

## Diversity & Inclusion Policy

Karo Pharma (Karo) wants to fulfil its purpose of delivering smart choices for everyday healthcare in the most responsible way – towards society, people and the environment.

Inclusion, equal opportunities and diversity are critical to realise Karo's strategic ambitions and to secure success in a global business environment. We want our workforce to mirror the markets in which we operate and to build a culture in which our employees can unfold their potentials in alignment with Karo's purpose and values.

### Inclusive workplace

We want to create an inclusive workplace where individual differences between people are valued and seen as a benefit. At Karo everybody must feel accepted and respected regardless of age, race, colour, religion, sexual orientation or disability. We must avoid biases and stay open to new perspectives.

### Equal opportunities

We strive to provide employees with equal opportunities in terms of personal and professional development. We strive to have remuneration equal to the median of the local employment markets we operate in and believe that people should receive pay that reflects their contributions, value and size of the role. We work to address unconscious bias in our efforts to ensure equal opportunities.

### Diverse workforce

We strive to have a diverse workforce which means a strong blend of educational background, work and life experience, ethnical and religious backgrounds, nationality and gender. We actively use our recruitment process to promote and ensure a strong focus on diversity.

### No to discrimination

We actively observe and seek to counter biases and sources of discrimination, including:

Gender: Upon employment within Karo Pharma education and suitability for the intended employment. Within the company there is no over representation of a gender, but we have an equal representation throughout the organization including the Corporate Management Team and we strive for equality also within the departments.

Transgender identity: Karo does not accept discrimination and all employees shall contact their immediate manager upon any identification of such behaviour.

Ethnicity: In Karo we do not think of ethnic belonging but the suitability of employment and therefore have representation of different ethical background.

Religion or other beliefs: Upon employment Karo Pharma does not touch upon this question.

Functional disabilities: Karo welcomes co-workers with functional disabilities where there is opportunity to perform the daily tasks.

Sexual preference: Upon employment Karo does not touch upon this question.

Age: Age is not relevant within Karo and as with gender the best suitable person for the position is employed.

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