

Akademikliniken
Sustainability
Policy

Akademikliniken Sustainability Policy

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. We achieve this by using the best available medical procedures and products, state of the art equipment, structured processes and world-class medical expertise.

Every person should be able to make their own decisions concerning their body and physical appearance as well as it's effect on their inner well-bing. Therefore we strongly believe that Akademikliniken has a role to fill in society as a supplement to the public health care system.

We care deeply for our patients. They should be able to trust us to help them achieve an outcome from their procedure which is in-line with their expectations. Therefore we might advise patients against treatment, or even decline it, if we do not believe this is possible.

Our Vision is to have the worlds most satisfied customers. With themselves. We are committed to sustainability and aim to reach our Vision in a sustainable and responsible way as described in this Sustainability Policy.

Our contributions to sustainable development

At Akademikliniken, we take responsibility to support a sustainable society. In this effort we focus on three key areas and we want to ensure that we are always...

... caring for our patients: Our world-class treatments benefit our patients' right to health and we want our business to continuously contribute to the fulfilment of this

right. Aesthetic procedures, like all medical procedures, involve certain risks. At Akademikliniken we take this very seriously and do our utmost to minimize risks of adverse effects to our patients, for example by strict protocols to ensure all patients are healthy and eligible for treatment. If adverse impacts should occur, Akademikliniken ensure we are available for our patients 24/7. In addition, as industry leaders, we commit not only to the safety of our own patients; we also work to improve the standards of the entire industry. We continuously engage with regulators, peers and relevant organizations to ensure adequate rules and regulations to protect patients from being treated by unauthorized professionals and to ensure that all patients are provided with correct advice and necessary support in their process. Patients that wish to benefit from our industry, should be protected from disappointments, over-treatments, unsafe procedures or other undue risks.

... caring for our employees: We care deeply for our employees. Our employees are the ones ensuring that we can run a sustainable business, and who provide the customer care and outcomes we strive for. It is important to us, that all existing and potential employees are treated with dignity and respect. As part of this, promoting gender equality is a top priority for us. Both our employees and our patients deserve the best foundation for providing a world class service. We invest in their professional training, general wellbeing and awareness of sustainability across our operations.

... caring for our environment: We appreciate that all actors in our society need to act on climate change. In addition to our continuous efforts to reduce all our adverse environmental impacts, we have established our first CO₂ baseline to guide our efforts. To reduce our carbon footprint, we will continue our focused engagement to diligently improve this measurement and to use our leverage to make our value chain reduce impacts.



Our Scope: Sustainability

Our Sustainability Policy 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 pro-actively to sustainable development, where it makes most sense and with the priorities mentioned above.

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 policy commitment in their daily work. We will embed our Sustainability Policy 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. In addition, we may prioritize collaboration with companies that demonstrate extraordinary achievements in relation to sustainable development.

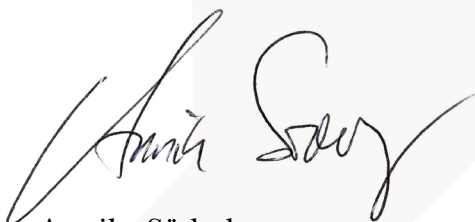
Integration

This Sustainability Policy 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.

Sustainability Policy development

This policy is developed with assistance of external experts and approved by the board of directors. The policy 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
Februari 2021



Annika Söderberg,
CEO