



# Diversity, Equity & Inclusion Policy

Effective: 2 January, 2024  
Version: 2.0

## SCOPE

The Scope of this policy is:

- All employees at Camurus

## OVERVIEW

Camurus is committed to creating and fostering diversity, equity and inclusivity across the entire organization. We aim to establish a culture of belonging where all of our employees, no matter background, beliefs, or experiences, feel valued and can contribute to achieving great outcomes.

## ROLES AND RESPONSIBILITIES

Role	Responsibility and Obligations
HR	<ul style="list-style-type: none"> <li>• Establish, maintain, and archive this HR Policy</li> <li>• Communicate this HR Policy to the whole organization</li> </ul>
All employees	<ul style="list-style-type: none"> <li>• Follow and to respect this HR Policy</li> </ul>

## POLICY

### Objective

At Camurus, all discrimination, regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age, is prohibited.

Camurus is dedicated in creating and fostering diversity, equity and inclusivity (DEI) across the entire organization. The aim is to establish a culture of belonging where all of Camurus' employees, no matter background, beliefs, or experiences, feel valued and can contribute to achieving great outcomes. Diversity, equity, and inclusion is a part of how we work every day.

In order to better serve Camurus' patients and customers, it is vital that we embed DEI into business strategies to better understand the global and local markets. This will support the business to deliver on Camurus' commitment to improve the lives of patients with severe and chronic diseases. To realize this, every Camurus employee has responsibilities, which are highlighted below.

### Employee responsibilities:

Every employee is responsible for Diversity, Equity and Inclusion. Camurus' employees have to:

- Be respectful of the dignity and diversity of others
- Establish an environment that is inclusive and free from any sort of discrimination and harassment
- Strengthen their cognizance of unconscious bias and recognize when it may possibly impede efforts aimed at creating inclusiveness and collaboration within the organization by giving access to trainings
- Emphasize inclusive actions that foster diversity and equity Only purchasing and using animals specifically bred for research purposes

- Act immediately and appropriately when they or another individual has been subjected to conduct prohibited by this Policy. The employee is urged and expected to report the relevant facts promptly by either approaching their manager, any member of the HR team, or via our whistleblowing platform (Found here: [Within Sweden](#) or [Outside Sweden](#))

### **Line manager responsibilities:**

Responsibilities include, but are not limited to:

- Make certain that decision-making related to employment does not include any form of discrimination
- Promoting and inspiring respect and equity through inclusivity and other means, in the work environment and work performed.
- Reducing the possibility for bias in employment-related decision-making (such as compensation, performance evaluations, hiring, et cetera)
- Utilizing an extensive base when in search of new talent, which in turn allows for the creation of a diverse workforce with a foundation in inclusiveness
- Allocating resources that help accommodate persons with disabilities and those practicing religious beliefs. Accommodations will be determined and provided on an individual basis.
- Supporting DEI, and related values, by establishing a safe and inclusive work environment
- Maintaining a work environment that does not allow any harassment, discrimination, or any similar behavior
- Reflecting leadership that values any and all viewpoints and perspectives
- Fostering and encouraging collaboration amongst employees, maintain a respectful setting that is welcoming to a diverse range of opinions and suggestions
- Creating an ethos that encourages respect for all stakeholders; customers, employees, vendors, contractors, patients, et alia.
- Promptly addressing any other behavior that is in violation of any laws, regulations and/or policies that relates to diversity, equity, and/or inclusion. The manager is urged and expected to report the relevant facts promptly by either approaching any member of the HR team, their manager, or via our whistleblowing platform (Found here: [Within Sweden](#) or [Outside Sweden](#))

### **Recruiting practices:**

Inclusion and diversity measures are built into Camurus' recruitment process and candidate assessment framework and are constantly evaluated.

Everyone involved in the hiring process has access to the information and resources they need to develop inclusive interviewing skills. All hiring managers and internal recruiters have access to and receive training in inclusive hiring practices. Camurus' internal recruiters also receive training on how to continuously drive meaningful conversations with hiring managers to help implement these hiring practices with every role. These trainings help mitigate inherent biases and create more consistent hiring experiences for all.

## **REPORTING INAPPROPRIATE CONDUCT**

If an employee believes that they or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly by either approaching your manager, any member of the HR team or via Camurus' whistleblowing platform.

To raise a concern within Sweden use this link: [Within Sweden](#)

To raise a concerns outside of Sweden use this link: [Outside Sweden](#)

No one who in good faith reports suspected wrongdoing will be subject to retaliation or discipline by Camurus for having reported a case, even if the allegation that is made is ultimately established to be non-substantiated.