

Global Sustainability Policy



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Our position

At Ellab, we have a strong and unified purpose: *Together for a Healthier Tomorrow*. We strive to deliver integrated compliance solutions ensuring industry best practices to manage operational risk, improve control, and enhance efficiency. Together, we shape the future of life science compliance as an innovative and reliable end-to-end partner. For our purpose to remain true, we are committed to doing our part to make the world a safer and better place both now, and for future generations.

Ellab's Sustainability framework includes:

- Environment: addressing global challenges related to climate change and waste
- People: ensuring safe and healthy workplaces for all employees
- Business conduct: ensuring a transparent and accountable company

Every employee at Ellab has an important role in our sustainability efforts. Together we succeed. Our governance for sustainability is clear with organizational anchoring in the Group Management through our Global Sustainability Committee. We set global sustainability standards and objectives, operational targets and we achieve transparent tracking of performance, which is reviewed by relevant management at all levels across our global organization. In this way, we ensure that evaluation of sustainability is included in decision-making processes throughout the organization.

Our commitments

Based on our position, we are committed to continually improving our sustainability management and to:

Environment:

- Protect the environment and minimize our environmental impact
- Reduce emissions through the program of Science Based Targets initiative (SBTi)
- Minimize the environmental impact of our products over their lifetime
- Maximize resource efficiency and increase reuse/recycle of products and waste
- Rely on 100% renewable electricity

People:

- Ensure safe and healthy working conditions and prioritize mental health
- Eliminate hazards, reduce risks and prevent occupational injuries and diseases
- Demonstrate respect for human and labor rights
- Consult and involve employees in continual improvements to their work environment

Business Conduct:

- Lead with transparency through ethical business practices and strong governance principles
- Meet our applicable obligations including statutory and regulatory requirements
- Ensure transparent ESG reporting (Environmental, Social and Governance)
- Communicate our sustainability position to relevant stakeholders
- Engage with suppliers to achieve improved performance on sustainability

Our ambition

We at Ellab have an ambition to be among the industry leaders in terms of sustainability.

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