

As a supplier to the hospital sector in Northern Europe Nowus Healthcare is aware of its responsibility to respect human and labor rights. We take on this responsibility through a strong set of values, compliance with legal regulations and strong, established standards.

This policy states our commitment to the principles of human and labor rights which includes an onwards transmission of the commitment to our suppliers. It is a goal to ensure that Nowus Healthcare and our suppliers align with international and local standards and regulations, promoting human rights and fair labor practices.

The policy applies to major suppliers involved in delivery of goods or services regardless of their location.

Policy Statement

1. Human Rights and Labor Standards

- **UN Universal Declaration of Human Rights:** Nowus Healthcare and its suppliers must respect and uphold the principles outlined in the UN Universal Declaration of Human Rights. This includes ensuring no discrimination, fair treatment, and respect for workers' rights.
- **ILO Core Conventions:** Nowus Healthcare and its suppliers must adhere to the eight core conventions of the International Labour Organization (ILO), including those on forced labor, child labor, discrimination, and freedom of association (Conventions 29, 87, 98, 100, 105, 111, 138, and 182).
- **UN Convention on the Rights of the Child:** Nowus Healthcare and its suppliers must comply with the UN Convention on the Rights of the Child, particularly Article 32, which protects children from economic exploitation and ensures their right to education and development.

2. Occupational Safety and Health

- Nowus Healthcare and its suppliers must comply with all applicable occupational safety and health legislation in the country where goods are produced. This includes providing a safe working environment and implementing measures to prevent accidents and injuries.

3. Labor Laws and Social Security

- Nowus Healthcare and its suppliers must adhere to the labor laws of the country where goods are produced, including regulations on wage conditions and social security protection. This ensures fair compensation and social benefits for workers.

4. Anti-Corruption

- Nowus Healthcare and its suppliers must comply with the UN Convention against Corruption. In cases where international rules provide stronger protection than national laws, suppliers shall adhere to the principles of those international regulations.

Compliance and Monitoring

- Suppliers will be regularly assessed for compliance with this policy through our supplier risk assessment process
- Non-conformity handling will be conducted in our ISO 14001 non-conformity process.
- Non-compliance may result in corrective actions, including termination of the supplier relationship
- Customers are allowed access to our facilities at all times in order to audit our human and labor rights management.

Communication and Awareness

- Nowus Healthcare will promote awareness of sustainable practices among suppliers and encourage continuous improvement.

Review and Update

- This policy and the sustainable supplier management work will be reviewed and updated periodically to ensure its effectiveness and relevance. At a minimum yearly as part of the company's ISO 14001 management review.

By adhering to this policy, we aim to foster a sustainable and ethical supply chain that respects human rights and promotes fair labor practices.

It is the responsibility of our CEO, Lars Henriksen that Nowus Healthcare comply with the basic conditions of Human and Labor Rights.



Lars Henriksen, CEO, 27th May 2025