

# Human Rights Policy

At Embla Medical, we respect and promote human rights and treat people with respect and dignity. As a participant in the United Nations Global Compact, we are committed to respecting and promoting human rights in all aspects of our operations by:

- Opposing all forms of discrimination, including but not limited to those based on race, ethnicity, colour, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national origin, social origin, or any other grounds covered by laws and regulations.
- Providing a safe and healthy work environment where harassment, abuse, or any form of violation is strictly prohibited.
- Respecting employees' rights to freely associate and engage in collective bargaining, including the right to form, join, or refrain from joining a labour union.
- Not tolerating any form of modern slavery, including forced labour, child labour, compulsory labour, or human trafficking.
- Complying with internationally recognized human rights standards and relevant laws and regulations that protect and promote human rights globally and within our workplace.
- Providing a Speak-Up Line for reporting suspected violations and ensuring that all concerns are addressed promptly and effectively.

## Purpose

The purpose of Embla Medical's Human Rights Policy is to ensure that the company operates in a manner that respects and promotes human rights across all aspects of its operations and is intended to promote honest and ethical conduct.

This policy is designed to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD), European Sustainability Reporting Standards (ESRS), the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises and the UK Modern Slavery Act.

## Scope

This policy applies to all persons employed by or affiliated with Embla Medical entities. This includes all employees, customers and business partners of Embla Medical.

<b>Policy Owner:</b>	Executive Vice President People, Strategy & Sustainability
<b>Policy Approver:</b>	Executive Team
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