

**AIDIAN**



# **Sustainability Report 2021**

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## We are your aid in diagnostics

We are a Finnish-based IVD company with almost 50 years of experience in developing and manufacturing reliable, fast and easy-to-use diagnostic tests especially for primary care.

We offer our customers and partners the best solutions and service with a customer-focused mindset, high-quality products and agile operations. With a strong can-do attitude, we aim to provide flexible solutions to our customers' specific needs.

We have 280 dedicated employees who want to be in the forefront of creating tools for better healthcare. One correct treatment decision at a time, we help tackle one of the biggest threats to global health, antimicrobial resistance.

In addition to our Head Quarters and production plant in Espoo Finland, we have local offices in 12 different countries: Sweden, Norway, Denmark, Germany, Czech Republic, Slovakia, Hungary, Poland, the Netherlands, Belgium, Estonia and China. In other markets, we work in partnerships with other companies. We are also distributor for External suppliers' products: we sell products by well-established diagnostic manufacturers.

Our customers include healthcare professionals around the world, primary care settings and industry monitoring environmental cleanliness.

Our global footprint covers over 60 countries. Our QuikRead go® flagship products are used globally, with close to 60,000 instruments in use by our customers. We are fully compliant with the ISO 13485 Quality Standard as well as FDA requirements.

Our website provides plenty of up-to-date information about us, our operations and our products and services at [www.aidian.eu](http://www.aidian.eu).

## The Aidian values and principles

Our operations are guided by the Aidian's values:

- customer focus
- mutual trust and respect
- quality, reliability and safety
- innovation
- achievement

These values guide and unite our employees to deliver and offer products that promote wellbeing and health. The values are the foundation of our operations and way of working.

Aidian is committed to operating in a responsible and sustainable manner and to enhancing ethical working practices. Our Code of Conduct determines the basic principles our employees are expected to follow and to observe in their interactions with each other and with the stakeholders of our company, as well as with the society and environment. Every Aidian employee is committed to following the high ethical standards and business practices as outlined in Aidian's Code of Conduct and Code of Ethical Business Practice. As a member of MedTech Europe ([www.medtecheurope.org](http://www.medtecheurope.org)) Aidian is committed to MedTech Europe Code of Ethical Business Practices.

Additionally, Aidian's operations and working practices are guided by numbers of mandatory guidelines and specifically defined company policies. All our company policies have been approved by Aidian's Management Team.

Our strategy emphasizes significance of our work and the value it creates for our customers. We want to be an excellent workplace and a responsible and attractive employer. We want to take care of the continuous development of both well-being and skills of our staff. We are committed to continuously improving our performance. We strive to achieve the high objectives we have set for managing matters related to the environment, occupational health and safety and human resources, and ensuring our operations are ethical. Patient safety is the guiding value in all Aidian's operations.

## Letter from our CEO

UN Global Compact is a very important strategic policy initiative that Aidian is a proud participant of. It provides collaborative solutions to the most fundamental challenges that we are facing both in business and in society today. Aidian has become a signatory to the United Nations Global Compact in 2019 and we remain committed to upholding the Ten Principles on human and labor rights, the environment and anti-corruption.

Aidian has updated its Corporate Responsibility Strategy that further reaffirms our commitments to the principles of the UN Global Compact. As we move forward, we are committed to reporting our Communication of Progress (COP) as an integral component of our sustainability report, describing our efforts to implement the ten principles. Public accountability and transparency are very important values to Aidian, which is demonstrated by yearly publication of our corporate sustainability report.

Juho Himberg  
CEO



## Our principles of reporting on sustainability

The report content is based on relevance. Our reporting period is one calendar year, and we publish our sustainability report on an annual basis. This Report is the second sustainability report of Aidian, the focus being on 2021. In the performance indicators, comparative data is provided for 2020, 2019 and 2018 when available.

The Report has not been assured by a third party.

## Our commitments to external initiatives

Aidian is a member of the international **Responsible Care** program, which is a voluntary environment, health and safety initiative of the chemical industry. The objective of the program is to promote operations that are in line with sustainable development, from both social and environmental points of view. All participating companies are committed to continuously improving their health, safety and environmental performance and to developing their products and operations in a way that increases social well-being. The program has participants in over 50 countries. The Chemical Industry Federation of Finland coordinates the membership of Finnish companies in Responsible Care, which reports on the performance on an annual basis at [www.kemianteollisuus.fi/en](http://www.kemianteollisuus.fi/en).

Aidian (former Orion Diagnostica) joined **United Nations' Global Compact**, a worldwide sustainability initiative, in April 2019 (our [commitment](#)). UN Global Compact is the world's largest corporate sustainability initiative. The Global Compact supports companies to do business responsibly by aligning their strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, and take actions that advance societal goals.

## Engagement with society

### Aidian generates value

Aidian creates value for its customers, owners and society. We are also part of the value chain for our suppliers and subcontractors, as well as for service providers and other partners. We are also part of society and support it at both national and international level, for example by employing people and paying taxes.

### Aidian is at the front line in the fight against antimicrobial resistance

Antibiotics are life-saving medicines and the most important drugs to treat bacterial infections. Unfortunately, the over- and misuse of antibiotics has driven the development of antibiotic-resistant bacteria. As a result, antibiotics become ineffective and curing previously treatable infections becomes difficult. World Health Organization (WHO) has declared antimicrobial resistance (AMR) as one of the top 10 current global health threats.

According to a recent study, 1.27 million deaths were directly associated with antibiotic resistance worldwide in 2019. If AMR keeps rising, it is estimated that by 2050 as many as 10 million people could die annually due to AMR related infections.

Even 50% of prescribed antibiotics are estimated to be unnecessary or incorrectly prescribed. Majority of all antibiotics used in healthcare are prescribed in primary care, where respiratory infections are the most common reason for the healthcare visit. However, approximately 90% of respiratory infections are caused by viruses or are self-limiting and antibiotics are not needed to cure them. Proper use of antibiotics is key in fighting against AMR. This means not only reducing prescribing but also providing antibiotics to the patients who benefit from the treatment.

Fast and accurate diagnostics play an essential role in proper use of antibiotics. Point of care (POC) testing before prescribing increases diagnostic certainty and aids in treatment decision making whether antibiotics are needed or not. Aidian's QuikRead go CRP and Strep A tests help healthcare professionals to identify those patients who need - and those who do not need - antibiotic therapy.

Through our website, we also help to raise awareness of AMR and the importance of prescribing and using antibiotics appropriately.



"What keeps us going and wanting to do better every single day is that at the end of the day we are making the world a better place – one correct treatment decision at a time we support in tackling one of the biggest threats of global health, Antimicrobial Resistance."

### Global action example – Aidian is participating in the prevention of COVID-19 spreading in the society

During 2020 the COVID-19 pandemic had a severe impact on societies and everyday life around the globe. In the beginning of the pandemic, Aidian participated in the fight against the coronavirus outbreak by providing cost-efficient CRP test solutions for infection management in rural China. Aidian's QuikRead go Instrument and CRP tests were in use in the front line of the pandemic in Wuhan and brought much needed support in triaging patients when COVID-19 tests were not yet widely available.

As the year and the pandemic prolonged, Aidian was one of the first companies in Europe offering rapid COVID-19 tests with the help of our long-term suppliers. During 2020 Aidian distributed more than 1,6 million COVID-19 tests to over 25 European countries to help navigate this difficult crisis. Addition to diagnostic COVID-19 tests, such as PCR and antigen tests, other markers as above-mentioned CRP has played an important role when predicting the severity of infection and treatment follow up.

We at Aidian are very grateful that we have been able support in both COVID-19 diagnosis and the overall infection management with our easy access point of care tests. We continue to speak for the importance of efficient and accessible diagnostics to aid health globally.

## Patient safety and Sustainable products

### Patient Safety and Product Responsibility

Our basic mission is to aid health by promoting efficient, fluent, safe and competitive products for the diagnosis of illnesses.

Patient safety is the core of our responsibility and the guiding value in all Aidian's operations. The responsibility of the manufacturer and the manufacturer's principal for the safety, quality and uncompromised compliance with requirements extends through all the phases and functions included in research and development, procurement, manufacturing, marketing and communications. We work to ensure the safety and optimal benefit/risk balance of our products throughout their lifecycles. The legal and regulatory requirements of healthcare authorities, the primary purpose of which is to ensure patient safety, guide our activities in everything we do. In addition to this, we also follow the commonly agreed codes of harmonized practices applied by our industry internationally.

Aidian follows the requirements concerning its products, such as the EU directive and regulation concerning IVD diagnostics, as well as the corresponding requirements of the US Food and Drug Administration (FDA) and other national regulators, and the ISO 13485 standard. The Finnish regulatory authority for diagnostic products is called Fimea.

All customer complaints concerning our products are assessed, and the root causes are investigated. We collect customer feedback and carry out benefit-risk evaluations throughout the entire lifespan of a product. This process facilitates the assessment and follow-up of the impacts of corrective and preventive actions.

We monitor customer satisfaction based on market data, sales statistics and customer feedback. We also collect qualitative data on our key accounts by conducting customer and market segment-specific surveys and use their results as guidance for strategic targets and operational development.

No recalls or withdrawals have been conducted during 2021.

### Sustainable products

Sustainability at Aidian means balancing social, environmental and economic factors and is a principle built into our common values.

#### Raw materials manufacturing and sourcing

Majority of purchases are from Finnish and European suppliers. We have a risk-based approach in managing sustainability in the supply chain. Selection of critical business partners and suppliers contains risk-based evaluation of their sustainability and ethical practices. We only purchase our materials from suppliers whose qualifications we have confirmed. We conduct risk-based on-site supplier evaluations into the operations of our critical business partners and suppliers in terms of sustainability and quality.

About half of our direct, purchased materials comes from Finland, and 85% of our direct suppliers locate in Europe.

#### Product manufacturing / Own factories

Aidian's production plant locates in Espoo, Finland.

Our products are manufactured using qualified production equipment in a controlled production environment using validated production and quality control methods to ensure that each batch fulfils predetermined quality specifications. The data integrity of all manufacturing and quality control activities is reviewed in detail before a batch is released to market. We take immediate action if any deficiency with regards to product quality is detected. We have identified the most significant environmental aspects for Aidian and continuously improve our performance in this regard.

## Environment

### Management of environmental affairs

We strive to operate as resource wisely as possible and minimize our impacts on the environment. Aidian's environmental, health and safety action plan (EHS action plan) define the commitment on how we manage environmental matters and promote the well-being of our workforce. Our EHS system for managing, monitoring and developing environmental matters also comprises energy efficiency, process safety and occupational health and safety. The EHS system ensures effective management and compliance with valid legislation, and with other regulations and requirements concerning our operations. The environmental system is built upon the principles set out in the ISO 14001 environmental standard. We are committed to continuously improving our performance in environmental, health and safety matters and strive to achieve the high objective we have set for managing them.

### Environmental aspects and our approaches

We have recognized the most significant environmental aspects for Aidian and its businesses. These relate to the consumption of raw materials, energy and water, emissions into wastewater and the amounts of waste created by our operations. We continuously measure and monitor matters related to the environment.

Measuring our performance is vital in managing sustainability and in monitoring the development. Some of the monitored items are obligatory, based on requirements specified in the local and site-specific environmental permits. Environmental and chemical safety authorities are examples of external instances to which we deliver regulatory follow-up data on our environmental performance. More importantly however, gathering data and assessing indicators is a tool for us to monitor and improve our own performance.

### Legal and other environmental requirements

Aidian's operations are not subject to an environmental permit as Aidian does not handle hazardous chemicals on a broad scale. All production sites of Aidian have contracts on the handling of industrial wastewaters with their local wastewater treatment operator. The acceptable limits for the wastewaters are determined in the contracts. We regularly monitor and analyze the quality of our wastewaters. No environmental emergency cases have been occurred. We report our producer responsibility according to country specific requirements.

The Restriction of Hazardous Substances Directive 2011/65/EU (RoHS), the Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment, and its amendment (EU) 2015/863 are followed in Aidian.

### Training

Training is part of our active EHS culture and plays an important role. We maintain and promote our staff's awareness of environmental, health and safety affairs by providing information in our internal communication channels and by means of guidelines and various training events.

Supervisors have a special responsibility for ensuring that existing staff and new employees receive enough training on the safety procedures and environmental matters of the department and division they work in.

## Indicators of environmental performance

### Production output and use of materials

#### Production volumes<sup>1</sup>

Tons	2018	2019	2020	2021
Diagnostic products	470	450	318	579

<sup>1</sup> The secondary packages of the products are not included in the figures.

**Use of materials**

Tons	2018	2019	2020	2021
<b>Manufacturing materials:</b>				
Chemicals	5.9	6.1	4.4	4.7
Biological materials	1.9	3.3	1.2	1.0
Water	186.6	186.6	85.7	124
Plastics	na*	252.0	na*	na*
<b>Use of package materials</b>	<b>173.8</b>	<b>156.9</b>	<b>175</b>	<b>200</b>

\*na=not available

Use of package materials during year 2021 has increased due to the increased production volumes.

**Waste**

Waste in all forms is an important aspect of our efforts to reduce our environmental burden. Our aims are aligned with the priority targets specified in the EU waste strategy, which are included in the Finnish Waste Act. These priorities include reducing generating waste and recycling the generated waste materials. Waste that cannot be re-used as material in our own operations is delivered to an appropriate third party to be used in another way whenever possible, such as for energy recovery. Fortum Waste Solutions Oy, specialist provider of environmental management services, is our partner providing all the services we need for managing our waste.

Most of our hazardous waste can be used as fuel for generating energy. The energy generated is utilized as district heating energy.

**Hazardous and non-hazardous waste**

Tons	2018	2019	2020	2021
Hazardous waste	12	14	19	22
Non-hazardous waste	168	192	124	115
<b>Total</b>	<b>180</b>	<b>206</b>	<b>143</b>	<b>137</b>
<b>Share of hazardous of total waste</b>	<b>6.7%</b>	<b>6.8%</b>	<b>13.3%</b>	<b>16.1%</b>

**Waste by treatment method**

Tons	2018	2019	2020	2021
Energy recovery	130	121	90	82
Materials recovery	38	71	34	33
Landfill waste	0	0	0	0
<b>Waste total</b>	<b>168</b>	<b>192</b>	<b>124</b>	<b>115</b>

Aidian's main building (cont. offices and manufacturing) waste is reported. Aidian's waste decreased by 4.2 % from the previous year and 84% was non-hazardous, which is approximately at the same level as in year 2020. Increase for hazardous waste was due to the deletion of products from storage. Of all the waste we produced in 2021, 0 (0) tons were deposited at landfill sites.

Aidian's manufacturing does not produce any air emission.

**Energy****Indirect energy consumption by primary energy source**

MWh	2018	2019	2020	2021	Change
District heat (3,0 % renewable)	3330	3083	2769	<b>3421</b>	23.5 %
Electricity (Non-renewable)	3873	0	0	<b>0</b>	0
Electricity (Renewable)	389	4153	3789	<b>3850</b>	1.6 %
<b>Indirect energy total</b>	<b>7592</b>	<b>7236</b>	<b>6558</b>	<b>7271</b>	<b>10.9 %</b>
<b>Energy total</b>	<b>7592</b>	<b>7236</b>	<b>6558</b>	<b>7271</b>	<b>10.9 %</b>

No direct energy is in use at Aidian's main building (cont. offices and manufacturing). Only renewable electricity was used during 2021, and 3,0 % of district heating was renewable. Renewable district heating was increased compared to year 2020. The increase of heating is due to the need for increased heating, which results of climate conditions and fluctuation between different years in Northern hemisphere.

**Water and effluents**

**Withdrawal and consumption of water**

1,000 m <sup>3</sup>	2018	2019	2020	2021
Water consumption from municipal supply	27	30	28	27

All water consumed by Aidian is taken from local municipal water supply systems. Water consumption decreased by 3,6 % at Aidian’s main building. A lot of water is needed in the manufacturing phases of reagents and buffers of our main diagnostic product, the QuikRead go®system.

Aidian’s wastewater quality is such that there is no need for environmental permit. During year 2021 effluent discharges have increased. This was due to the increased production volumes.

Our production sites generate practically as much wastewater as they consume fresh water. The wastewaters are led to municipal water treatment plants either directly or after neutralization, where solids and substances with biochemical oxygen demand (BOD) or chemical oxygen demand (COD) are removed. No wastewaters from our sites are directly conducted to natural waterways.

## Labor

Our employees are our most important asset. The foundation of our operations is our professional and committed personnel. We provide them with diverse career and development opportunities in various positions. We want our employees to feel motivated to develop themselves professionally and to feel that they are doing inspiring and meaningful work that corresponds to their skills in a well-managed and safe working environment.

As the operating environment changes, continuous development of the personnel's skills will play an increasingly important role. We offer our employees a healthy and safe working environment and a smooth-operating working community. The prerequisite for wellbeing and success at work is that each employee knows the targets set for their work, receives feedback on their performance and experiences success at work. We want every Aidian employee to share our attitude of continuous renewal and to feel that his or her work is meaningful.

The ethical principles concerning our working community are outlined in Aidian's Code of Conduct. The Code of Conduct applies to all our employees and businesses, and every individual employee is expected to follow it. All employees are also obliged to abide by the topic-specific corporate policies, which determine our main principles for ensuring responsible operations.

We are committed to treating all our employees equally, fairly and with respect. Each employee at Aidian has equal possibilities to succeed and develop in his/her own work. Age, sex, sexual orientation, religion, or ethnic background may never, at any stage of the employment relationship, be considered a discriminating factor. Aidian has a separate Work community development plan that has been created together with Aidian personnel.

Gender does not play a role in determining salaries or opportunities at Aidian. In the Finnish operations, salary equality is assessed using a salary mapping method as specified in the Finnish Act on Equality between Women and Men. The outcome of the mapping is reviewed and assessed by Aidian's management and employee representatives and, when necessary, corrective measures are agreed upon.

### **All our Finnish employees are covered by collective bargaining agreements**

Aidian complies with current employment legislation and applicable collective bargaining agreements in force in the country where the employee is employed. Collective bargaining agreements cover blue-collar and white-collar employees and exempts at Aidian. In addition to salary increases, the pay record covers several other terms, such as more extensive sick pay than that specified in the Employment Contracts Act, and paid maternity or paternity leave.

### **Occupational health and safety**

We offer our personnel occupational healthcare services. By taking care of the occupational health, safety and well-being of staff at work, we aim to ensure that each employee is fit for work and is not exposed to occupational diseases by minimizing and managing health risks. We want to provide our employees with a healthy and safe working environment and a smoothly functioning working community, which is characterized by an inspiring working atmosphere, good management and motivating colleagues.

Our occupational safety and well-being procedures and activities focus on the prevention of hazardous situations and occupational diseases and injuries. Well-being actions at work also aim to promote and support the working and functioning capacities of each employee. All activities are done in close collaboration with occupational healthcare.

### **Environmental, health and safety training**

Training is part of active EHS (Environmental, Health, Safety) culture and plays an important role to reduce risk of accidents. We emphasize the importance of each employee being aware of the health and safety risks that are involved in their duties, as well as how to avoid them. We have instructed safe chemical handling and storing to prevent accidents. All employees are required to follow the safety instructions and act without posing a risk to either their own safety and/or that of other employees, and without causing damage to the company's property. We also encourage employees to report their observations of hazards to help manage potential risks. To ensure that our employees act correctly and appropriately, we arrange regular training sessions as part of our good safety and security practices to avoid and prevent hazardous events, not only on the job but also anywhere else in the workplace. EHS training was given during 2021 to 90 persons and average of 4,1 hours per person. Decrease of hours and personnel training was due to the remote office work resulted from the COVID-19 pandemic. However, training for remote work practices and ergonomics was added to the training schedule.

## Employee-employer relations and staff empowerment

Aidian takes the opinions of employees into consideration in the decision-making process regarding human resources and implementing decisions related to human resources. Employee representatives mainly take part in preparing new practices or implementing changes to existing ones. In addition to mandatory employer-employee forums, our supervisors and HR department have regular informal meetings with employees and employee representatives.

Aidian appreciates the work and purpose of trade unions and employee representatives and collaborates with them with respect and openness.

All employees have annual development discussions, in which personal or group goals are set, and individual development and measures are mapped.

Aidian supports employees' leisure activities in different ways e.g. by providing financial support for sports and culture activities.

## Occupational Injury & Absenteeism

### Absenteeism

Causes of absenteeism <sup>1</sup>	2019	2020	2021
<b>Absentee rate, all absences</b>	<b>3.8%</b>	<b>1.8%</b>	<b>3.4%</b>
<b>Absentee rate due to illness</b>	<b>3.8%</b>	<b>1.8%</b>	<b>3.4%</b>
<b>Absentee rate due to workplace injuries</b>	<b>0.02%</b>	<b>0.005%</b>	<b>0</b>

**Absentee rate of all absences** is calculated as the proportion of total working time loss of total theoretical working hours.

**Absentee rate due to illness** is presented as the proportion of absence hours due to illness of the total regular theoretical working hours.

**Absentee rate due to injuries** is presented as the proportion of working hours lost due to injuries having led to an absence of 3 or more days of the total regular theoretical working hours.

### Injuries and fatalities

Injuries <sup>1</sup>	2018	2019	2020	2021
Workplace injuries causing absence of 3 or more days	1	2	1	0
Workplace injuries causing absence of 1-3 days	0	1	2	1
<b>Workplace injuries causing absence, total</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>
Workplace injuries causing no absence	1	3	0	3
<b>Workplace injuries total</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>4</b>
Commuting injuries	9	11	0	5
Fatalities	0	0	0	0
<b>All injury events total</b>	<b>12</b>	<b>17</b>	<b>3</b>	<b>9</b>
<b>Injury rate LTI 3</b>	<b>4.2</b>	<b>4.5</b>	<b>2.8</b>	<b>0</b>
<b>Injury rate LTI 1</b>	<b>4.2</b>	<b>6.8</b>	<b>5.5</b>	<b>0</b>

**Workplace injuries** include injuries caused by accidents that occur at the workplace or its area, or at an external working area outside the primary workplace.

**Commuting injuries** include injuries caused by accidents that occur when employees are travelling between home and work.

**The number of injuries causing absence from work** indicates the level of occupational safety at the company.

**Injury rate** measures the number of workplace injuries per million working hours. It can be used to compare the injury risks of different industries, professional groups, etc. It is also referred to as the LTI Rate (Lost Time Injury Rate). In this report, injury rate LTI 3 includes workplace injuries which led to an absence of 3 or more days, and LTI 1 correspondingly those having led to an absence of 1 or more days.

<sup>1</sup>The absences and injuries reported cover the staff working at the Aidian's Finnish locations. Corresponding statistics cannot be collected for the employees in foreign marketing organizations.

We report and monitor indicators annually, however, it is even more important to follow the trends in the longer term. We have implemented near-miss incident digital registration system. This is motivated by the idea that a mitigated near-miss incident might eventually prevent the future occurrence of a serious accident. To enhance this idea further and to build awareness at the plant, a KPI is put in place for reporting anomalies.

### Personnel structure of Aidian

The figures are calculated with the same accounting principles as those applied in Aidian's IFRS financial reporting.

At the end of 2021, Aidian employed approximately 280 people, and about 16 % of them working outside of Finland. About 98% of the employees were in permanent employment. Gender structure: female represent approximately 63% and male 37% of the total workforce at Aidian; and Aidian's Management Team has gender diversity: female 43% and male 57%.

The duration of exempt & white-collar employment at Aidian is averagely 10.3 years and blue-collar 8.9 years. Employee turnover is at the same level among blue-collar and white-collar workers and exempts.

Age break-down (average 43 years)

Table: Age structure, all employees

Group (years)	%
<20	0.4
20-29	10.1
30-39	28.8
40-49	28.4
50-59	25.5
>60	6.8

## Human Rights and Anti-Corruption

### Human Rights

Human rights are universal and every person around the world deserves to be treated with dignity and equality. Basic rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living. Aidian's aim is to comply with human rights obligations in all our operations. We strive to ensure that there are no violations of them in our own operations or those of our subcontractors, suppliers and other collaboration partners. We are committed to and respect the principles and values of the Ten Principles of the United Nations Global Compact, and the principles in ILO conventions, and we expect the same from our partners.

Every Aidian employee and everyone involved in the manufacturing of our products has the right to be treated well and with respect by supervisors, subordinates and colleagues. We do not accept discrimination in any form. We acknowledge the right of indigenous peoples to their cultural and spiritual values. We do not condone or tolerate the use of child labor or forced or compulsory labor in any of our operations, nor in any such operations of our suppliers that are related to our products.

We acknowledge our employees' freedom of association and their legal rights to memberships in labor organizations and collective agreements. Freedom of association is considered a personal matter of privacy. We respect the legal rights of the employees and their representative organizations and treat them openly and honestly. Aidian follows the legislation and binding collective agreements.

Principles and values to respect human rights are embedded in our Code of Conduct that we expect all our employees to comply with. Aidian's Code of Conduct obliges all employees to behave and act in ways which respect human rights. Our employees' awareness of the content and spirit of the Code of Conduct is promoted by ways of internal communication, in the context of our familiarization processes and training courses. We monitor compliance with human rights principles and react to any violation thereof.

We encourage our employees to bring to the attention of the management their experiences, observations and suspicions suggesting a violation of human rights, as well as any other activity breaching the ethical codes. We aim to examine and handle the cases quickly, confidentially and impartially, and take appropriate, case-specific measures to stop behavior and activity violating the principles.

### Anti-Corruption

Competition laws aim to protect consumers and businesses against unfair business practices. Bribery and corruption perpetuate poverty, undermine economic development and distort competition. Aidian is engaged in the international fight against bribery and corruption and participates in the UN Global Compact.

Aidian is committed to a strong work ethic and strictly prohibits its employees, suppliers, service providers, partners and distributors from engaging in bribery and corruption, as well as any conduct which could give rise to the appearance or suspicion of such illegal activities. Aidian has implemented fair competition guidelines as Aidian's Code of Ethical Business Practice.

In selecting suppliers or partners, Aidian has a critical approach as regards so-called risk countries where there is a risk of corruption, human rights or labor rights violations and/or exploitation of child labor, and where national labor legislation is weak or poorly enforced. Each business partner should comply with competition laws. Aidian has included anti-corruption and ethical requirements in agreements with partners.

Aidian's ethical guidelines and Whistleblow system support correct behavior if an employee should face an ethical dilemma. For reporting any misconduct, primarily the route is to contact our own supervisor, the supervisor's supervisor, the Human Resources department or through an entirely anonymous Whistleblow reporting system.

## Our performance in Human Rights and Anti-Corruption

**Non-discrimination.** We have no record of any violations of the discrimination ban during the review periods.

**Freedom of association and collective bargaining.** There are no such functions or activities in our company in which the right to exercise freedom of association and collective bargaining is under risk.

**Child labor.** There have been no violations of employee rights or collective agreements during the review periods. There are no such operations within Aidian where the risk of using child labor is significant. We have no record of any situations where child labor has been used in relation to our own operations during the review periods.

**Forced and compulsory labor.** We have no record of situations where forced or compulsory labor has been used in relation to our own or our suppliers' operations during the review periods.

**Anti-bribery.** No incidents of corruption or legal actions for anti-competitive behavior.

## Compliance

No incidents of the following kind have been recorded in the year under review:

- Non-compliance with regulations and voluntary codes concerning the health and safety impacts of our products and services
- Non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle
- Breaches of customer privacy or losses of customer or research subject data
- Fines for non-compliance with laws and regulations concerning the provision and use of products and services
- Fines and non-monetary sanctions for non-compliance with environmental laws and regulations
- Incidents of corruption
- Legal actions for anti-competitive behavior
- Violation of human rights