

POLICY – SUSTAINABILITY

Kyowa Kirin AB and its affiliates has developed this policy to increase focus on a sustainable approach where we operate. We have based these commitments on the Kyowa Kirin core values and they are consistent with the policies applicable to all subsidiaries within the [Kyowa Kirin group](#).

This policy applies to all of Kyowa Kirin AB and its affiliates, including employees and contract workers.

ENVIRONMENTAL

We recognize the impact of our business activities on the environment, directly and indirectly, and adhere to the [environmental policy of the Kyowa Kirin group](#) through these following commitments:

- To enhance environmental performance, we will work systematically to ensure compliance with this policy and continuously work to make improvements.
- We commit to comply with environmental laws, regulations, agreements etc., where we are based, as well as countries where our products are manufactured.
- We strive to reduce waste disposal and promote recycling to contribute to a recyclable society and promote reduced water consumption.
- We support NPA <https://npa.se/> for disposal of residual pharmaceutical packages.
- We commit to monitor risks of APIs (Active Substance Ingredients) being released into the environment during manufacture of the products we distribute, as this has been identified as a risk within our industry. Where possible, Kyowa Kirin AB shall take appropriate and proportional actions, in collaboration with our parent company, to manage identified risks.
- We will continuously integrate the environmental aspect in our daily operations where we can affect our impact and include the environmental aspect in procurement.

HUMAN RIGHTS AND LABOUR RIGHTS

Respect for human rights is a foundation for all business activities within the Kyowa Kirin group and as part of the Group, we adhere to the [Human rights policy](#) written by Kirin Holdings, the parent company to Kyowa Kirin International. We will conduct our business activities in line with the Kirin Group Human Rights Policy, which is based on the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, by:

- Continuously manage risks throughout the supply chain for deviations from the policy
- Report any incidents according to our groups common procedures within the Kyowa Kirin group.

Our social responsibility is further defined by the UN Convention on the Rights of the Child, Article 32.

ANTI-CORRUPTION POLICY

Bribery is prohibited in all its forms by any representative, individual or organisation, of the Kyowa Kirin group. We adhere to Kyowa Kirin Group anti-bribery policy and commit to follow the principles outlined. To learn more about the anti-bribery initiatives, read [here](#). Our responsibility is further defined by UNs convention against Corruption.

COMMUNICATION AND RESPONSIBILITY

This policy will be distributed to all employees within Kyowa Kirin AB and its affiliates and communicated to all Kyowa Kirin ABs business partners, as we expect their compliance. We will make efforts to forward it down in the distribution chain to make our suppliers aware of this policy.

The general manager at Kyowa Kirin AB is responsible for implementation and adherence of these commitments and for taking appropriate action if it is revealed that any of these principles is breached either directly or indirectly by Kyowa Kirin AB and its affiliates' operation.