

# AKADEMIKLINIKEN

*Policy on Corporate Social Responsibility (CSR)*

*At Akademikliniken, we offer world-class plastic- and reconstructive surgery, aesthetic injection treatments and medical skincare to create a balance between your outer and inner well-being. Our Vision is to have the worlds most satisfied customers. With themselves. We aim to reach it in a sustainable and responsible way.*

## Our Scope:

### Sustainability and the Triple Bottom Line

Our commitment is based on the internationally agreed principles for sustainable development; human rights (including labor rights), environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We comply with local legislation, wherever we operate. Distinct from this, our commitment means that Akademikliniken continuously identifies, prevents or mitigates our risks of adverse impacts in relation to the core principles for sustainability. We will communicate how we manage such impacts. We will seek to contribute proactively to sustainable development, where it makes most sense.

## Our expectations to employees

Our employees are key partners in helping us respect international principles for sustainable development. We expect all team members at Akademikliniken to assist us in honoring our commitment in their daily work.

We will embed our CSR commitment in the daily work of both our employees and management through procedures, training, communication and ongoing assessments. We always appreciate good ideas for how to prevent or mitigate our adverse impacts on principles for sustainability.



## Our expectations to business relationships

We expect all of our business relationships to meet the globally agreed minimum standard for responsible business conduct as expressed in this commitment. Business relationships shall implement the UNGPs/OECD; i.e. manage adverse impacts that they cause or contribute to in relation to international principles for human rights incl. labour rights, the environment incl. climate, and anti-corruption, and ask the same from their business relationships. Any severe adverse impacts that our business relationships cause, contribute to or are linked to, shall be communicated to us promptly.

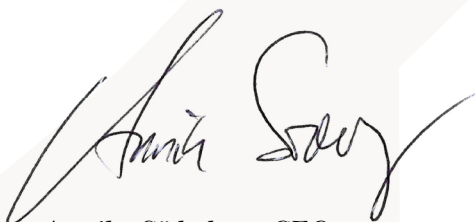
## Integration

This policy commitment is reflected in all other policies, guidelines, and procedures in Akademikliniken. We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with us, our services, products or business relations.

## Policy Commitment development

This policy is developed with assistance of external experts and approved by the board of directors. The policy commitment is communicated both internally and externally. The policy will be reviewed and, if necessary, revised every second year reflecting our progress in implementation.

Stockholm, Sweden  
August 2020

A handwritten signature in black ink, appearing to read 'Annika Söderberg', is written over a light grey background.

*Annika Söderberg, CEO*