

Coloplast's ESG event  
22 March 2022

# Business ethics and compliance

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Emma,  
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Making life easier

Ostomy Care | Continence Care | Wound & Skin Care | Interventional Urology | Voice & Respiratory Care



# Business Ethics & Compliance is a global function with oversight from the Executive Leadership Team and Board of Directors



# Our company behavior is guided by external laws and industry codes, as well as internal policies and Code of Conduct

## External



### *Laws*

International  
National  
Federal /local



### *Industry codes*

ADVAMED  
MEDTECH  
Other

## Internal



### **Guiding principles:**

- Always follow the strictest requirement
- Protect Coloplast brand and reputation
- Always consider the perception of our actions and decisions



### **Coloplast BEST - Code of Conduct:**

- Provides guidance and clarifies the behaviours and principles that we must follow in our work and relations with third parties
- 99% of white-collars received Code of Conduct training in FY 2020/21



### **Policies:**

- Across key areas, defining the requirements that we must adhere to

# The Business Ethics & Compliance Strive25 strategy is focused on building a strong foundation and supporting growth

## Foundation

### Invest in Talent

Empowering and developing compliance employees

### Develop standardized, scalable, & risk-based global compliance program

Maturing the compliance program

## Business Ethics & Compliance



## Growth

### Empower Employees

Utilize interactive learning strategies

### Support Innovation & Growth Organizations

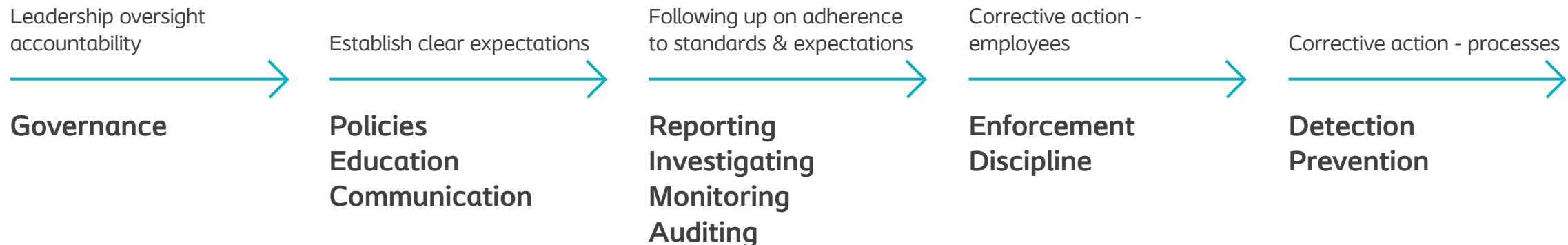
Proactively supporting new product development, partnerships, digitalization, acquisitions, and third parties engagement

### Drive operational excellence & high performing infrastructure

Embedding risk-based compliance controls

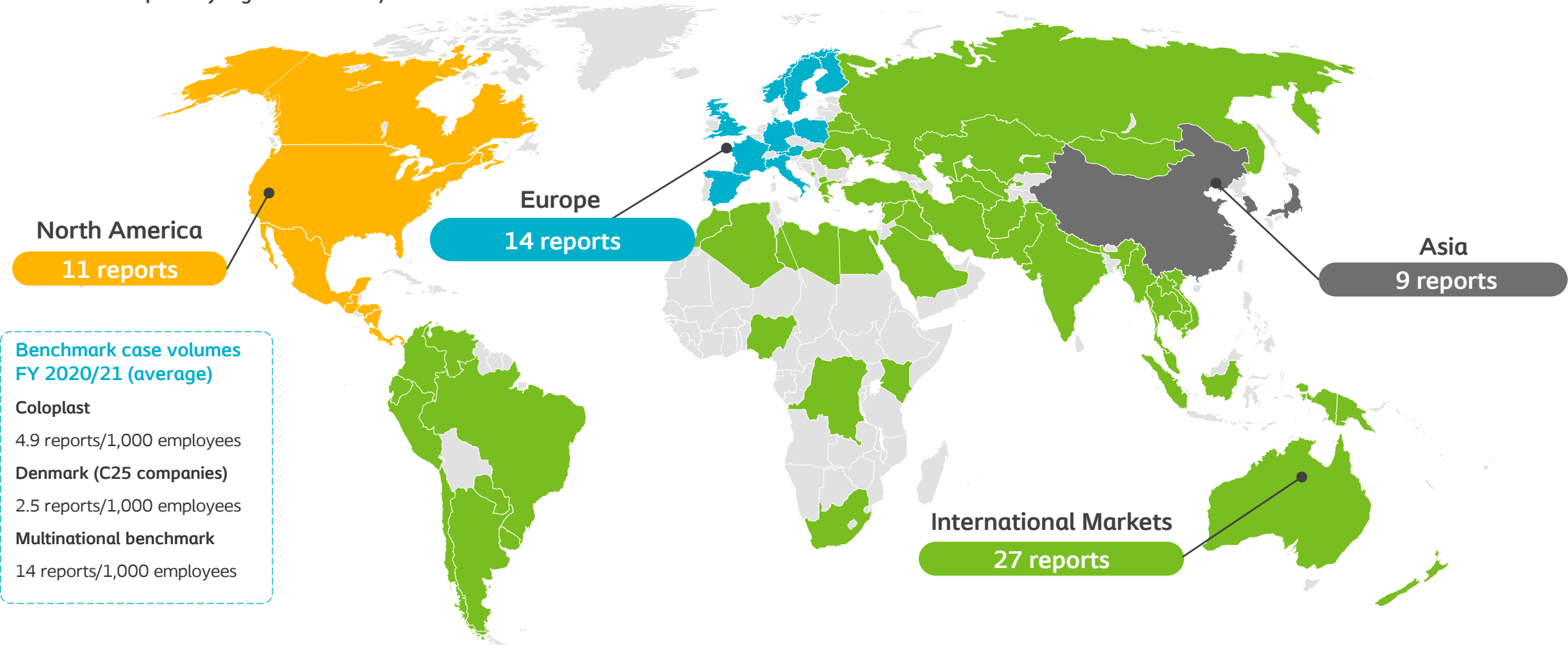


# Coloplast runs an extensive and standardized compliance programme with eight key elements



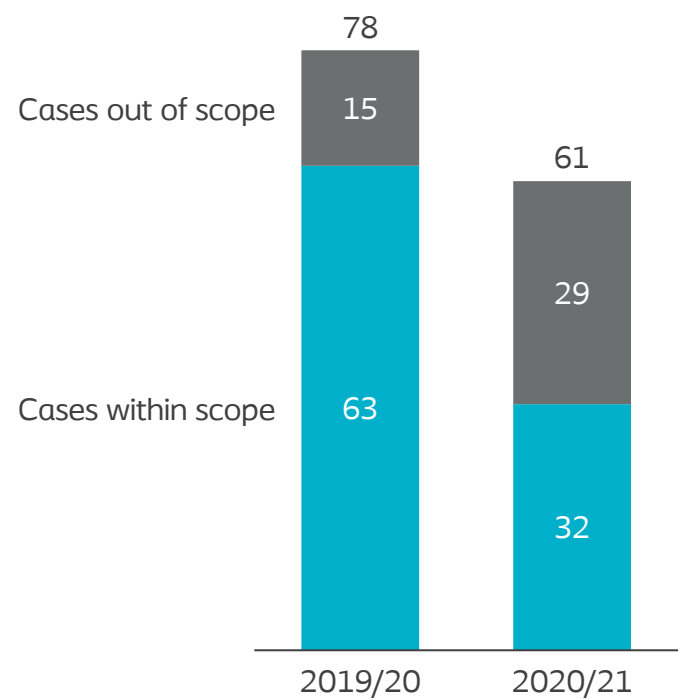
# Coloplast has a global Ethics Hotline, where employees can report suspected breaches of the Coloplast BEST Code of Conduct

Ethics Hotline reports by region in FY 2020/21

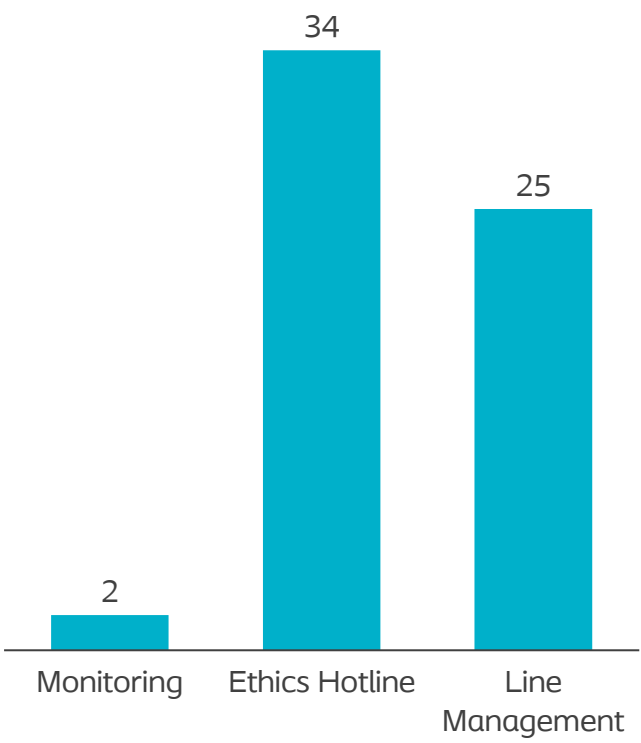


# Ethics reports have gone down, and majority of cases are reported through the hotline or line management

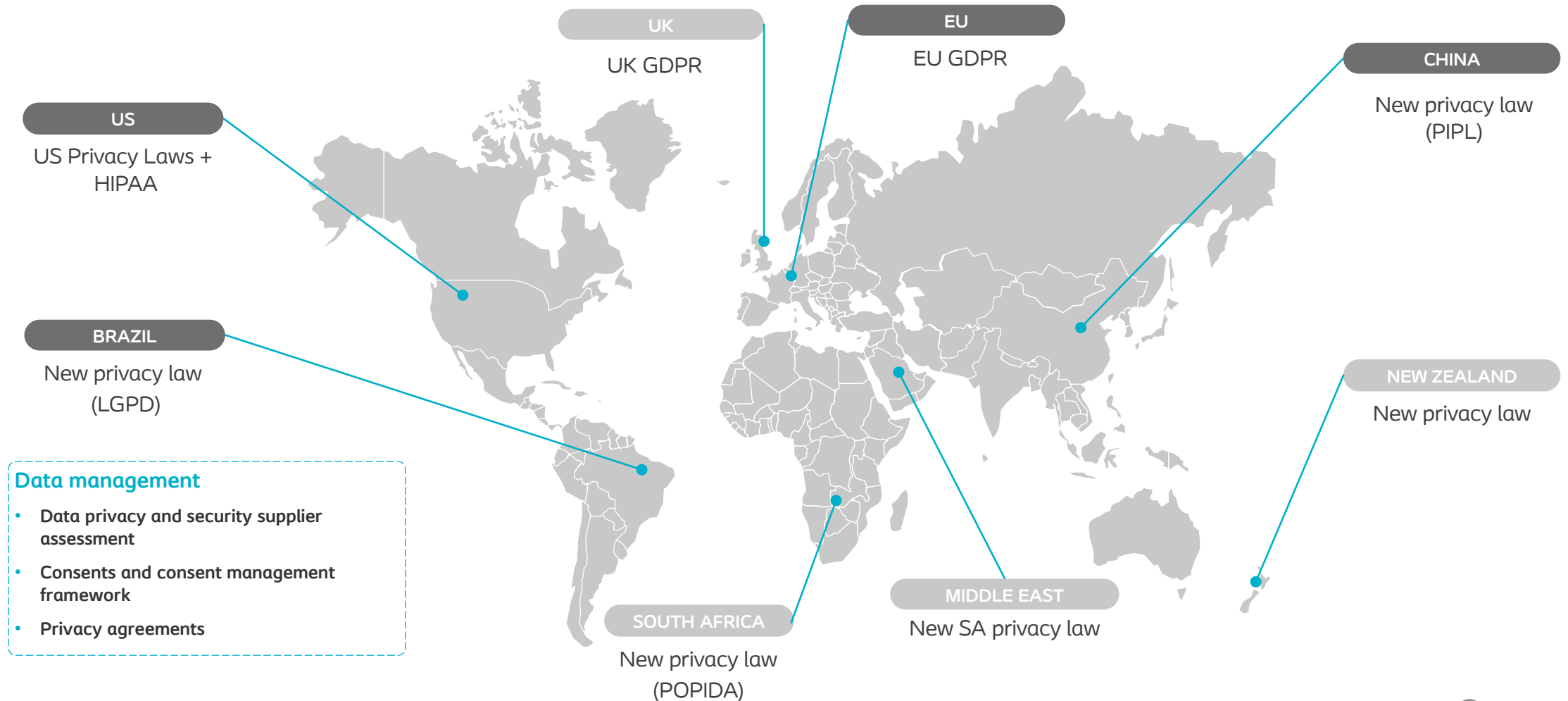
Total case volumes



Case intake FY 2020/21



# In a complex and evolving regulatory environment, Coloplast handles and protects personal data in accordance with national laws





# A Group Data Protection Officer within Coloplast is fully dedicated to data privacy and supported by local privacy representatives

