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# Modern slavery statement

2024

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# Modern slavery statement

This joint Modern Slavery Statement is made by Mölnlycke Health Care AB on behalf of itself and all its subsidiaries (hereinafter “Mölnlycke”). It is published in accordance with the Australian Modern Slavery Act, the UK Modern Slavery Act, the California Transparency in Supply Chains Act, and the Norwegian Transparency Act. This statement sets out the steps taken by Mölnlycke to identify, prevent, mitigate, and remediate potential and actual risks of modern slavery and human trafficking within its own operations and in its relationship with business partners across its value chain. It covers the reporting period January 1, 2024, to December 31, 2024.

## This is Mölnlycke®

Mölnlycke Health Care is a world-leading MedTech company that specialises in innovative solutions for wound care and surgical procedures. Mölnlycke products and solutions are used daily by hospitals, healthcare providers and patients in over 100 countries around the world. Founded in 1849 and headquartered in Sweden, Mölnlycke is owned by Investor AB, listed on NASDAQ OMX Stockholm.

## Key facts and figures 2024

8,617	14	3.9	100%
employees	manufacturing sites in nine countries	out of 5 in global engagement score	renewable electricity
39	100	2,064	15%
commercial entities	countries where Mölnlycke is present	annual sales (EUR million)	less greenhouse gas emissions across the entire value chain compared to 2021 baseline

\* Editorial note 11 April 2024: Fossil free electricity share in 2023 was 65.3%



## Business Areas



### Wound Care

Innovative and intuitive solutions for wound prevention and management.



### OR Solutions

Sustainable services and solutions for improved operating room performance and efficiencies.



### Gloves

State-of-the-art solutions for hand health and improved surgical performance.



### Antiseptics

Infection prevention across the patient journey.



# 1. Mölnlycke fully acknowledges its responsibility to respect human rights and contribute to removing all forms of modern slavery and human trafficking

Mölnlycke is dedicated to transforming its business to become a global leader in sustainable healthcare, driving innovation for both people and planet. This means embedding sustainability into every aspect of its operations, offers and partnerships. Mölnlycke continues to strengthen the framework for shaping sustainable value chains and ensuring transparency throughout the lifecycle of its solutions. Governance and business ethics are the foundation of Mölnlycke's operations, enabling upholding the highest standard across all activities. This includes ensuring the respect and promotion of human and labour rights in stakeholder relationships. To create positive human rights impacts, Mölnlycke is building mutually beneficial relationships with employees, business partners, customers, and the people in its communities.

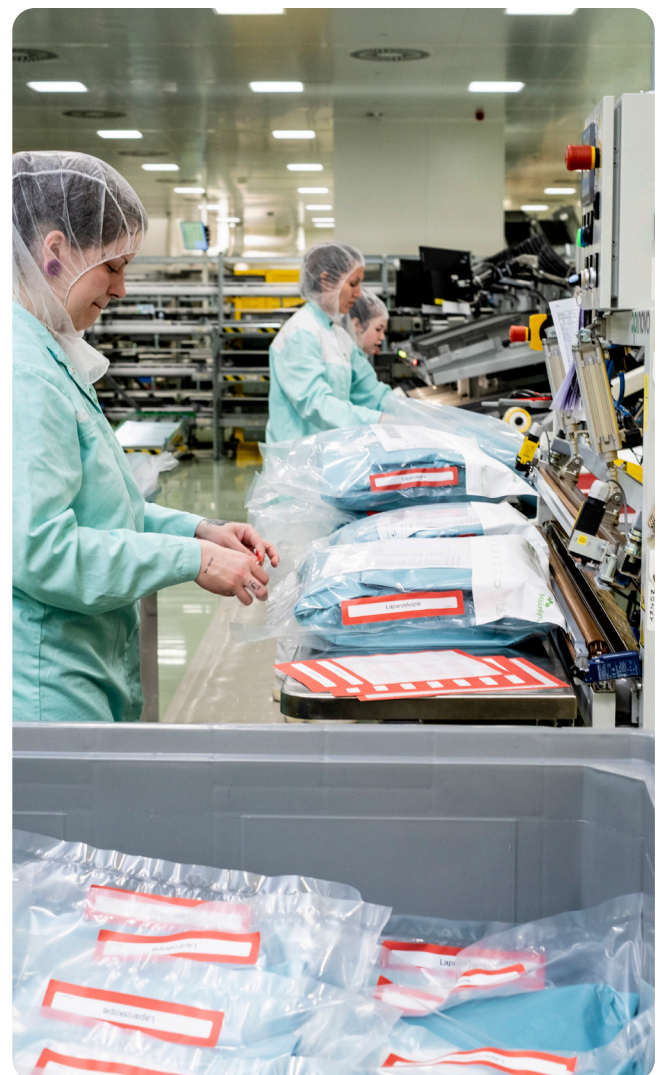
Substantial progress in Mölnlycke's transformation was made during 2024, as confirmed by independent external ratings. The EcoVadis Sustainability Rating platinum medal that the company received for its sustainability work in 2024 places Mölnlycke in the top 1% of all benchmarked companies (all sectors).



When referring to human rights, Mölnlycke takes into consideration internationally recognised human rights as set out by the United Nations (UN), the International Labour Organisation (ILO), the European Union (EU), and applicable national laws. This includes, but is not limited to, the Universal Declaration on Human Rights, the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, and the ILO Declaration on the Fundamental Principles and Rights at Work. Mölnlycke has been a signatory of the UN Global Compact since 2017 and recognises its ten principles. Mölnlycke endorses the UN Guiding Principles on

Business and Human Rights and the Organisation for Economic Co-operation and Development (the "OECD") Guidelines for Multinational Enterprises.

Mölnlycke is committed to respecting human rights and combating modern slavery and human trafficking in all its activities and prohibits forced, compulsory or coerced labour, child labour, forced marriage, debt bondage, servitude, exploitation, trafficking of people, harassment, and discrimination. Mölnlycke recognises the right to fair working conditions such as the freedom of association, the right to collective bargaining, and the right to health and safety.



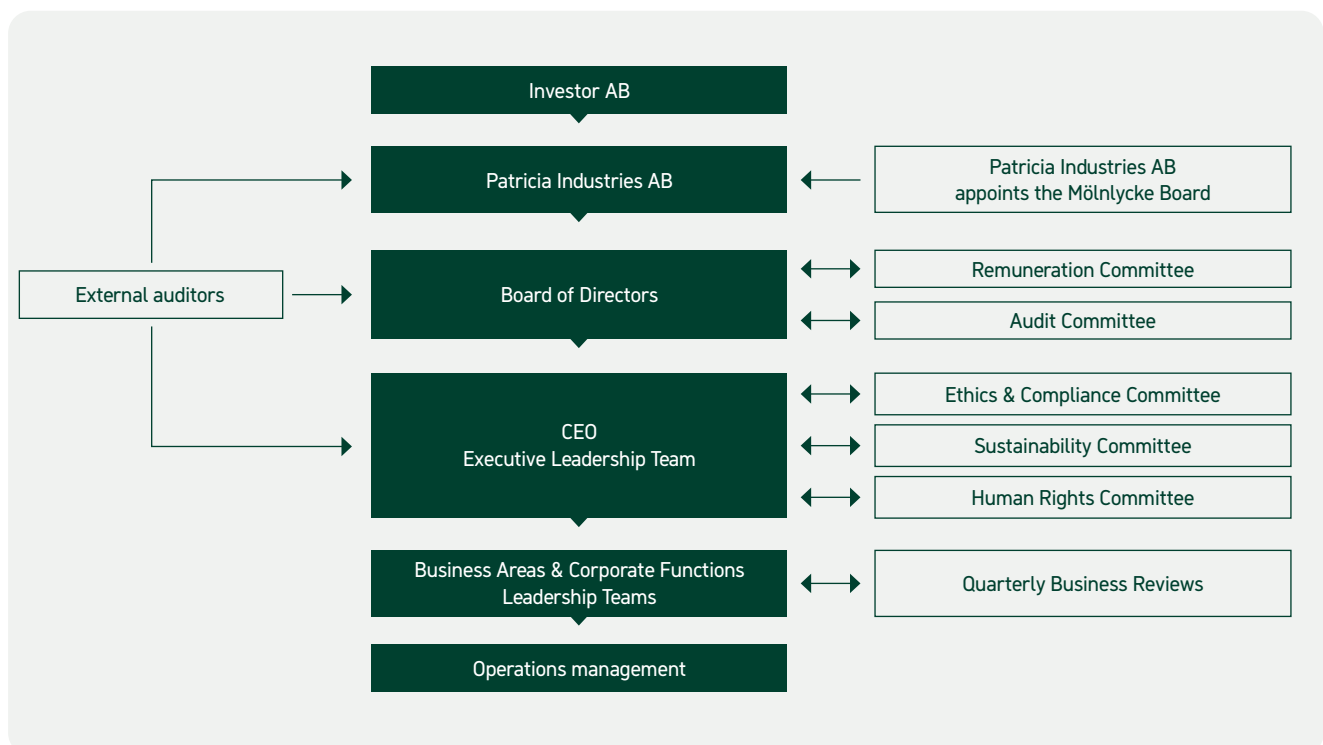
## 2. Mölnlycke's structure, operations and supply chain

Mölnlycke's headquarters and research development hub are located in Gothenburg, Sweden. Mölnlycke has four different business areas: Wound Care, Operating Room Solutions, Gloves, and Antiseptics. Mölnlycke has 8,617 employees who operate globally with commercial entities in 39 countries throughout Europe, the Middle East, Africa, the Americas, and the Asia Pacific Region. Mölnlycke has 14 manufacturing sites in nine different countries, namely Belgium, Austria, Czech Republic, Finland, Denmark, Malaysia, Thailand, UK, and USA. Mölnlycke is present in 100 countries.

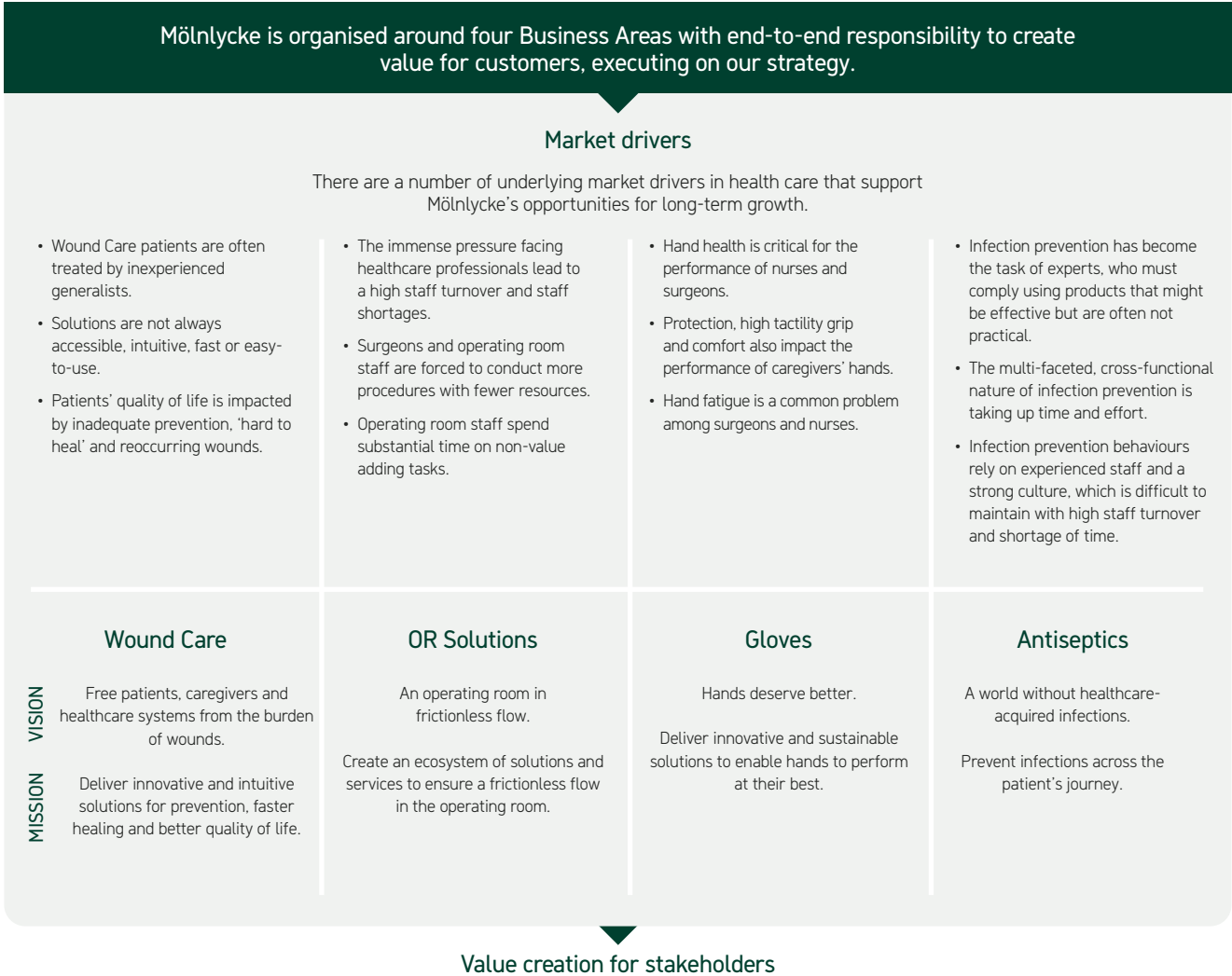
The majority of Mölnlycke's products and solutions are manufactured at Mölnlycke's own manufacturing sites, while raw materials and other components come from third-party manufacturing. Mölnlycke operates a global supply chain encompassing approximately 17,000 first-tier suppliers across nearly 80 countries. Around 400 suppliers of the total supplier base are providers of raw material and components, while the largest share are suppliers delivering goods and services supporting corporate

operations but without direct input to Mölnlycke's finished products. The responsibility to create and implement a systematic approach to identify, prevent, mitigate, and remediate potential and actual adverse human rights impacts including risks of modern slavery and human trafficking within Mölnlycke's own operations and in its relationship with business partners across its value chain, is anchored in Business Ethics & Governance, under the Legal Department. It is further supported by the relevant functions: People, Sustainability, Supply Chain and Operations. To monitor adherence to international human rights standards, Mölnlycke has implemented a human rights programme in alignment with the UN Guiding Principles on Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct.

Mölnlycke's Human Rights Committee oversees the implementation and development of Mölnlycke's human rights programme, as well as take decisions in human rights-related dilemmas that might originate in the company's value chain. The committee is composed of Executive Leadership Team members and supported by Business Ethics & Governance. During 2024, Mölnlycke strengthened its human rights programme by implementing a more systematic due diligence approach through several activities, such as incorporating human rights considerations into the annual risk assessment, approving the Human Rights Policy, and conducting a human rights impact assessment in one of Mölnlycke's Business Areas.



# Business model



## 3. Identifying risks of modern slavery and human trafficking

Mölnlycke recognises that its business can create potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking. Mölnlycke strives to identify and assess any potential and actual adverse impacts posed to individuals or groups both within its own operations and in its relationships with business partners across its value chain.

### Within Mölnlycke's own operations

To identify potential and actual adverse human rights impacts, including risks of modern slavery and human trafficking, in its own operations, Mölnlycke implements several steps: desktop assessment based on risk indicators and country-level analysis, reviews and internal investigations of any concerns or grievances received. Furthermore, Mölnlycke conducts periodic reviews of its sites to ensure compliance with its Code of Conduct and policies.

The bi-annual engagement survey is rolled out to all employees and systematically used to identify any areas of improvement, as well as assess how employees feel about their work, the company, and the way in which they are managed. The survey includes questions on employees' health and wellbeing, diversity, equity and inclusion, and the effectiveness of Mölnlycke's people leaders' actions. In 2024 Mölnlycke achieved an engagement score of 3.9 (on a scale of 1-5) reflecting a general improvement compared to previous years. The highest scores were recorded in areas such as relationships with managers and colleagues, as well as Mölnlycke's approach to strategy, vision and culture. Looking ahead, Mölnlycke will continue its efforts to elevate the engagement score and enhance the overall employee experience.

Identification and assessment of risks concerning the health and safety of Mölnlycke's employees and non-employees, is central to Mölnlycke's approach. Mölnlycke uses various tools and processes to identify risks, including, but not limited to, risk assessments for machinery, chemicals, and organisational and social change in management, thus ensuring that hazards are proactively

eliminated, and risks are reduced. In addition, occupational health and safety is an integral part of the double materiality assessment and the identified risks help inform Mölnlycke's priorities and actions to implement mitigation measures and controls. For non-operational employees the main risks are work-related ill health, including stress and poor work-life balance. Within operations, the main risks are physical injuries or harm caused by repetitive tasks or lifting, together with operating machinery.

Looking ahead, Mölnlycke has enrolled in the UN's Human Rights Accelerator programme. The programme provides knowledge, best practice and tools to identify and assess impacts, as well as create action plans for addressing potential impacts. This new step is important for Mölnlycke's continuous learning and development of its human rights programme.

### **Within Mölnlycke's supply chain**

To identify potential and actual adverse human rights impacts in its supply chain, including risks of modern slavery and human trafficking, Mölnlycke implements a risk-based due diligence assessment of its suppliers. The largest portion of suppliers are suppliers of indirect goods and services not critical to the finished product or to the operation of Mölnlycke. These are considered low risk suppliers from a business and patient safety perspective, and therefore subject to a simplified evaluation and approval procedure, whereas suppliers of raw material and components are subject to deepened due diligence assessment. Mölnlycke is a member of Sedex, which offers the world's largest platform for sharing supply chain assessment data and results, enabling effective and data-driven environmental, social, and governance outcomes. Mölnlycke applies the recognised auditing standards and risk screening tools offered by Sedex.

All suppliers are subject to a yearly sustainability risk screening to identify key and relative risks across the supplier base. The screening is performed using Sedex pre-assessment tool, which combines inherent country risk and industry sector risk information from independent and reputable sources. The tool assesses risks in fourteen areas and provides an overall risk score. New suppliers are subject to sustainability risk screening at the time of their onboarding as per the requirements in Mölnlycke's work instruction for evaluation and approval of new suppliers. In 2024, the yearly risk screening covered approximately 17,000 supplier sites spread over 80 countries, including both suppliers delivering raw material and components as well as goods and services supporting other corporate needs.

The result from the risk screening informs the next step of the due diligence process, which is to validate and assess the risk score



by engaging with individual suppliers, prioritising direct suppliers with higher risk score, Mölnlycke will request independent on-site sustainability audit from suppliers exposed to the highest level of risks. The preferred audit protocol is the Sedex Member Ethical Trade Audit, SMETA 4-pillar audit. SMETA is a comprehensive on-site audit, covering human rights, working conditions, health and safety, environment and business ethics, conducted by approved audit companies. In 2024, the risk screening demonstrated that 66 suppliers initially were exposed to high sustainability risks. During 2025, Mölnlycke will review each supplier's high risk score and business criticality and enrol them in the sustainability audit programme if further assessment is needed. High risk countries are generally not dominant in Mölnlycke's geographical breakdown of supplier origin and constitute less than 4% of the total number of suppliers. The most dominant country with a high-risk country score is China. The main sustainability impacts identified in the upstream supply chain are related to occupational health and safety, working hours, wages, and environmental management. In 2024, 40 suppliers completed an on-site SMETA audit based on the risk screening conducted in 2023.

### **Within Mölnlycke's distributor relationship**

To identify potential and actual adverse human rights impacts in its distributor relationship, including risks of modern slavery and human trafficking, Mölnlycke implements a risk-based due diligence assessment of its distributors. This process aims at identifying and assessing the distributors' compliance with Mölnlycke's values and commitments concerning business ethics and human rights.

The first stage of the due diligence process is the screening of all new distributors, which must be completed before signing any contracts. The next stage is the initiation of a comprehensive review, including a detailed questionnaire that includes modern slavery and human trafficking issues. The third stage focuses on monitoring the existing distributors and ensuring due diligence renewals. The frequency of renewals and level of monitoring is dependent on the risk level the distributor received from the screening and the comprehensive review.



## | 4. Steps taken to address identified risks

Where a potential or actual adverse human rights impact is identified, including risks of modern slavery and human trafficking, Mölnlycke strives to prevent, mitigate and remediate the issue. Mölnlycke works with both internal and external stakeholders to put appropriate processes in place both in Mölnlycke's own operations and within its relationship with its business partners across its value chain.

### **Within Mölnlycke's operations**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking within its own operations through the implementation of a human rights programme, including policies, dedicated processes and activities. Mölnlycke's commitment to respect human rights and combat modern slavery and human trafficking is outlined in Mölnlycke's Code of Conduct and applies to all employees. The Code of Conduct's objective is to guide employees in daily actions and decisions, establishing a standard for expected behaviour and corporate culture. It covers topics such as corruption and bribery, protection of whistleblowers and human rights.

During 2024, Mölnlycke strengthened its focus on human rights by introducing Mölnlycke's Human Rights Policy, which covers essential topics such as working conditions, fair wages, social dialogue, freedom of association, health and safety, and provides employees with clarity on how their rights are protected and what Mölnlycke's obligations are towards them. Furthermore, the Human Rights Policy outlines the roles and responsibilities in implementing Mölnlycke's human rights programme. In 2024, Mölnlycke also introduced the Anti-harassment & Anti-Discrimination Policy which formalised Mölnlycke's zero tolerance of any form of harassment or discrimination.

Each factory, site and sales office are overseen by an appointed General Manager and a local leadership team, who is supported by local People Representative, a Regional Business Ethics Officer and a Business Ethics Representative. In addition, each operational site is supported by an Environment, Health, Safety and Security team (EHSS team). These roles collaborate to ensure implementation of the Code of Conduct and Policies, as well as local legislative requirements.

Ongoing education and awareness are key to ensuring that Mölnlycke employees are informed of their rights, the company's expectations on responsible behaviours, and that they understand their role and responsibilities. During 2024, 99,5% of employees in scope (office and field) were trained in Mölnlycke's Code of Conduct. In addition, during 2024, Mölnlycke launched an Introduction to Human Rights training for all employees in scope (office and field), as well as a Modern Slavery training for all employees working in dedicated functions (People and

Procurement). Employees without access to Mölnlycke's learning platform (warehouse and factory) received training on the Code of Conduct, which includes human rights and labour rights-related topics.

Mölnlycke aims to future-proof its operations, while nurturing a strong sense of purpose and belonging, by actively listening to employees and gathering continuous feedback. This approach helps to mitigate risks of disengagement, missed improvement opportunities and instead boosts employee engagement, driving higher productivity and fostering innovation. Mölnlycke receives feedback from the bi-annual Engagement Survey and maintains continuous communication with employee representatives through work councils, union negotiations, and collective bargaining.

Mölnlycke's approach to occupational health and safety includes a proactive commitment to zero injuries and harm, eliminating hazards and reducing risks of work-related injuries and ill health. A hierarchy of controls is applied focusing on machinery guarding and manual handling, which are addressed through site-specific procedures, training, and continuous improvement efforts. All Mölnlycke employees and non-employees, including contractors and site service providers, are required to complete health, safety, and well-being induction training. Additional role-specific training is provided based on individual responsibilities and risk exposure to ensure appropriate competency levels are met. Targeted training on Mölnlycke's global safety principles, which aim to reinforce safe behaviour across all manufacturing and non-manufacturing activities, is mandatory for all employees and suppliers present at operational sites.

Mölnlycke has implemented and continuously improves a comprehensive health and safety management system that is aligned with ISO 45001, the international standard for OHS management, and undergoes regular audits by accredited bodies to maintain certification. Mölnlycke is proud to have achieved 100% coverage of its OHS management system at all established manufacturing sites and its headquarters, with Denmark's production site being successfully certified in 2024. In addition, Mölnlycke invests in tools and equipment to improve the health, safety and well-being of its employees, for example, by purchasing innovative specialised lifting equipment and forklift trucks utilising the latest technology in safety systems.

Mölnlycke utilises a global incident reporting software to track and investigate hazards, near misses, and incidents involving employees or non-employees, including concerns related to remote working or customer premises. Despite a robust programme, the number of Lost Time Injuries (LTI) reported has increased this year, with a frequency rate of 2.1 ppm and a total of 37 incidents. This is understood to be linked to a maturing safety culture where all incidents, no matter how small, are being reported. Additionally, the increase can be attributed to a particularly busy year with heightened production demands and operational activities, which naturally introduced more opportunities for potential risks despite ongoing safety measures. In 2024, zero fatalities were reported as a result of work-related injury or ill health among employees.



### **Within Mölnlycke's supply chain**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking in its supply chain. Mölnlycke does so through dedicated processes and continuous engagement with suppliers. Sustainability is embedded in key procurement processes, such as evaluation and approval of new suppliers, annual performance review and management of all active suppliers. If any non-conformities of a supplier are identified through e.g. a sustainability audit, corrective action plans are established to ensure improvement. Mölnlycke seeks to the extent possible to achieve remediation and positive change in collaboration with concerned suppliers. Non-conformities identified during SMETA audits are always closed and verified by the independent auditor.

The Supplier Code of Conduct outlines the minimum requirements for Mölnlycke's suppliers with regards to human rights, working conditions and business ethics. It aims to ensure that suppliers comply with rules and regulations, provide safe working conditions for their employees, respect fair business ethics practices, amongst other points. The Supplier Code of Conduct is incorporated in Mölnlycke's Supplier Standard, which also includes requirements on quality and environment, and contractually applies to all direct material suppliers e.g. suppliers of raw materials or components, as well as logistic suppliers and indirect suppliers with critical impact on finished products or Mölnlycke's business operation. Mölnlycke is not in scope of EU's conflict minerals regulation, but as part of its responsible sourcing objectives Mölnlycke communicates specific expectations related to management of sub-suppliers. Suppliers are expected to follow the principles and requirements set out in the Supplier Code of Conduct and apply and communicate the requirements on their own suppliers. Mölnlycke has a contractual right to conduct audits to assure compliance with the Code of Conduct and reserves the right to discontinue any relationship should a supplier violate, fail to correct or have a pattern of violating the requirements. Alongside the Supplier Code of Conduct, specific requirements on business partners and suppliers involved in certain activities with higher risks are part of relevant procurement procedures.

A key initiative in Mölnlycke's engagement with its suppliers is the 'Partnering for Progress' webinar series. The series, dedicated to strategic topics, is an important channel to align with supplier

partners on shared goals and foster an open dialogue on current and future requirements and challenges. In 2024, the sessions were well attended and appreciated, with approximately 150 strategic suppliers, covering both direct material suppliers and service providers, joining live from all over the globe.

### **Within Mölnlycke's distributor relationship**

Mölnlycke strives to prevent, mitigate and remediate potential or actual adverse human rights impacts, including risks of modern slavery and human trafficking in its relationship with distributors. Mölnlycke does so through continuous engagement with distributors and formalised requirements on distributors. In addition to Mölnlycke's due diligence assessment of its distributors, described in section 3, Mölnlycke requires its distributors to comply with the principles and requirements set out in the Distributor Code of Conduct and communicate them within their own operations and business partners.

The Distributor Code of Conduct outlines the minimum requirements and expectations on distributors regarding topics such as business ethics, human rights, working conditions and health and safety. It aims to ensure that distributors respect human rights as well as comply with relevant rules and regulations. Mölnlycke evaluates its distributors' compliance with the Distributor Code of Conduct through a combination of audits, self-assessments and documentation reviews. In cases where non-conformities are identified, Mölnlycke seeks to the extent possible to achieve remediation and positive change with concerned distributor. Failure to comply with the principles and requirements set out in the Distributor Code of Conduct can be considered a material breach of the Distribution Agreement and may lead to termination of the relationship with the distributor.

Looking ahead, Mölnlycke will enhance its requirements and expectations concerning human rights and business ethics standards for all business partners through the implementation of the Business Partner Code of Conduct. Starting in 2025, and continuing thereafter, the Business Partner Code of Conduct will replace the Supplier Code of Conduct and the Distributor Code of Conduct. The new Business Partner Code of Conduct outlines further details and describes expectations on all business partners concerning human rights, including the protection against modern slavery and human trafficking.

## 5. Grievance mechanism and remediation

Mölnlycke promotes a culture where everyone feels safe to speak up and raise any concerns they may have. Mölnlycke encourages all employees to report any suspected acts or omissions that violate applicable laws or regulations, violates human rights including modern slavery and human trafficking, violates Mölnlycke's Code of Conduct, or other internal policies and procedures.

At Mölnlycke, employees have multiple ways to share their questions, concerns, suggestions, or complaints. They can reach out to their manager, their manager's manager, their Business Ethics Representative, or their People Partner. These contacts provide guidance, support and information on how to raise a concern. Employees can report such concerns through dedicated channels: using the Ethics Hotline, contacting the Chief Business Ethics & Governance Officer, the Director of Investigations, a Regional Business Ethics Officer, or utilising additional local channels in specific locations. The Ethics Hotline provides the option to report anonymously in any preferred language, either through a web-portal or via phone. The Ethics Hotline is available and communicated to external stakeholders including suppliers and distributors who could suspect or experience any misconduct in their relation to Mölnlycke.

To ensure awareness of reporting options, the company offers ongoing training, awareness videos, intranet updates, posters, and manager training on handling employee concerns. Retraining is conducted regularly, and senior management reinforces the company's commitment through messaging throughout their organisation. Employees' perception of reporter protection is evaluated through the bi-annual Engagement Survey, which helps the company to assess its effectiveness and to identify areas for improvement.

Reports are treated confidentially and investigated in accordance with Mölnlycke's Ethics Hotline Policy. The investigations are overseen by the Ethics Hotline Committee and regular reports are made to the Audit Committee. All investigations invite an assessment of relevant preventive and corrective follow-up actions to ensure that issues are properly addressed. In 2024, 58 reports were received in which 44 were considered in scope and investigated. This constitutes an increase of 5,4% in the number of reports received compared to 2023 (55 reports received), indicating a stronger reporting culture. A majority of cases (48%) were related to employee relations. No reports regarding modern slavery, human trafficking, or other human rights violations were made. Mölnlycke's process for providing remediation is aligned with Mölnlycke's process for investigating and responding to concerns and or reports through the established reporting channels such as the Ethics Hotline. Follow-up actions (preventive and corrective) are defined on a case-by-case basis to best address the issues raised, and interest of the persons involved and are overseen by Mölnlycke's Ethics Hotline Committee.

Mölnlycke prohibits any form of retaliation against a person who, in good faith, raises their concern regarding suspected misconduct, as outlined in Mölnlycke's dedicated Anti-Retaliation Policy. In addition, Mölnlycke monitors employee's confidence in its speak up program through Mölnlycke's bi-annual Engagement Survey, where employees are asked to rate the statement "at Mölnlycke, I can raise my concerns without the fear of negative consequences". During 2024, 70,1% of employees rated the statement positively, meaning that they feel safe to raise their concern. Employees also have the possibility to add free text that can include feedback or other comments.

Looking ahead, Mölnlycke will during 2025 launch a global speak up campaign to encourage employees to raise their concerns as well as strengthen their knowledge of Mölnlycke's different reporting channels. The campaign will include information sharing and training through live sessions and e-learning.



Mölnlycke Ethics Hotline

## | 6. Assessing the effectiveness of Mölnlycke's actions



Assessing the effectiveness of Mölnlycke's actions helps Mölnlycke understand and improve how it identifies, prevents, mitigates, and remediates potential and actual adverse human rights impacts, including risks of modern slavery and human trafficking. Mölnlycke uses the following elements to assess the effectiveness of its actions.

- Number of suppliers and distributors onboarded in Mölnlycke's due diligence processes
- Number of sustainability high risk suppliers identified
- Number of high risk distributors identified
- Number of third party audits conducted on suppliers
- Number of non-conformities closed from conducted audits
- Number of cases received through Mölnlycke's reporting channels
- The confidence expressed by employees in Mölnlycke's speak up program
- The percentage of employees in scope who have completed training on human rights and modern slavery

## | 7. Consultation process and approval

This statement has been prepared by Mölnlycke with input from the various relevant internal stakeholder groups (including Business Ethics & Governance, People, Sustainability, Supply Chain, and Operations). In addition, the General Management of the subsidiaries in scope of this Modern Slavery Statement have been consulted.

This statement has been approved by the Mölnlycke Health Care Board of Directors on 20 May 2025

Zlatko Rihter, Chief Executive Officer

Any questions or request for information relating to this statement or to Mölnlycke's Human Rights programme and commitments can be submitted by e-mail to [humanrights@molnlycke.com](mailto:humanrights@molnlycke.com)

# Appendix 1.

## How Mölnlycke addresses relevant reporting criteria in this Modern Slavery Statement

Australia MSA reporting criterion	UK MSA reporting criterion	Norwegian Transparency Act	California Transparency in Supply Chains Act	Reference in this Statement
Describe the entity's structure, operations and supply chains of the reporting entity.	Describe the organisations' structure, its business and its supply chain.	Describe the reporting entity's structure, area of operations, guidelines and procedures for handling actual and potential adverse impacts on human rights and decent working conditions.	N/A	Section 2
Describe the risks of Modern Slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Describe the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place.	Describe the actual adverse impacts and significant risks of adverse impacts the reporting entity has identified through its due diligence.	N/A	Section 3
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Describe the steps it has taken to assess and manage that risk. Describe its due diligence processes in relation to slavery and human trafficking in its business and supply chain and its policies in relation to slavery and human trafficking. Describe the training about slavery and human trafficking available to its staff.	Describe the measures the reporting entity has implemented or plans to implement to cease or mitigate actual or potential impacts and the result or expected result of these measures.	Describe to what extent the entity engages in verification of product supply chains. Specify if the verification and audit was not conducted by a third party. Describe to what extent the entity conducts audits of suppliers, specify if the audit was not independent and unannounced. Describe to what extent the entity provides training for company employees and management on human trafficking and slavery.	Section 3-5
N/A	N/A	N/A	Describe to what extent the entity requires direct suppliers to certify that materials incorporated into the product comply with laws regarding slavery and human trafficking of the countries in which they are doing business.	Section 4



## Appendix 1.

### How Mölnlycke addresses relevant reporting criteria in this Modern Slavery Statement

Australia MSA reporting criterion	UK MSA reporting criterion	Norwegian Transparency Act	California Transparency in Supply Chains Act	Reference in this Statement
Describe how the reporting entity assesses the effectiveness of such actions.	Describe its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	N/A	N/A	Section 6
Describe the process of consultation with any entities that the reporting entity owns or controls, and for a reporting entity covered by a joint statement- the entity giving the statement.	N/A	N/A	N/A	Section 7
Include any other information that the reporting entity, or the entity giving the statement considers relevant.	N/A	N/A	N/A	Section 1-7