requirements and expectations.

#### 6 CONTACT INFORMATION

If you want more information related to this report or other inquiries related to our handling of actual and potential negative consequences according to the Transparency Act, they can be sent to:

[transparencyact@laerdal.com](mailto:transparencyact@laerdal.com)