

Document name: Medicover Environmental Policy	Document type: Group Policy	Version: 1.0
Approved by: Board of Directors of Medicover AB (publ)	Document owner: CEO	Date of approval: 28.11.2018



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1 Introduction

This Medicover Environmental Policy (this “**Policy**”) applies throughout the Medicover group (Medicover AB (publ) and its subsidiaries) (“**Medicover**” or “**Medicover company**”).

2 Purpose of this Policy

The purpose of this Policy is to ensure that Medicover strives to continually improve its environmental performance in all its operations and facilities. The environmental work includes (but is not limited to) activities and processes to limit and reduce greenhouse gas emissions, minimise the use of harmful substances and hazardous waste, limit and reduce consumption of finite resources, promote an increased rate of recycling, monitor relevant environmental issues and create value by incorporating environmental considerations into the company’s business activities.

3 Who is covered by this Policy?

This Policy applies to every Medicover company and its employees (as defined below).

4 Definitions

When used in this Policy, the term “**employee**” includes every person who works for or provides services to any Medicover company, under an employment contract or as contracted by Medicover on a self-employed basis or similar. The term “**employee**” also includes every member of the board of directors, management board, supervisory board and other corporate bodies of a Medicover company.

5 Commitments

All Medicover employees and business units shall:

- conduct all activities in compliance with relevant environmental legislation and regulations in the countries in which Medicover operates
- consider opportunities and risks from an environmental perspective when making business decisions
- always consider and strive to reduce environmental impact when doing business, purchasing, sales, and travelling
- reduce Medicover’s climate impact such as pollution, emissions and waste, and continually improve waste management
- consider green energy and/or renewable energy
- consider implementing relevant ISO management systems and / or ESMA certification

6 Implementation

Managers at all levels are responsible for implementing this Policy and ensure compliance. Note that local policies may exist and when the policies are in conflict the more stringent measure prevails. This Policy should be read in conjunction with Medicover Code of Conduct and Medicover Supplier Code of Conduct.

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Version history

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1.0	28.11.2018	Director of Corporate Communications & IR

Document details

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Author(s)	Director of Corporate Communications & IR (Paula Treutiger)	19.11.2018	

Authorisation

	<i>Role</i>	<i>Date</i>	<i>Signature</i>
Authorised by	CEO (Fredrik Rågmark)	19.11.2018	
Signed off by	N/A		