

# ESG Policy

Version: 1.0

Effective Date: 3. October 2023

## Table of Contents:

1. Introduction
2. Environmental Responsibility
3. Social Responsibility
4. Corporate Governance
5. Outsourcing and Supply Chain
6. Integration of ESG
7. Conclusion
8. Contact Information

## 1. Introduction

Pharmaforce ApS is committed to conducting business responsibly and ethically while considering the impact of our operations on the environment, society, and governance practices. This ESG (Environmental, Social, and Governance) policy outlines our dedication to ESG principles, recognizing that these factors are integral to our long-term success and to creating value for our stakeholders.

## 2. Environmental Responsibility

At Pharmaforce ApS, we acknowledge our environmental responsibilities:

- **Carbon Footprint:** We strive to reduce our carbon footprint by implementing energy-efficient practices and adopting sustainable transportation solutions.
- **Waste Reduction:** We are committed to minimizing waste generation and promoting recycling and responsible disposal.
- **Responsible Sourcing:** We source materials and products with consideration for their environmental impact, including sustainability and eco-friendliness.

# ESG Policy

## 3. Social Responsibility

Pharmaforce ApS values social responsibility:

- **Employee Welfare:** We prioritize the well-being of our employees, providing a safe, inclusive, and respectful workplace.
- **Diversity and Inclusion:** We embrace diversity and inclusion, recognizing that our diverse workforce is a source of strength and innovation.
- **Community Engagement:** We actively engage with our local communities, supporting initiatives that enhance the well-being of those we serve.

## 4. Corporate Governance

We uphold strong corporate governance:

- **Ethical Business Practices:** We conduct our business with integrity, adhering to high ethical standards in all interactions.
- **Transparency:** We maintain transparency in our operations, reporting, and decision-making processes.
- **Regulatory Compliance:** We adhere to all applicable laws, regulations, and industry standards.

## 5. Outsourcing and Supply Chain

We ensure ESG alignment in our outsourcing and supply chain:

- **Due Diligence:** We perform due diligence to ensure our partners and suppliers share our ESG values and meet our standards.
- **Monitoring:** We actively monitor and evaluate our supply chain to mitigate potential risks and maintain compliance with ESG principles.

## 6. Integration of ESG

ESG considerations are integral to our decision-making:

- **Strategic Alignment:** We integrate ESG factors into our strategic planning, recognizing their role in long-term value creation.

## ESG Policy

### 7. Conclusion

Our commitment to ESG principles is a cornerstone of Pharmaforce ApS' identity. By aligning our operations with these principles, we aim to contribute positively to our stakeholders, society, and the environment, and ensure our business's long-term sustainability.

### 8. Contact Information

For inquiries or comments regarding our ESG policy, please contact:

Mads Frazier  
Managing Director  
E-mail: [mf@pharmaforce.dk](mailto:mf@pharmaforce.dk)

Additional information can be found on our website: [www.pharmaforce.dk](http://www.pharmaforce.dk).