

midsona

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SUSTAINABILITY POLICY

MIDSONA GROUP



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1 Background and Purpose

To ensure that Midsona comply with applicable laws and regulations and that the Group values, commitments and way of working are valid throughout our entire organization, the group has developed group wide policies, including this policy.

This Sustainability Policy regulates in an uniform way how the group manages activities related to a healthy and sustainable environment as well as defining roles and responsibilities for the sustainability area.

2 Roles and Responsibilities

Appointed owner

Appointed owner of this policy is responsible for:

- Identifying relevant stakeholders
- Defining methods of communication
- Designing relevant training methods
- Monitoring the policy

Authorized approver

The Board of Midsona is the authorized approver of the Sustainability Policy.

Exceptions to this policy are not allowed, unless otherwise approved by the Board of Midsona.



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3 Audience

Target Group

This policy applies to all entities within Midsona.

Training/Communication

Country Managing Director is responsible for decision about local training in coordination with Appointed Owner.

4 Monitoring

The adherence to, and relevance of, this policy is continuously followed up by self-assessment where the target group report adherence and the appointed policy owner has the oversight and monitor compliance.

5 Mission

Midsona's sustainability mission is to develop products that help people feel good and be able to live a healthy life.

6 Main principles

Our approach to sustainability is guided by three main principles, namely:

- Promoting a healthy lifestyle
- Safe high-quality products
- Sustainable use of resources

which will regularly be reviewed to ensure that we work with principles that are relevant to Midsona and our stakeholders.

7 Focus areas



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Due to their direct impact on us and our stakeholders, Midsona has prioritized the following areas that need to be addressed; *Sustainable brands, Healthy work environment, Responsible sourcing, Safe products, Efficient resource use and Efficient transports.*

8 Our commitment

Midsona shall be in full compliance with all applicable legislation and external branch practice and requirements, as well as Midsona’s Code of Conduct, Supplier Code of Conduct and other internal instructions.

Midsona shall promote a sound culture among our stakeholders and conduct extensive efforts to ensure that we practice what we preach.

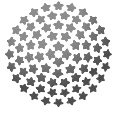
Midsona shall take into account all dimensions of sustainable development – financial, social and environmental.

Midsona shall demonstrate leadership and continue to improve our activities, products and services.

Midsona shall take responsibility by cooperating with our suppliers in such areas as quality, safe raw materials and products, environment, human rights, sound competitive conditions and ethical businesses and we commit to educate our suppliers and encourage them to align their activities to meet at least Midsona’s requirement.

9 Objectives

Midsona shall be a company that is permeated by health and that, based on the employees’ own responsibility and possibility, can stimulate and give the employees a chance to have a good health. Midsona shall have an inspiring corporate culture, health promoting measures, collective agreements and a good leadership.



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See also

Midsona's Code of Conduct

Midsona's Supplier Code of Conduct

Procedure Sustainability in Midsona's daily business

Instruction Stakeholder and Materiality Analysis

Instruction Innovation, Transport, Sourcing processes