



# Environmental Policy

Effective: 29 March, 2023  
Version: 2.0

## SCOPE

The Scope of this policy is to control and enhance Camurus’ environmental performance throughout the entire value chain. It is applicable to Camurus’ employees, permanent and temporary, as well as contingent workers, at all locations.

Failure to ensure expected environmental performance is associated with the risk for poor performance, non-compliance with applicable environmental and sustainability legislation as well as reputational risks. This policy sets out the principles to minimize these risks.

## OVERVIEW

Camurus is committed to sustainable business principles and the integration of environmental considerations in all relevant business decisions.

## ROLES AND RESPONSIBILITIES

Role	Responsibility and Obligations
Executive Management Team (EMT)	<ul style="list-style-type: none"> <li>• Establish and maintain this company policy</li> <li>• Set the strategic direction and goals to govern significant environmental aspects and achieve enhanced environmental performance</li> <li>• Ensure, within respective area of responsibility, that work is conducted in accordance with this policy, the sustainability policy, other sustainability related policies and the sustainability strategy.</li> <li>• Ensure availability of adequate competence and allocation of required resources</li> </ul>
Sustainability Committee	<ul style="list-style-type: none"> <li>• Review and suggest updates on the company’s environmental goals and KPIs</li> <li>• Ensure that progress on environmental KPIs is monitored and assessed</li> <li>• Decide on environmental actions/projects and share lessons learned</li> <li>• Jointly, keep track on sustainability related developments among regulators, customers, industry peers and investors</li> <li>• Review and suggest updates to this policy as needed</li> </ul>
Director Sustainability	<ul style="list-style-type: none"> <li>• Coordinate and support the implementation of the environmental policy.</li> <li>• Ensure enhanced environmental performance and risk management.</li> </ul>

Role	Responsibility and Obligations
	<ul style="list-style-type: none"> <li>• Drive and further develop a proactive environmental work at Camurus including suggestion of updates on sustainability strategy and environmental goals as well as measurement of KPIs in order to achieve continuous improvement</li> <li>• As part of the sustainability reporting report environmental risks/possibilities and performance to EMT and if needed to the board in an accurate, transparent and timely manner.</li> </ul>
Line Managers	<ul style="list-style-type: none"> <li>• Ensure awareness of this policy to their employees</li> <li>• Ensure that identified environmental risks, possibilities or incidents are reported to Director Sustainability</li> </ul>
All Employees	<ul style="list-style-type: none"> <li>• Follow and respect this company policy</li> <li>• Actively contribute to Camurus' sustainability work (including environmental work)</li> <li>• Report discovered deviations and/or suggest improvements regarding sustainability (including environmental performance) to Director Sustainability or Sustainability Committee</li> </ul>

## POLICY

Camurus' pharmaceutical products contribute to valuable social benefit for both patients and society. Therefore, our overall sustainability goal is to ensure product access for as many people in need as possible. Nevertheless, there are processes in our value chain that to a certain extent generate negative environmental impact (such as emissions, use of resources, waste etc.). We want our products to be as environmentally friendly as possible and we strive to minimize the negative environmental impact. Camurus cares for the environment throughout the entire value chain, from suppliers to patients.

We are committed to:

- Protecting the environment and proactively preventing and mitigating environmental pollution and adverse impact on biodiversity from our operations
- Using resources e.g., material, energy, water efficiently and preventing and minimizing pollution, emissions, and waste from our operations
- Applying a lifecycle perspective and precautionary perspective in our sustainability work
- Integrating environmental considerations in our decision making
- Managing our environmental performance in a structured manner according to the PDCA cycle (Plan – Do – Check - Act cycle)
- Continuously improving environmental performance by setting ambitious science-based environmental and emission reduction goals
- Monitoring environmental performance and assessing negative environmental impact throughout the entire value chain
- Working for enhanced circularity and carbon neutrality

- Using a risk-based approach to identify, assess, and manage environmental risks
- Applying a high level of chemical safety, and when possible, replacing or minimizing the use of hazardous chemicals
- Providing all employees with adequate environmental training
- Collaborating with and encouraging our vendors and associates to enhance overall environmental performance and reduce possible negative environmental impact throughout our supply chains
- Reporting on our environmental performance in an accurate, transparent, and timely manner
- Engaging with key stakeholders regarding our environmental performance
- Complying with all applicable national and international environmental legislation, external compliance obligations and applicable internal policies and procedures.

For more information about Camurus' sustainability commitments please also read our Sustainability Policy and other related policies which are available on the intranet as well as the Camurus corporate website.

## **POLICY COMPLIANCE**

This policy applies to all employees of Camurus. Each line manager is responsible for ensuring that her/his/their team is acting in accordance with this policy.

Employees are encouraged and expected to report incidents of non-compliance with this policy to Camurus' Compliance Officer or Camurus' Sustainability Director or by using Camurus' whistleblower platform, which is available on the intranet as well as the Camurus corporate website.

Camurus has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, reports violations of this policy.