

## 1 INTRODUCTION

The Transparency Act aims to promote businesses' respect for fundamental human rights and decent working conditions. This report has been prepared in accordance with Section 5 of Norway's Transparency Act, which aims to promote respect for fundamental human rights and decent working conditions in business operations.

It outlines the steps Laerdal Medical AS has taken to reduce the risk of adverse impacts on human rights and working conditions across our own operations and those of our business partners. Though Laerdal Global Health AS is not formally subject to the Act, it is included in this report due to its close operational ties with Laerdal Medical.

The report covers the period from 1 July 2024 to 30 June 2025

### 1.1 Commitment Statement

Our commitment to promoting and respecting human rights and decent working conditions is endorsed by our Board of Directors and formalized in our Corporate Social Responsibility (CSR) Commitment.

[Policy Commitment Corporate Social Responsibility | Laerdal Medical](#)

## 2 OUR BUSINESS

### 2.1 Structure

Laerdal's shared goal is to help save one million more lives, every year, by 2030. To achieve this, our structure supports coordinated action across multiple business areas.

Laerdal Medical AS includes 26 sales companies, 4 manufacturing sites, and 7 product development locations.

Laerdal Global Health AS was established in 2010 as a non-profit sister company focused on improving maternal and newborn health, aligned with the UN Sustainable Development Goals (SDGs).



## 2.2 Vision and Goal

Our vision is that no one should die or become disabled unnecessarily due to childbirth, sudden illness, serious injury, or medical error.

Our collective goal is to help save one million more lives, every year, by 2030.

For more than 60 years, Laerdal has supported developments in resuscitation and patient safety. We offer solutions for training laypeople and professional lifesavers. We produce robust, durable medical equipment certified by relevant regulatory authorities. Our equipment is delivered globally, primarily to healthcare providers, educational institutions, and emergency services.

Laerdal is committed to delivering innovative and sustainable products while reducing environmental impact. The 17 United Nations (UN) Sustainable Development Goals (SDG) guide our organization, with a particular focus on SDG 3: Good Health and Well-being.

## 2.3 Internal Guidelines

Laerdal's commitment to human rights and decent working conditions is anchored in our guidelines and governance systems and affirmed by our membership in the UN Global Compact. Our commitment reflects the UN Declaration of Human Rights and is adopted by the Board. All Laerdal companies, including Laerdal Global Health, are covered by Laerdal's Code of Conduct. In addition, we follow our corporate ESG policies (Environment, Social, and Governance), which include:

- [Equal opportunities. Laerdal on diversity and inclusion | Laerdal Medical](#)
- [Environment and circular solutions](#)
- [Anti-slavery](#)
- [Anti-corruption](#)
- [Conflict Minerals Policy Statement](#)
- [DNSH Statement for Laerdal Medical | Laerdal Medical](#)
- [Laerdal Code of Conduct](#)
- [Laerdal Medical Code of Conduct for Business Relationships | Laerdal Medical](#)
- [Sustainable sourcing policy | Laerdal Medical](#)
- [Whistle-blower line. Our commitment and contact details Whistleblower Channel](#)

These guidelines apply to all Laerdal legal entities, factories, development units, and sales offices globally.

A CSR leadership forum, including the CEO, ensures continuous evaluation of results and improvement within human rights, labor rights, environmental practices, and anti-corruption.

- [Laerdal-leadership-Forum](#)

We encourage employees and other stakeholders to inform us of challenges related to human rights, the environment, or corruption — across all activities, services, products, or business relationships.

Our human rights commitments have been developed with external expert input, approved by the Board, and are communicated both internally and externally. These policies are reviewed and revised as needed.

### **3 DUE DILIGENCE ASSESSMENTS**

#### **3.1 Guidelines and Procedures**

Laerdal's commitments are based on internationally recognized principles for sustainable development in human rights (including labor rights), environment (including climate), and anti-corruption, as developed by the UN Global Compact. These are operationalized through the UN Guiding Principles (UNGPs) and OECD Guidelines for Multinational Enterprises.

We comply with national legislation wherever we operate. Beyond this, our commitment requires Laerdal to continuously identify, prevent, and reduce risks of adverse impacts related to our sustainability principles. We are transparent about potential negative impacts and work proactively for long-term sustainable development.

An annual sustainability report provides updates on progress and challenges:

[2025 Laerdal Sustainability Report](#)

#### **3.2 Our Efforts to Prevent Adverse Impacts on Human Rights and Decent Working Conditions**

Laerdal continuously conducts due diligence assessments internally, across our supply chain, and with business partners in accordance with OECD guidelines. These assessments focus on fundamental human rights and decent working conditions.

We communicate and follow up on our commitments through our processes and policies, such as Laerdal's Code of Conduct and Code of Conduct for Business Relationships.

Risk assessments are carried out by:

- Identifying areas of potential risk
- Describing how we prevent and reduce these risks
- Describing how we monitor and follow up on these risks
- Maintaining a channel for reporting and remediation of potential adverse impacts (whistleblower channel)

We expect our business partners to do the same.

### 3.2.1 Own Operations

In addition to the actions outlined in section 2.3, we have introduced annual **EcoVadis evaluations** of our operations. The EcoVadis platform is based on 33 relevant UN human rights articles covering 48 human rights, 20 environmental, and 16 economic sustainability indicators. Each risk is assessed in relation to our operations, policies, and procedures. These evaluations support improvements in the environment, ethics, labor, human rights, and sustainable procurement.

Identified and potential risks are reviewed biannually in board meetings at each factory. We also have a group-wide management review process, internal audits, and third-party reviews.

Employees play an important role in our sustainability work. We expect all employees to contribute to our sustainability commitments through training, communication, and regular gap assessments. Employees are encouraged to share ideas to reduce risks and promote improvements aligned with our mission: *Helping Save Lives*. Strong proposals are promoted and shared in all-employee meetings to foster ownership and motivation.

### 3.2.2 Suppliers and Business Partners

Laerdal considers respect for human rights to be a foundation of value creation. All business partners are expected to meet globally accepted minimum standards as outlined in our Code of Conduct for Business Relationships. Business partners are required to handle and communicate potential adverse impacts in accordance with UNGPs and OECD guidelines and to inform Laerdal without delay of any serious issues within their own operations or supply chains.

All partners are required to sign our Code of Conduct for Business Relationships. [Laerdal Medical Code of Conduct for Business Relationships](#)

Laerdal has worked actively for many years to ensure human rights, sustainability, and responsible environmental practices in the supply chain. EcoVadis is integrated into our procurement and supplier follow-up processes.

EcoVadis supports the due diligence process as defined by OECD, including:

1. Risk identification and assessment
2. Risk prevention — including corrective actions with suppliers
3. Monitoring and reporting — using KPIs and dashboards

Internally, we support this process with:

- Company guidelines
- Dedicated responsibilities anchored in leadership
- Whistleblower channels
- Supplier audits where deemed necessary

Laerdal collaborates with a wide range of business partners worldwide. Using EcoVadis gives us a more structured and results-based approach to risk management, providing insight into supplier capabilities and commitment to human rights and labor standards.

### **3.2.3 Whistleblower Channel**

Laerdal has a digital whistleblower channel where reporting of potential breaches of our guidelines is encouraged. Employees and external parties can report possible violations of our internal or supplier codes of conduct.

The channel is managed by Pricewaterhouse Coopers (PwC) and ensures confidentiality and ethical standards. Concerns can be reported via online form, email, or postal mail. Examples include ethical violations, harassment, breaches of health and safety regulations, and environmental or human rights violations. The company guarantees protection against retaliation and commits to a fair, objective, and confidential follow-up process. PwC performs the initial review and, if necessary, appoints an investigation team. PwC also provides an annual report of reported cases.

[Laerdal Medical whistleblower channel](#)

## **4 NEGATIVE CONSEQUENCES AND RISK**

### **4.1 Own Operations**

Through internal processes and systems, complemented by the EcoVadis platform, fundamental human rights have been evaluated. During this reporting period, Laerdal has not identified any actual adverse impacts on fundamental human rights and decent working conditions within our own operations. However, risks of potential adverse impacts have been identified. The types and levels of risk vary across geographical locations. Gender equality, gender balance, and health, safety, and environment (HSE) have been identified as potential risk areas across all our sites. This period, we focused on physical working conditions at the factories in Stavanger and Gatesville, Texas.

### **4.2 Supply Chain and Business Partners**

As of 2025, we are connected to our most critical and strategic suppliers through the EcoVadis platform. Risk assessments on the platform identify supplier categories with general risk for adverse impacts on human rights and/or decent working conditions.

For both the previous and current reporting period, Laerdal has identified and categorized the following supplier groups as high risk:

1. Textiles
2. Electronics
3. Chemicals — including HSE-related concerns

Risks related to freedom of association and union participation have been identified as significant in certain geographical areas. During this reporting period, we intensified the systematic review of suppliers within these categories. We initiated dialogue and follow-up plans to ensure that suppliers either have adequate control over risks or are implementing actions to reduce or eliminate them. Dialogue and cooperation with our suppliers are a vital part of our procurement process. Suppliers are the link to the rest of our value chain, and close collaboration is essential in Laerdal's efforts to promote fundamental human rights and decent working conditions.

During this reporting period, Laerdal has not identified any breaches of fundamental human rights or decent working conditions among our suppliers or business partners.

## 5 MEASURES

### 5.1 Implemented Measures

#### Own Operations

Laerdal sees it as our duty to implement actions to prevent and/or reduce the risk of adverse impacts materializing. Over recent years — and particularly during this reporting period — Laerdal has implemented several measures to address and reduce the risks outlined earlier in this report.

In 2023, Laerdal implemented a set of initiatives to safeguard human rights at our factories and office locations. This included training programs, strict quality processes, and updated guidelines — including those related to diversity, equality, inclusion, equal opportunities, non-discrimination, freedom of association, and other relevant areas. Mechanisms for grievance and complaint handling were also established to help identify and mitigate potential negative consequences. Laerdal places great importance on employee wellbeing and safety. These efforts reflect our commitment to ethical and responsible operations.

Follow-up measures during the reporting period included:

- Group-wide salary reviews are categorized by job family, level, location, and gender. Annual reviews are conducted to ensure that any pay differences are justified by role and responsibility.
- Regular evaluation of comparable roles to capture changes in responsibilities that might affect pay parity groups.
- Annual employee engagement survey to assess, identify, and follow up on improvements related to work environment and engagement. The latest survey had a 91% response rate, with top-quartile results across all dimensions, including diversity, equality, and inclusion.
- “Diversity, equity, inclusion and belonging” (DEIB) was introduced as one of our five updated leadership principles, followed by workshops and support materials for managers.
- Support for the establishment and continuation of independent employee resource groups such as the “DEIB Committee” and “Women in Leadership,” promoting diversity, equality, and inclusion.
- Partnership with TENK Tech Camp to help make technology an accessible, engaging, and inspiring choice for more girls.
- Initiatives to strengthen belonging and promote wellbeing through various social, cultural, and sports activities that contribute to an inclusive and health-promoting work environment.
- Ongoing improvement of recruitment policies to minimize discrimination risk.
- Continuous risk identification and improvement efforts within HSE.

A major HSE initiative was the relocation of our Stavanger production to a new, modern facility, and the establishment of a new warehouse and related offices at the Gatesville, Texas factory. These projects have improved physical working conditions, including universal design, better lighting, ventilation, and more efficient work processes.

## Supply Chain

Based on our due diligence assessments and EcoVadis-supported risk evaluations, Laerdal is considering additional internal and supplier follow-up measures. During this reporting period, we continued close monitoring of critical and strategic suppliers. Through dialogue, we emphasized the importance Laerdal places on human rights and decent working conditions. We consider good communication and close follow-up, along with clear expectations, essential to preventing negative consequences.

Our 2025 goal is for **80% of our supplier base** to undergo a **CSR (Corporate Social Responsibility) evaluation** via EcoVadis or an equivalent alternative. If minimum standards are not met, the relevant suppliers will undergo review and close follow-up.

A **new and strengthened Code of Conduct for Business Relationships** has been developed and will be distributed to all suppliers in the upcoming period. Key updates include a stronger emphasis on third-party CSR evaluations and new requirements for carbon footprint, emissions, and waste management reporting.

## 5.2 Planned Measures

### Own Operations

Based on identified risks within our own operations, we will continue implementing new measures and processes, as well as evaluating and improving ongoing initiatives. Examples of planned actions include:

- Evaluating results and following up on actions from the annual employee survey
- Continuing initiatives to increase the proportion of women in leadership roles (currently 44% of total staff, 39% of managers, and 40% of executive leadership)
- Launching four new global leadership development programs
- Continuing efforts to recruit more women into technology roles (in 2024, 47% of new hires were women)
- Continuing our partnership with TENK Tech Camp to inspire more girls to pursue technology
- Rolling out DEIB awareness and competence-building activities to foster inclusive practices throughout the organization

We will also continue improving how we manage our due diligence assessment tools. Currently, local site leaders (in our 26 countries of operation) are responsible for updating their assessments. We aim to evaluate how we can work more continuously with these tools to better address our risk areas. Our **Corporate Social Responsibility (CSR) Leadership Forum** remains a key arena for discussion and direction-setting in this area.

### Supply Chain

Long-term contracts and close supplier relationships are the foundation of our efforts to avoid negative consequences in the supply chain. We conduct annual supplier audits, including physical site visits. We also focus on closer cooperation with critical and strategic suppliers to ensure a clear understanding of Laerdal's expectations and requirements.

In the next reporting period, we will continue to implement **EcoVadis CSR evaluations** with our suppliers, focusing on improvement areas and follow-up actions leading up to annual reassessments. EcoVadis supports more effective and targeted supplier follow-up.

Suppliers unwilling to use EcoVadis must demonstrate that they have equivalent systems and processes in place to ensure fundamental human rights and decent working conditions are respected.

### **6 CONTACT INFORMATION**

If you would like more information related to this report or have questions about how we handle actual or potential adverse impacts under the Transparency Act, please contact: [transparencyact@laerdal.com](mailto:transparencyact@laerdal.com)