

Sustainability Report



May 2024 Update
(Reporting on 2023)

Laerdal

Tabu's story

After the delivery of her baby boy, Tabu suffered severe bleeding in the hospital where she gave birth in Tanzania. Prepared by in-situ simulation training with the Safer Births program, her health providers were able to manage this life-threatening complication. Tabu survived.

She is among more than 1,000 mothers and babies saved in the last three years as a result of the Safer Births program – one of the many partner programs we are privileged to be part of.



Helping save lives – in a sustainable way

Since 1960, our mission has been helping save lives. The key word is “helping”. Our role is to develop educational and therapy solutions and services that help train and equip both healthcare professionals and lay people to save lives.

To have the greatest impact on our mission, we work with partners in professional associations, NGOs, and governments to develop effective programs for widespread implementation. And we have set an ambitious, shared goal for this decade: Helping save one million more lives. Every year. By 2030. We report regularly on the progress towards this goal at www.one-million-lives.com.

Our guiding stars are the United Nations’ Sustainable Development Goals (SDGs), specifically SDG 3, Good Health and Well-Being for all. Our focus is on reducing maternal and neonatal mortality, improving survival from time-critical emergencies like cardiac arrest, accidents, stroke and sepsis, and improving the quality of healthcare.

Doing business that contributes to a better world goes beyond our contributions to SDG 3. We also impact other SDGs by setting clear targets for 2030 on emissions, materials use, and social responsibility. For carbon emissions, our goal is to become carbon neutral by 2030, with a 70% reduction compared with 2019 and offsetting the rest. We aim for circular solutions throughout our value chain using more sustainable materials and packaging. UNGP and OECD guidelines are being implemented throughout our supply chain and we are committed to gender diversity, aiming for a minimum of 40% female representation in leadership roles.

This report summarizes the progress we are making on these sustainability goals, and we thank our dedicated employees and suppliers for their support and commitment. To learn more, please visit: laerdal.com/sustainability

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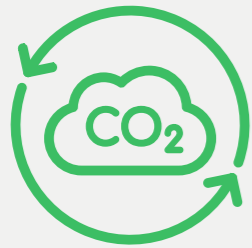
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Our sustainability goals



Carbon Neutral

Achieve a 70% reduction in carbon emissions by 2030.



Circular Solutions

Design sustainability into products, solutions, and sales models.



Social Responsibility

Implement UN Global Compact and OECD guidelines throughout our supply chain.

Examples of 2023 progress

10%

reduction in scope 1 and 2 carbon emissions from 2022 to 2023

93%

carbon emission reduction in packaging of SimMan*

40%

female representation in our executive management team

17%

reduction in scope 3 emissions 2019 to 2023

68%

carbon emission reduction in new version of Little Anne CPR manikin*

37.5%

of leaders are females

1.3%

level of airfreight for products

86%

carbon emission reduction in new AED trainer*

90%

of employees took part in our annual employee perspective survey

* compared to previous model

1

Carbon emissions & circularity

68% carbon reduction for Little Anne

Little Anne, our highest volume basic life support manikin, has been re-designed resulting in a 68% reduction in carbon emissions per manikin.

The product uses 59% less material than the previous version and 60% recycled plastics. Single-use PVC lungs are replaced by a single-use filter, and the stackable system uses less volume in transportation.



Our carbon goals and progress

OUR GOALS

Our overall goal is to become carbon neutral by 2030

For scope 1 and 2 emissions, where we have substantial influence, our goal is a 70% absolute reduction of emissions compared to 2019.*

For scope 3 emissions, where we have less influence, our goal is a 70% reduction in carbon intensity (carbon emissions relative to turnover) throughout our value chain compared to 2019.*

**Any residual emissions in 2030 will be offset to reach carbon neutrality.*

OUR PROGRESS

For scope 1 and 2, we have achieved a 10% reduction from 2022-2023. Since 2019, we have implemented a number of reduction initiatives, and amongst others have been able to reduce our energy use in own sites by 15% by installing

solar panels and more energy-efficient lighting in our manufacturing facilities in Mexico and US. However, our total emissions for scope 1 and 2 are still close to the 2019 level. This is mainly related to a significant increase in sales volumes and

Scope 1

Direct emissions from sources owned or controlled by a company.

Scope 2

Indirect emissions from purchased electricity, steam, heat, and cooling.

Scope 3

All other emissions associated with a company's activities including travel, logistics, and products.

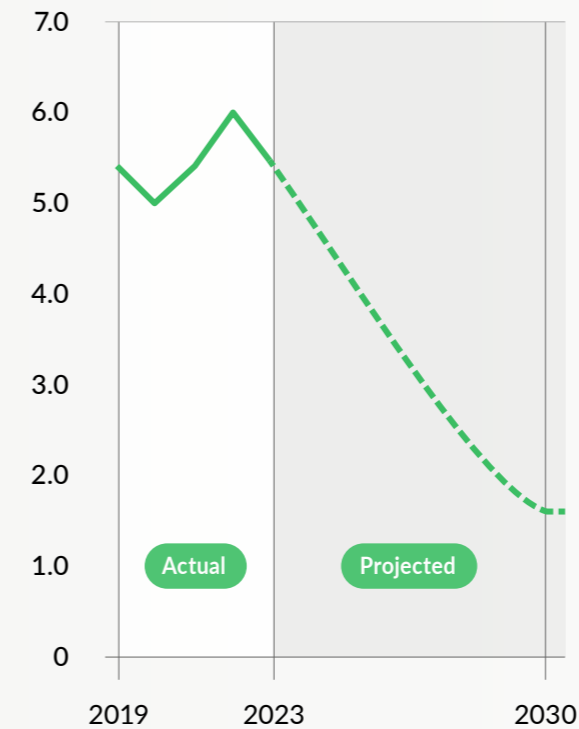
manufacturing levels, and use of LNG gas for rotation moulding in Stavanger and Monterrey. Key initiatives to reduce emissions in the coming years will be to transition to electric rotation moulding.

For scope 3, which accounts for 95% of our emissions, our carbon intensity has decreased by 20% from 2019 to 2023. We have seen particular improvements in the area of logistics where air freight is down from 8.2% in 2019 to 3.7 % in 2022 and only 1.3% in 2023.

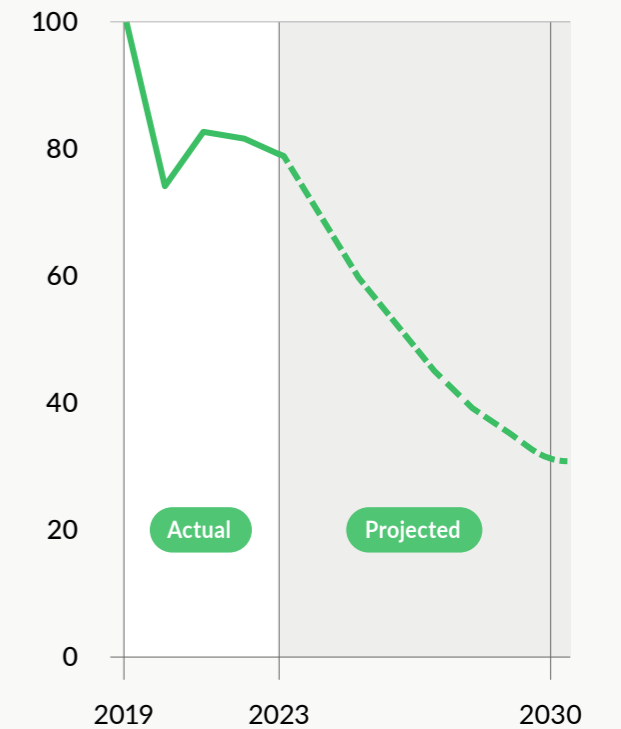
The progress in scope 3 emissions reduction has been slower from 2021-2023, primarily due to increased travel activity compared to 2020.

While the total reduction since 2019 not is as significant as we had hoped, several actions taken in recent years are expected to yield emission reductions in the coming years. This include the use of more sustainable materials in our products, and clear reduction initiatives for each sub-area. We therefore stand by our goals.

Absolute emissions (kt) – Scope 1 & 2



Relative emissions (%)* – Scope 3



* Emissions relative to revenues, adjusted for price increases since 2019 as the base year. 2019 = 100%.

Measuring to improve

We use two methods to measure our carbon emissions:

Climate Accounting

This method converts financial data into emissions data, covering scope 1, 2, and 3 emissions. It helps identify emission sources and drivers across countries and activities.

Life Cycle Assessment

This provides insights into emission and reduction opportunities for individual products. We evaluate carbon emissions from raw material extraction to product delivery at customer site.

Enhanced measurement accuracy

We continue to optimize our method for estimating carbon emissions. In 2023, we started implementing an activity-based (instead of a spend-based) approach where we use the physical data of the component, such as the quantities and units of the goods and services we consume, and multiply with an emission factor.

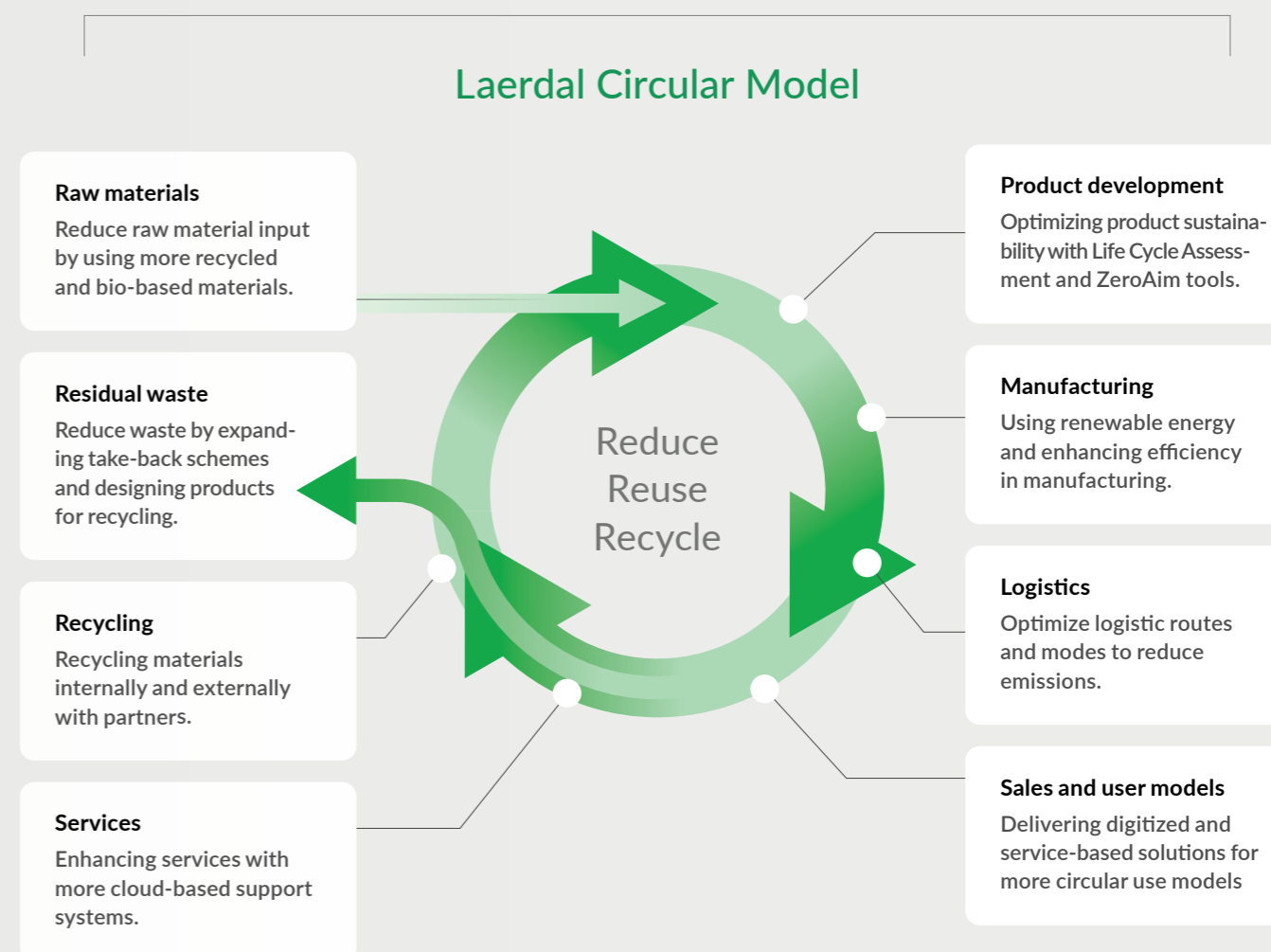
We have three ways of calculating emissions for our purchases: 1) if we can get emissions data for components from our suppliers, we use these; 2) if suppliers do not have emissions data, we categorize the components and use Ecolnvent to find applicable multipliers, 3) if suppliers do not have data and we struggle to find multipliers from Ecolnvent, we use Industries from Figaro for categorization.

So far, we have done life-cycle assessments of more than 30 completed products, and registered the weight and emission factors for 8,000 components, giving a solid analysis and decision basis. To assure best possible accuracy in our hybrid method, where we combine spend and activity based emission estimations, we have conducted an uncertainty analysis. Based on good practice, and expectations from the Greenhouse Gas Protocol, we have specified on our website what is included in our climate accounting. The process and method has been verified by AsplanViak.

We annually assess and report our progress, incorporating updated methodologies and new insights. Our emissions are recalculated back to 2019 (baseline year), with subsequent yearly progress evaluations. For detailed methodology, please go to laerdal.com/us/about-us/sustainability/

Developing circular solutions

As part of our commitment to protect the environment, we are gradually shifting from a linear to a circular economy, where materials are reused and recycled instead of being wasted. We work towards increased circularity on multiple dimensions:



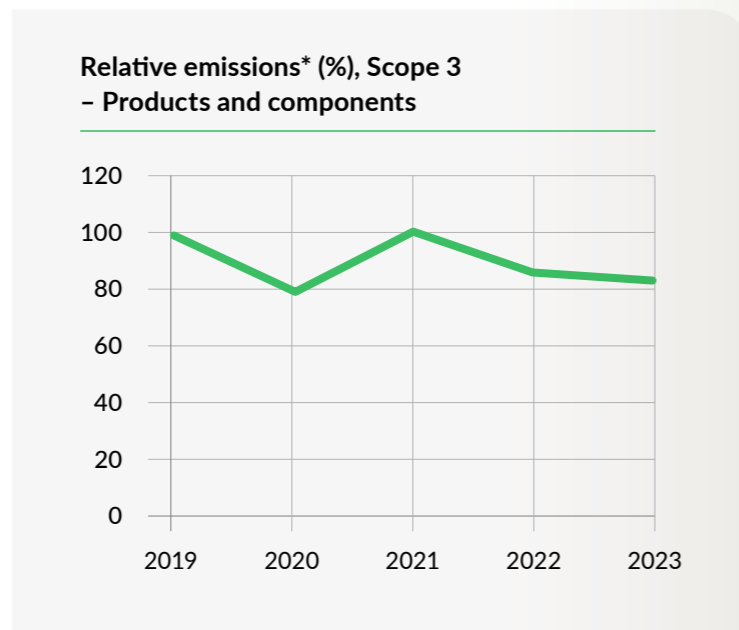
Our products

At Laerdal, we develop and deliver products to help save lives. We work to integrate sustainability from design to delivery of our solutions.

Products and components are the biggest contributor to our emissions, accounting for 37% of our total emissions.

Between 2019 to 2023, the carbon intensity of our products and components has decreased by 18%. During this time, we tested and introduced new environmentally friendly and low CO₂ material options for selected products (see cases on the next pages).

Although the impact is currently small overall, it has been a crucial learning phase. We believe the effect will be significant as we leverage our gained expertise and scale up the use of these sustainable materials across a larger part of our portfolio in the coming years.



* Carbon intensity = emission/sales revenue at 2019 prices. 2019 = 100%

EXAMPLES OF PROGRESS

70% carbon reduction in AED Trainer



Our new AED Trainer launched in 2023 is generic, allowing customers to buy one training product instead of several versions when they wish to train for more than one type of AED.

In addition, the use of 60% recycled plastic and the mono-material structure of the textile case resulted in an estimated carbon reduction of 70% compared with the previous AED Trainer.

Reduction plan

Designing for Reduce-Reuse-Recycle

Reducing unnecessary material, designing for durability, reusability, and refurbishment, and enabling recycling at the end of life is critical for lowering our carbon footprint.

Using more sustainable materials

We are working to substitute virgin materials with low-carbon, recycled, and regrinded materials. Over the last years, we have explored sustainable textile and packaging solutions, and our newly introduced polyester felt material is derived from waste bottles, plastics and textiles.

These changes will gradually contribute to emission reductions as volume and usage grows. Whenever feasible, we opt for mono-material structures to enhance energy efficiency, reduce carbon footprint, and promote product circularity.

Digitalization

The dematerialization of products through creating more digital solutions is an important factor in reducing our product-related emissions.

Modularization

By designing products with interchangeable parts, we extend their lifespan, reduce waste, and streamline our manufacturing process. This allows for more effective use of resources, faster production times, and more efficient transportation, all of which contribute to reducing our overall carbon emissions.

Increased product utilization and improved services delivery

Delivering more solutions in shared models and improving durability and circularity through increased services and maintenance is a focus. More digitized solutions are also enhancing durability, and functionality of physical products with additional digital functions.

EXAMPLES OF PROGRESS

93% carbon reduction in SimMan packaging



SimMan, the world's most widely used patient simulator, is now packed in cardboard rather than the textile suitcases it had traditionally been packed in. This initiative has led to a reduction in carbon emissions from 135kg CO₂e to 9.2 kg CO₂e per simulator. In addition, the entire packaging is fully recyclable, and being half the size of the old packaging has led to efficiency in shipping.

Reducing emissions from plastic foil products



Several of our basic CPR manikins are made of plastic foil to make them more affordable and reduce emissions related to logistics as they are low-weight and inflated or filled with water prior to use. In 2023, we changed the material in several plastic foil products to now include 20% regrinded materials. Quality has been maintained, and we plan to expand this approach to more of our plastic foil-based products.

Growing portfolio of digital solutions



Since 2019, we have introduced a number of digital solutions to complement our physical products. Examples are the e-simulation solution vSim for Nursing (photo) and the virtual reality solution VR Clinicals developed with National League for Nursing and Wolters Kluwer, and the RevivR digital CPR training developed with the British Heart Foundation.

Monitor by Laerdal with sustainable design



Monitor by Laerdal, our simulated defibrillator, is used for CPR training by health professionals. In addition to making a great training solution, the development team also had a clear goal of minimizing the carbon emissions - leading amongst others to using 100% post-industrial recycled polypropylene with a low percentage of modifiers as material for the casing.

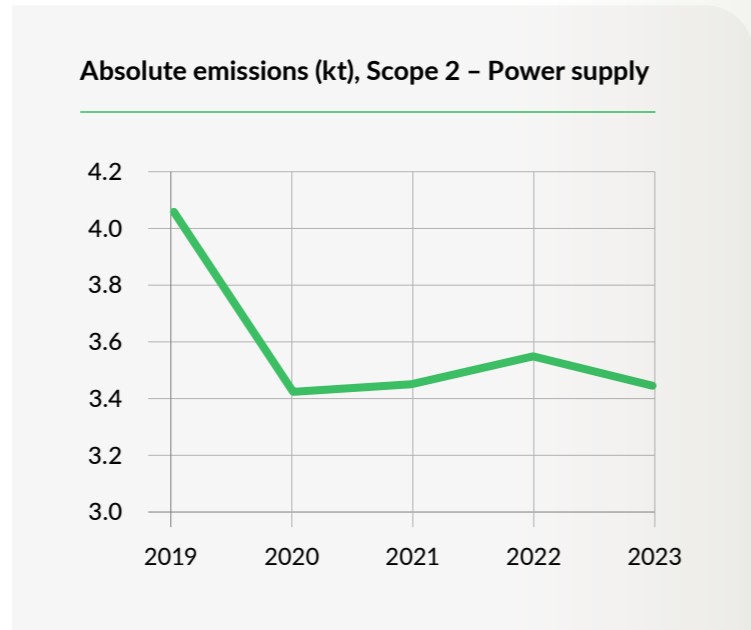
Our sites

Our reduction plan encompasses renewable energy, energy efficiency and waste reduction across our locations worldwide.

In 2023, our Gatesville site was the first to achieve carbon neutral status.

Our scope 2 emissions come from energy consumption from our global operations, spanning 26 sales offices and four production sites across Norway, China, Mexico, and the US. With most products manufactured in-house, we maintain rigorous oversight, ensuring optimal working conditions and effective management of production-related emissions.

Despite a significant increase in manufacturing volumes since 2019, we have managed to achieve a 15.3% reduction in the period. Additional initiatives have been initiated and is expected to lead to further reductions in the coming period.



Reduction plan

Transferring to renewable energy

Across our factories in Gatesville, US, Monterrey, Mexico, and partly in Suzhou, China, we are driving toward carbon neutral status by integrating solar panels into our operations. In Stavanger, Norway, we already use energy from renewable hydro power.

Increasing energy efficiency

In Gatesville, improvements in lighting, insulation and machinery efficiency have led to reduction of 92 tons CO₂e/year. In Monterrey, we are transitioning from energy-intensive gravity and rotational molding technologies to more efficient methods like injection molding.

Reducing residual waste

In Stavanger, internal recycling equipment has enabled us to use scrap and waste from prototypes and demos. We have reduced the portion of residual waste from 69 tons in 2022 to 57 tons in 2023 (17% reduction).

EXAMPLES OF PROGRESS

Transforming our headquarters

A sustainable vision for the future

We have been located at our current headquarters in Stavanger, Norway, for over 70 years. To meet our evolving needs in manufacturing, marketing, R&D, and administration, we are embarking on significant facility changes for enhanced competitiveness and sustainability.

Our main building is undergoing redevelopment to establish a cutting-edge workspace powered by solar panels, targeting a 70% reduction in emissions compared to 2019 levels (see lower photo). By transforming the existing building, we expect to see a reduction in emissions from material use of 60-70% compared to building a new office.



We have also relocated our manufacturing and logistics department to a state-of-the-art facility (see left photo), near the airport and shipping port. Adhering to Energy Class A standards, this new facility uses green energy and solar panels, consolidating all production activities efficiently.

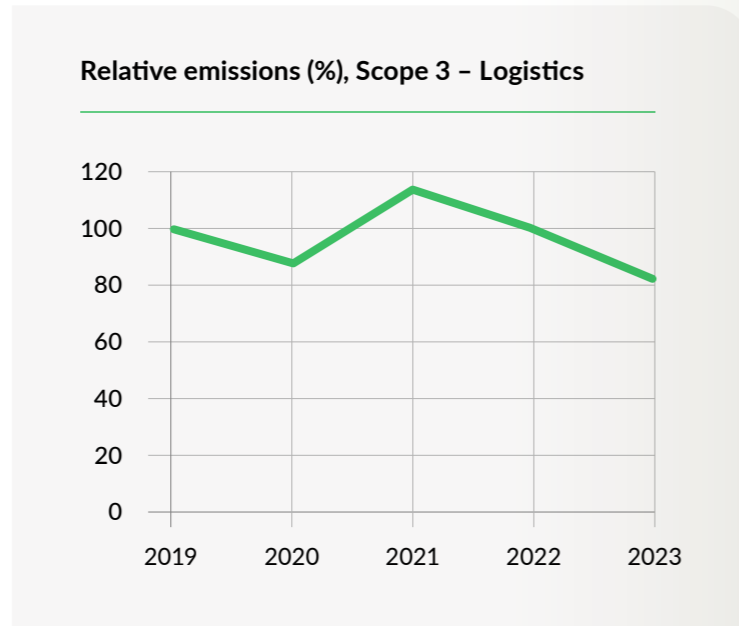
This integrated solution aims to improve employee working conditions while positively impacting the environment.



Logistics

Optimizing our logistics network for shipping goods from suppliers, factories, and to and from our 26 sales companies, is an important part of our emission reduction strategy.

Since 2019, our carbon intensity from logistics has decreased by 19%. We struggled to realize reductions from 2019 to 2021, due to global component shortages (Covid-related), which increased the use of airfreight. However, we have been able to reduce emissions for the last two years as several reduction initiatives starts to show results.



Reduction plan

Electrifying our transport fleet

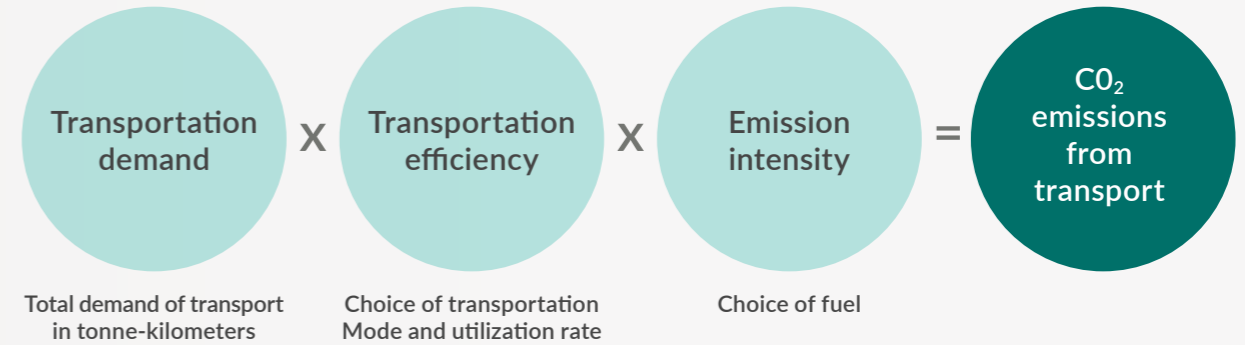
In 2023, we introduced electric vehicles (EVs) for container transportation from our Stavanger factory to the nearby port, eliminating emissions previously produced by diesel trucks. Expanding on this achievement, we are partnering with freight service providers to integrate EV trucks into our other factories and distribution centers.

Reducing air freight

In 2023, air freight was only used for transporting 1.3% of our products, down from 8.2% in 2019 and 3.7% in 2022. We have almost achieved our goal of reducing air freight to 1% by 2026. This is a result of increased inventories, better planning, and extending lead times in agreement with customers.

HOW WE WORK

Our framework



Demand

Historically, we have only manufactured a particular product at one of our four factories, leading to excessive transportation demand. We are now working to identify and change any sub-optimal setups currently existing in our portfolio.

Efficiency

Most of our products are now shipped from our manufacturing sites to our regional distribution centres by sea. This is achieved by better planning in partnership with customers, and effective use of regional warehouses.

Utilization

Our factories and suppliers are actively striving to enhance the utilization of shipping boxes, pallets, and containers. Specifically, in container shipping we meticulously monitor each shipment with the goal of achieving a fill rate of 75%. This concerted effort underscores our commitment to optimizing resources and reducing waste in our logistics operations.



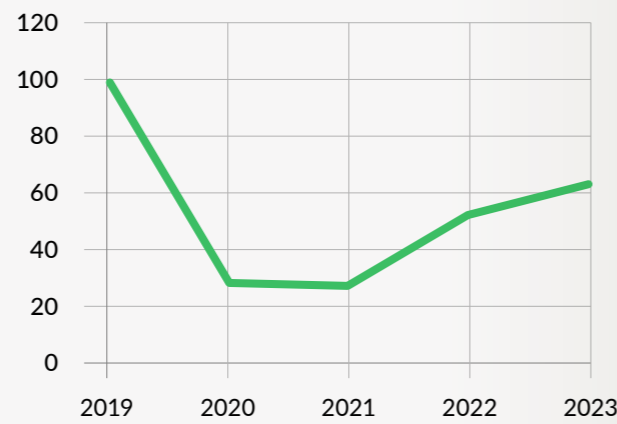
Travel

We recognise the significance of addressing travel-related emissions. Through analysis and targeted initiatives, we aim to optimise our travel practices.

Travel emissions represented 21% of total emission in 2019, today they are down to 16%. Active use of conferencing tools has led to increased efficiency and decreased travelling compared to 2019.

From 2019 through 2021, our travel emissions went significantly down due to the Covid pandemic. Traveling increased in 2022, and further in 2023, as the restrictions eased. With operations and partners across the globe, some business travel is necessary. However, the pandemic stimulated us to enhance our virtual communication between our companies and with customers leading to increased efficiency and decreased traveling. We have a goal of offering at least 80% of our services online.

Relative emissions* (%), Scope 3 - Travel



* Carbon intensity = emission/sales revenue at 2019 prices. 2019 = 100%

Reduction plan

Virtual communication approaches internally and externally

Maintaining low travel activity by using digital communication means.

Low and effective business travel

When traveling, we aim to use more sustainable modes when feasible and getting the most out of each trip by combining different business purposes.

EXAMPLES OF PROGRESS

Virtual Instructor-Led Training sessions

Virtual Instructor-Led Training sessions represent a crucial step in our sustainability journey, reducing travel and carbon emissions while ensuring effective sharing internally and learning experiences for our customers.



2

Social responsibility

Our mission is helping save lives. This mission guides everything we do and is an integral part of our dedication to social responsibility. And through inclusive and ethical policies and practices, we work hard to ensure equity and respect for all.

We have a high focus on diversity, equity, and inclusion – both internally but also in our training solutions, to help our customers and partners train healthcare providers to give optimal care for all patients across age, geography, race, and ethnicity.



A commitment to helping save lives

Our One Million Lives goal was set in 2020 with the UN Sustainable Development Goal 3, Good Health and Well-being, as the guiding star. Our focus is on the 30 million preventable deaths that occur every year from unexpected cardiac arrest, trauma, at birth, sepsis, and stroke, and on helping reduce preventable deaths in hospitals from medical errors.

Together with partners, we are developing and implementing programs that can have a sustainable and long-term impact. We do not just focus

on the numbers of lives saved but - just as important- the quality of those lives, equating to 50 million more quality life years saved every year by 2030.

By leveraging the programs described at www.one-million-lives.com, we believe this ambitious impact goal is possible to achieve. While it will require significant scale-up of training programs and may initially increase carbon emissions, we are dedicated to doing this in as sustainable way as possible and remain committed to our 2030 goal of becoming carbon neutral.

Our goals	Lives per year	Year per patient	Life years
Newborn	500,000	70	35,000,000
Maternal	50,000	50	2,500,000
Cardiac Arrest	150,000	17	2,500,000
Accidents	100,000	50	5,000,000
Other time-critical emergencies, including stroke and sepsis	100,000	25	2,500,000
Patient safety, including global surgery and anesthesia	100,000	25	2,500,000
Total	1,000,000		50,000,000

Baby Aaresh's story

When baby Aaresh was born, he did not breathe. The hospital was busy and short on staff, so the midwife, Bedika, had to manage the resuscitation alone even though she was a new midwife.

"I took a deep breath and remembered what I had learned. We practiced resuscitation regularly to keep our skills sharp. I had practiced a difficult case where I had to do ventilations for 2 minutes - it's quite a long time. But I remembered that it worked. So, I didn't give up. I only stopped once I heard the sound I had been hoping for - the baby cried."



Delivering on international human rights

We are committed to upholding international human rights standards, aligning with the Universal Declaration on Human Rights and implementing UNGPs and OECD guidelines throughout Laerdal and our supply chain by 2030. National legislations increasingly reflect these standards, such as the UK's "Transparency Act" and Norway's "Åpenhetsloven."

To ensure compliance, we've developed a Corporate and Social Responsibility (CSR) policy and other relevant internal policies, setting

clear expectations to Laerdal and our suppliers. Our two human rights risk assessment tools, one developed by globalcsr.net the other by Ecovadis, help identify and address adverse impacts on human rights, the environment, and anti-corruption.

To monitor our progress, we have established a CSR Leadership Forum, involving the Chief Executive Officer, to drive continuous improvement across Human Rights, Labor Rights, Environment, and Anti-corruption.

Diversity, equity, and inclusion

Our diversity, equity and inclusion (DEI) efforts prioritise our people, striving to cultivate a diverse workforce reflecting varied backgrounds and experiences.

Currently, female representation stands at 43% of the total workforce, with slight fluctuations due to focused recruitment in software-related roles. In leadership, we've seen a rise to 37% female leaders and we reached 40% in top leadership by early 2024.

Our aim is a minimum of 40% women in leadership overall. We're actively recruiting and promoting women to bolster our talent pool, with 47% of new hires being women in 2023.

Through analysis of our compensation system we define gaps and take action to ensure equal pay for equal roles. Our analysis show that women presently, on average, are at 97% to men in equal roles at equal position level.

40%

female representation in our executive management team

37.5%

of leaders are females

EXAMPLES OF PROGRESS

Inclusive product design

Recent years have shone a light on several marked disparities in quality of care between different racial, ethnic, and other demographic populations. For instance, in the US, black adults are 32% more likely to die from cardiovascular disease and 45% more likely to die from stroke, and black women are three times more likely to die during birth than white women.

To help address implicit bias, we have in recent years taken several initiatives to ensure our portfolio is diverse and provides options to our

end users that represent the patient population that they will encounter within or on entering their clinical practice.

This allows various patient populations to be represented in training. In addition, healthcare disparities in training can be highlighted and taught ensuring every person who receives care has access to high-quality care no matter their ethnical background so we can help save the lives of everyone.



Ethics & anti-corruption

With offices in 26 countries, and with distributors in even more locations, we have high attention and clear standards on ethics and anti-corruption.

Updated values

Our values have always been based on a strong foundation established by our founder Åsmund S. Lærdal, but had not been reviewed for a number of years.

They were updated in 2023 through a collaborative process involving employees across the organization in multiple workshops. This resulting in short statements for easy communication across all cultures:



These guide all our activities, promoting open dialogue and adherence to shared principles.

Be mission-driven

Base decisions on what impact they have on our mission, vision, and goal.

Engage

Be curious and a good listener with users, and each other.

Collaborate

Work together to deliver well-designed lifesaver solutions.

Think long-term

Build trust, and secure a sustainable future.

Awareness and training

We prioritize a values-driven culture through onboarding that emphasizes our values and Code of Conduct for all employees. In 2024, comprehensive training will further reinforce our commitment to ethical conduct and integrity.

Whistleblower line

To enhance transparency, we maintain a whistle-blower line operated by independent consultants, PWC, ensuring anonymity and protection for those who raise concerns. Read more [here](#).

Engaging with our employees

To uphold our mission and values, we prioritize shared standards and ongoing dialogue.

Through regular surveys and open communication, we gauge employee perspectives and assess our progress. We are also engaging with our employees on how we can improve on emission and social initiatives with internal awards for the best sustainability ideas.

Employee Perspective Survey

An employee survey conducted in January 2024 in conjunction with the research company,

Ennova, had a 90% response rate and high scores on satisfaction, loyalty, and reputation.

We are satisfied with the overall score, and the participation rate, but emphasize that work needs to be conducted in all units, based on their findings, to assure we understand the breadth in the results on factors of importance for employees and Laerdal.

90%

of employees took part in our annual employee perspective survey



Employee wellness

Across our global locations employee wellness is an area of focus. Our employee wellness programs encompass a diverse range of activities, catering to social, cultural, and sporting interests.

EXAMPLE OF PROGRESS

Laerdal Impact Awards

In spring 2024, we held our fourth annual Sustainability Impact Awards to identify, recognize, and promote great sustainability-related initiatives from our employees.

Based on internal and external expert assessment of candidates, we selected winners for each of the award categories; emission reduction, circular solutions, and social responsibility. This year the winners represent China, US, and Norway.

Based on the positive internal experience, we have also expanded the Impact Awards to our suppliers.



Laerdal Impact Award winners: Our Suzhou team won the award for innovative circular solutions achieved through pioneering recycling initiatives

Working with our suppliers and partners

We have a strong focus to ensure all our suppliers understand and share our goals for reducing emissions and for being a socially responsible employer with good social conditions.

New Code of Conduct

We've updated our Code of Conduct for Business Relationships to align with the United Nations Guiding Principles on Business and Human Rights (UNGP), emphasizing our commitment to these standards for both Laerdal and our business partners. Additionally, we've enhanced our monitoring of human rights performance by utilizing EcoVadis, a global platform assessing companies' environmental, social, and ethical practices.

Ensuring human rights

Since the beginning of 2023, EcoVadis has allowed us to evaluate our key suppliers, identify areas for improvement across four themes: environment, labor, and human rights, ethics, and sustainable procurement, and align our business practices with the United Nations Sustainable Development Goals and the Ten Principles of the United Nations Global Compact.

EXAMPLE OF PROGRESS

Laerdal Supplier Sustainability Awards

To acknowledge and to celebrate our suppliers we recently launched these awards as part of our commitment to sustainability and to emphasize the importance we place on working with organizations that share those same commitments. Winners are selected in the following categories:

- Environmental Protection Award
- Social Responsibility Award

For more information, see our [website](#).



3

Policies and commitment

In Laerdal we believe clear commitment and defined policies will drive performance and create results. We believe in making them transparent internally and externally so that employees, customers, and other stakeholders can hold us to them.

Committed to quality and sustainability

Our solutions are used for lifesaving training and clinical care. We are committed to delivering solutions with high quality, and ensuring they come from a highly ethical, and sustainable value chain.



We encourage our employees, customers, and other stakeholders to challenge us on the policies so that we continuously evolve. We accept that, we as others, have blind-spots and need alternative perspectives to develop continuously. We have established a CSR forum with senior management, including CEO, to discuss where we are and the way forward.

Important policies related to sustainability

Corporate Social Responsibility

Our commitment is based on the internationally agreed principles for sustainable development around human rights (including labor rights), the environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact. They are made operational through the UN Guiding Principles on Business and Human Rights (“UNGPs”) and the OECD Guidelines for Multinational Enterprises. **Policy; [Laerdal’s commitment to Corporate Social Responsibility](#)**

Laerdal Code of Conduct

The Laerdal Code of Conduct formulates our minimum requirements of ethical behaviour for our leaders, employees, as well as consultants and contract workers who provide products or services to our organizations on a global basis. **Policy; [Laerdal Code of Conduct](#)**

Code of conduct for business relationship

We expect that our business partners work according to the same international standards as us. The expectation includes utilizing the same tools and methodology or documenting that any alternatives selected ensure compliance with the standards and can be used to adequately assess the impact of their activities, especially those that are directly linked to us. We will collaborate with our partners in this process of meeting the internationally agreed standards for responsible business conduct and assessing their impact. **Policy; [Laerdal Medical Code of Conduct for Business Relationships](#)**

Transparency Act

We work actively to address risks related to human rights in our own operations and across our supply chain. **Policy Norwegian** (signed); [Transparency Act Policy English](#) (translation); [Transparency Act](#)

Whistle blower line

Employees and external stakeholders have the possibility for and duty to report concerns on negative human rights impacts in a secure and confidential manner without any risk for retaliation. Reporting will be through an external partner. [Laerdal Whistle-blower channel](#)

Equal opportunities

We strive for diversity and inclusion at all levels of our organization and understand its impact on our mission to save lives. Laerdal believes all voices should be heard, regardless of gender, nationality, education, experience, age, personality, or other characteristic. We prioritize this in all key decision-making processes. **Policy; [Equal opportunities. Laerdal on diversity and inclusion](#)**

Environment

We work to be a sustainable business with environmental considerations included in everything we do. We adjust our policies, measure, and report on our environmental performance. We work to control the use of resources and we consider CO₂e emission and waste to be our most material impacts on the environment across our value chain. **Policy; [Commitment on Environment](#)**

Business ethics and anti-corruption

We work across many diverse cultures where concepts for appropriate business conduct can vary widely. We believe ethical conduct and standards are about values and integrity as well as compliance and risk mitigation.

We believe a proactive approach to ethical business conduct will increase trust and nurture relationships with key stakeholders. Our focus will be to comply with local and international anti-corruption laws, principles, standards, and codes and being transparent on interactions. **Policy; [Policy commitment on Business ethics and anti-corruption](#)**

Anti-slavery

In accordance with national laws and international principles on antislavery we take steps to assure we live according to these principles. We recognize that modern slavery including human trafficking, forced labour, bonded labour, child slavery, and hazardous child labour can occur in every industry and sector. **Policy; [Anti-slavery](#)**

Conflict minerals policy statement

As a global producer of training and medical products, we promote the traceability of these minerals and the transparency of the supply chain. We firmly believe that our customers should be fully informed about the products they purchase. **Policy statement; [Conflict Minerals Policy Statement](#)**

CSR leadership forum

Laerdal has established a leadership forum, including the CEO, to assure we constantly assess performance and strive for improvements within Human rights, Labour rights, Environment and Anti-corruption. [Laerdal’s leadership forum for Corporate Social Responsibility](#)

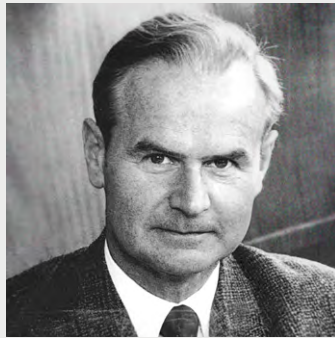
Important commitments we support and work with

Skift

A Norwegian business-led climate initiative with mission to transition to a low-carbon economy. [skiftnorge.no](#)

UN Global Compact

The worlds largest initiative on sustainability. We are committed to the initiative and the 10 guiding principles on human rights, labour, environment, and anti-corruption. [unglobalcompact.org](#)



“If we can create value to the society at large, and do our job well, satisfactory economic results will follow – and allow us to build a stronger company with time.”

Åsmund S. Lærdal
Founder

