



## Sustainability Policy for Curida

As a leading pharmaceutical manufacturer in Norway, Curida is committed to integrating sustainability into all aspects of our operations. We do this through our values; flexible, enthusiastic, trustworthy and bold. Our policy is structured around the three main pillars: Environment, Social, and Governance. This ensures a holistic approach to sustainability that benefits both society and our business.

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### 1. Environment

We recognize our responsibility to reduce our environmental impact through targeted measures:

- **Reduction of environmental emissions:** We implement technological solutions and continuous improvements in our production processes to minimize the release of harmful substances and greenhouse gases.
  - **Recycling and waste management:** We prioritize recycling materials and ensuring efficient waste management across all our operations.
  - **Transition to more energy-efficient solutions:** We are committed to replacing fossil fuels with sustainable energy sources and continuing the transition to energy-saving measures.
  - **Management of chemical waste:** We adhere to strict guidelines for the safe handling and reduction of chemical waste.
  - **Increased use of recycled materials (PCR):** We actively collaborate with suppliers to increase the use of recycled materials in our production and packaging.
  - **Supply chain and production planning:** We optimize production planning to reduce the overuse of resources, including plastics and paper.
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## 2. Social

We are strongly committed to our employees, the local community, and other stakeholders:

- **Work environment and HSE:** We prioritize health, safety, and environment (HSE) through training and by ensuring safe working conditions for all employees.
  - **Diversity and equality:** We are an equal opportunity employer and promote gender equality in leadership. We are committed to diversity throughout the organization.
  - **Presence at work:** We prioritize ergonomic measures and workplace well-being to secure high presence.
  - **ESG training:** We provide training for employees on environmental, social, and governance-related topics to foster understanding and engagement.
  - **Collaboration with the local community:** We work with local stakeholders to contribute to sustainable development in our local community and the surrounding area.
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## 3. Governance

We ensure accountability and transparency in our business operations:

- **Compliance with legal requirements and industry standards:** We adhere to all relevant laws and regulations, including environmental and occupational health and safety requirements.
- **Supplier Code of Conduct:** We impose strict sustainability and ethical practice requirements on our suppliers.
- **Transparency and ethical leadership:** We comply with the Norwegian Transparency Act and ensure ethical and transparent operations.
- **Sustainability governance structure:** We have established a dedicated governance structure to ensure our sustainability goals are met and regularly evaluated.

Anders Larsson

Date:




Electronically signed by: Anders Larsson  
Reason: I approve this document  
Date: Jan 22, 2025 10:03 GMT+1

Anders Per Erik Larsson

CEO

Electronically signed by: Ole Jesper Dahlberg  
Reason: I approve this document  
Date: Jan 25, 2025 08:26 GMT+1



Ole Jesper Dahlberg

Director of the Board











# Curida sustainability policy 2025

Final Audit Report

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