

Document name: Medicover Environmental and Climate Change Policy	Document type: Group Policy	Version: 2.0
Approved by: Board of Directors of Medicover AB (publ)	Document owner: CEO	Date of approval: 02.11.2021



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1 Introduction

This Medicover Environmental and Climate Change 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 and manages its environmental impacts throughout the full life cycle of delivering its products and services. Medicover is committed to taking care of the environment and taking action to combat climate change and its impacts. Medicover will be an environmentally sustainable business aligned with the aims of the Paris Agreement.

This Policy reflects the environmental objectives set out in the EU taxonomy:

- Climate change mitigation
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- And the protection and restoration of biodiversity and ecosystems.

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 International Frameworks and Reporting

Medicover is a signatory to the UN Global Compact and sets its sustainability objectives with reference to the United Nations Sustainable Development Goals.

When reporting on environmental matters Medicover will seek to adopt international best practices, including but not limited to the OECD Guidelines for Multinational Enterprises, the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), and the Global Reporting Initiative (GRI).

6 Operational Commitments

Medicover will:

- 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
- Monitor, measure and seek to reduce greenhouse gas emissions from our operations

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- Follow a sustainable energy model/strategy based on efficiency and the use of renewable energy sources where available
- Optimize distribution and logistics processes to make them more environmental friendly
- Manage natural resources responsibly and sustainably
- Improve water management and efficiency in buildings
- Apply measures to prevent and reduce pollution across air, water, soil, living organisms and food resources
- Progressively transition to a circular economy by maximizing resources utilization, minimizing waste generation, strengthen recycling practices and enhance the use of recyclable materials
- Develop digital solutions and services with lower environmental impact
- Consider and progressively implement Environmental Management Systems such as ISO 14001 or EMAS
- Consider and seek to minimise the indirect environmental impact of Medicover throughout its value chain.

7 Environmental Risk Management

Medicover will:

- Identify, assess, monitor, and take actions to anticipate and mitigate environmental-related risks and opportunities throughout our organization and entire value chain and integrate them with overall risk assessment management and reporting
- Increase the ability of our operations and premises to adapt to and be resilient to climate change.

8 Governance

The CEO has the responsibility for Medicover's environmental and climate change policy and performance. In this respect the CEO reports to the sustainability sub-committee of the Board of Directors.

9 Compliance

Medicover shall comply with all applicable laws and regulations in the countries where it operates and shall strive to comply with industry/sector standards and best available practices. This Policy sets the minimum requirements. If provisions in other laws, regulations, be it local, regional, or international, have more stringent measures to the environmental matters mentioned in this Policy, those shall be considered and complied with. In cases of conflict between this Policy and a mandatory local regulation, the regulation shall prevail.

10 Implementation

Managers at all levels are responsible for implementing this Policy and ensuring it is followed.

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
2.0	02.11.2021	Group Strategy Advisor

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Author(s)	Group Strategy Advisor (Richard Sands)	19.10.2021	

Authorisation

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