

Supplier diversity policy

Objective

NordiMED is committed to promote diversity, equity, and inclusion in our supply chain. Our supplier diversity policy aims to actively seek out and include suppliers from small and diverse businesses.

Definition

NordiMED adheres to the European Union's definition of small businesses as having fewer than 50 employees and an annual revenue less than €10.000.000. Furthermore, we use the typical definition of diverse businesses to be at least 51% owned and operated by people with a traditionally underrepresented background (i.e., racial, or ethnic minorities, women, members of the LGBTQ+ community, persons with a disability).

Goals

- Maintain or increase the share of small and diverse suppliers in our supply chain.
- Foster long-term relationships with small and diverse suppliers.

Policy guidelines

- All procurement activities will adhere to our supplier diversity policy.
- Actively seek out and consider small and diverse suppliers in sourcing and contracting decisions.
- Supplier diversity considerations will be integrated into supplier evaluation and performance metrics.

Training and awareness

NordiMED provides annual training of all employees to ensure that they understand the importance of supplier diversity and our goals and guidelines.

Reporting and monitoring

- Progress toward supplier diversity goals will be monitored and reported annually.
- Key Performance Indicators (KPIs) related to supplier diversity will be tracked and reported annually both on the company website and to EcoVadis for our environmental, sustainability, and governance (ESG) assessment.

Review and updates

The supplier diversity policy will be reviewed and updated annually to ensure alignment with company objectives and industry best practices. Feedback from stakeholders and suppliers will be used to inform continuous improvement efforts and optimize the effectiveness of the supplier diversity policy.

Approved: 17-01-2024

A handwritten signature in purple ink, appearing to read "Morten Søndberg".

Morten Søndberg

Date	Reviewed and approved	Author
17-01-2024	Morten Søndberg	Iben Wallin