Nordic Prime ESG Policy

1. Purpose

Nordic Prime is committed to conducting its business in a responsible and ethical manner, with consideration for environmental, social, and governance (ESG) aspects.

As a pharmaceutical company operating without in-house manufacturing, Nordic Prime works through partnerships and suppliers. While our direct environmental and social impact is limited, we recognize our responsibility to promote responsible practices throughout our value chain.

This policy outlines our general principles and approach to ESG.

2. Scope

This policy applies to Nordic Prime's activities and guides how we interact with employees, business partners, suppliers, and other stakeholders.

3. Our Approach

Nordic Prime takes a pragmatic and proportionate approach to ESG.

We strive to:

- act responsibly and with integrity in our business operations
- comply with applicable laws and regulations
- collaborate with partners who share similar standards of responsibility

We recognize that ESG is an ongoing process and aim at continuous improvements where relevant and feasible.

4. Environmental Responsibility

Nordic Prime does not engage in manufacturing and therefore has limited direct environmental impact. However, we acknowledge our indirect impact through our value chain.

We:

- consider environmental aspects when selecting and working with partners
- expect suppliers to comply with applicable environmental laws and standards
- are mindful of resource use, including travel and logistics, where relevant

We expect our manufacturing partners to manage environmental risks responsibly, including handling of pharmaceutical substances and waste in accordance with applicable regulations and conventions.

5. Social Responsibility

Nordic Prime supports fundamental human and labor rights and seeks to maintain a respectful and professional working environment.

We:

- treat all individuals with respect and fairness
- support a safe and healthy working environment
- promote a culture of professionalism and integrity

We expect our partners and suppliers to:

- comply with applicable labor laws and regulations
- respect internationally recognized human rights
- not engage in child labor, forced labor or discrimination
- provide safe and appropriate working conditions

As a company operating within the pharmaceutical sector, we also recognize the importance of product responsibility and patient safety in the distribution and handling of medicines.

6. Business Ethics and Governance

Nordic Prime is committed to conducting business with integrity and transparency.

We:

- comply with applicable legal and regulatory requirements
- conduct business in an honest and ethical manner
- avoid corruption, bribery, and improper business practices

We expect our business partners to uphold similar standards in their operations.

Decision-making within Nordic Prime is handled in a structured and responsible manner, reflecting the size and nature of the organization.

7. Implementation

This ESG Policy serves as a guiding framework for Nordic Prime.

The principles are considered in relevant business decisions, including the selection and evaluation of partners and suppliers, to the extent appropriate for our operations.

8. Monitoring and Review

Nordic Prime does not operate formal ESG management systems but remains attentive to developments in relevant regulations and industry practices.

This policy is reviewed periodically and updated as needed.