



Evolan sustainability report 2020

Message from CEO

In my role as CEO for Evolan my main responsibility is to continue to develop our business and create possibilities for continued sustainable expansion. We continued to have a strong revenue growth in 2020 at 24 percent, which confirms that our strategy is still working. During 2020, we launched Melatan, our own melatonin product that is available over the counter. I am proud of what we at Evolan have achieved during 2020, and especially of our employees which are the enablers of everything we do. The commitment among our team, which became even more clear during the pandemic, and the will to improve and break new grounds is constantly present. We all believe in our business model and in our products and the positive effects they have on society.

Evolan's work environment has been affected by Covid-19. Close and frequent interactions at Evolan's office between all employees is a fundamental part as it results in fast decision-making with flexible solutions, which is a key to Evolan's success. Covid-19 has put this to the test with many employees working from home on a regular basis, resulting in less interactions. With the aid of technical solutions such as video meetings, employees have still been able to "meet" but it can never replace the physical meeting.

The fact that we are a small company also entails challenges, not least from a sustainability perspective. However, we believe that taking sustainability issues into account when moving forward is of great importance if we want to stay financially sound in a world with increasing regulations and customer demands. We also see sustainability as an opportunity to gain competitive advantage in a market where the lowest price is always prioritised. We renewed our sustainability agenda in 2020 by conducting a materiality analysis that led to a new list of prioritised material sustainability issues. Further, during 2020, we became required to sustainability report according to the Annual Accounts Act and we began to map the risks we see in our value chain.

This is our fourth sustainability report, which allows our stakeholders the opportunity to better understand how we view, what we are doing and what our future plans are in terms of sustainability. From 2019, our reporting to a larger extent entails all products rather than mere focus on pharmaceuticals.

In 2017, we became members of Pharmaceutical Supply Chain Initiative (PSCI). We see the membership as an important tool in monitoring and managing complex sustainability issues in pharmaceutical supply chains. In 2020, we developed and launched a Supplier Code of Conduct, which strengthens and clarifies our sustainability demands on our suppliers. Going forward, we will continue to develop our work with sustainable supply chains.

It is of great importance that Evolan is a company that attracts the best competence and that our products are produced in a way that respects both people and planet. Further, these products need to be reliable, accessible and safe. I believe that by continuously improving our sustainability efforts, we will keep earning the trust of our stakeholders which will be beneficial for us at Evolan and society at large.

Richard Karroum, Managing Director, Evolan Pharma AB 2021-03-31



This report includes Evolan Pharma AB, reg No 556718-9781 with subsidiaries.

About Evolan

Evolan Pharma AB, located in Danderyd, Sweden, is a privately owned Swedish pharmaceutical company with most of our sales coming from Sweden, but also to an increasing extent from the other Nordic countries and other markets, such as the UK, Australia, New Zealand, USA and Canada.

Our competences are concentrated around business development, marketing and sales of pharmaceutical products and other products closely related to pharmaceuticals. To ensure high quality and availability of our products, we are partnering with a number of well-established producers and service providers.



Evolan divides its business operations within four main areas - Store brand OTC, Branded OTC, Generic Rx and Originator products. During 2020, more than 150 different products contributed to Evolan's business. This includes pharmaceutical products, medical devices, food supplements and cosmetic products.

We outsource all of our manufacturing and product development activities. Apart from this, the office in Danderyd includes all other functionalities needed for a pharmaceutical company, including departments for regulatory affairs, pharmacovigilance and quality assurance, but also a logistic department that plays a key role for Evolan in everyday business.

Net sales in 2020 for the consolidated group* amounted to 581 376 TSEK. Net sales rose by 24 percent compared with the previous year (2019: 32%). The total capitalization amounted to 402 484 TSEK.

*Evolan Pharma AB, Apofri AB, reg No 556773-6847 and Pharmaceuticals Sales & Development Sweden AB, reg No 556753-1412. More details can be found in the annual reports for 2020.

Our business areas

Store brand OTC

- Three exclusive store brands – ABECE and Apofri for the leading pharmacy chains in Sweden and Norfri for the leading pharmacy chain in Norway.
- Generic pharmaceuticals of well-known originator products but also medical devices, food supplement and cosmetics.



Branded OTC

- Distributor of Zilk Eye, Tiger Balm, Clear Eyes and the new product Melatan.



Generic Rx

- Monthly tender business for generic pharmaceuticals
- Focus on smaller specialty products and niche generics



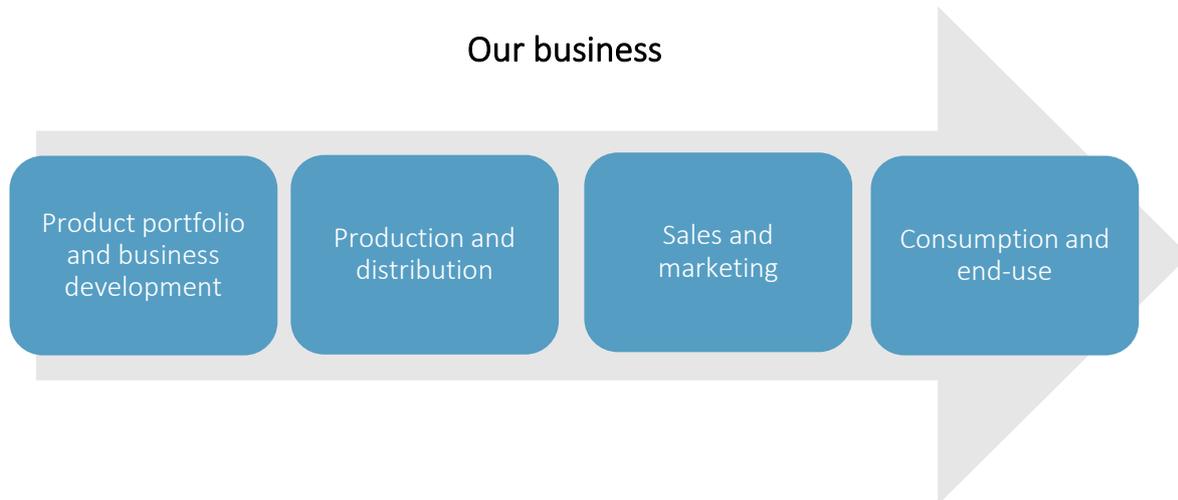
Originator products

- Dedicated sales force for a product portfolio of ADHD medication
- Invicorp (erectile dysfunction) and Zipzoc, Viscopaste and Ichthopaste (wound care)



Goals and strategies

Evolan is an expansive company that aims at grasping new business opportunities and new business models. We take pride in our products and the value they add to society by increasing the well-being of people and enhancing quality of life. Our employees are key for us when it comes to realising our goals, and we are therefore working hard to both attract and retain the best talents.

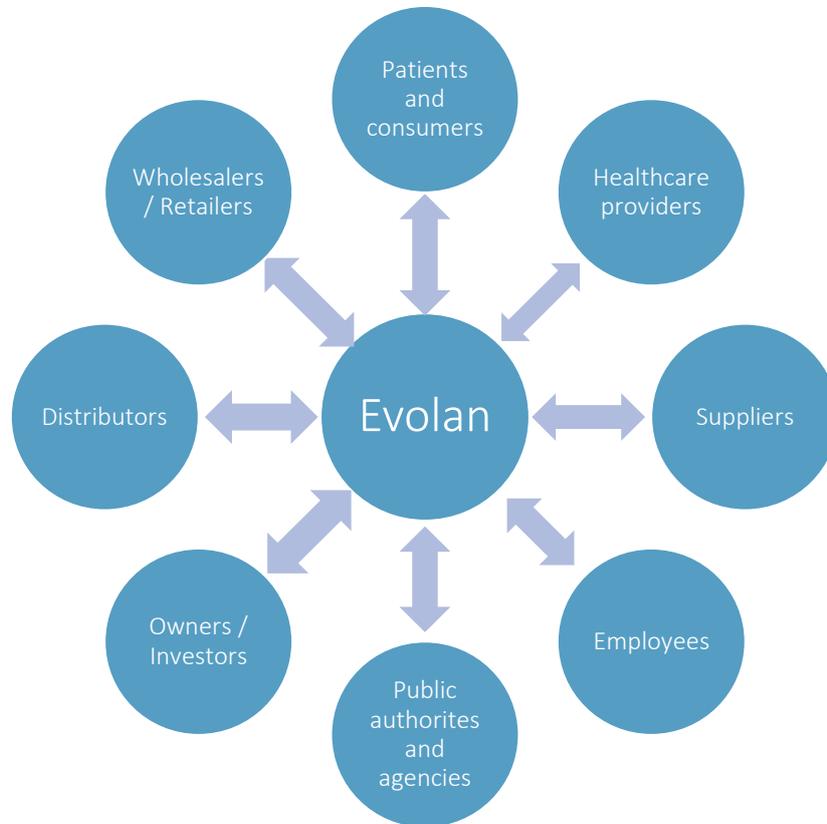


Evolan and our surrounding world

Our business is focused on Sweden and the other Nordic countries, with production of finished goods from suppliers mainly located in Europe and a few in India. It is important to be aware of and informed about issues that are of concern for various stakeholder groups in the regions where we sell our products, but also in regions where the products are produced, stored and transported. Some stakeholders are of special importance to us, since they are either influencing our business to a large extent or vice versa.

Our capability of understanding and responding to our stakeholders' needs are of vital importance for our success. During 2020 Evolan had continued informal dialogues with different stakeholder groups, such as customers, suppliers, employees and owners. As a result of Covid-19, the majority of our dialogue with stakeholders was held digitally. In 2017, a survey was carried out with the help of a third party with key stakeholders from above mentioned stakeholder groups as well as public authorities and other types of organisations such as policy institutes and research foundations. Input from this dialogue is used in both developing Evolan's sustainability agenda, as well as guide the issues we are reporting on.

Our stakeholders



In the survey the representatives from all stakeholder groups highlighted compliance with laws and regulations as a topic of great importance. Environmental and social topics related to manufacturing of pharmaceuticals and sustainability in the supply chain i.e. effluents and waste and supplier assessments, were considered among the most important topics for customers, public authorities, other organisations, owners and employees. Equal opportunity and anti-discrimination were considered as a very important topic by Evolan’s customers, suppliers, owners and employees. The latter two stakeholder groups also highlighted competence as a topic of great importance. Topics related to customer health and safety, information about products and customer satisfaction were considered specifically important by owners, suppliers and other organisations. A stakeholder dialogue on a smaller scale was conducted in 2020 to gather input for Evolan’s updated sustainability agenda. More information on how we are working with these topics is covered on the following pages.

Sustainability for Evolan

In Evolan’s sustainability report we present how we work and perform within the different sustainability areas that we have identified as material for Evolan and our stakeholders. Our key sustainability areas can be found in all stages of our value chain; from the development of new products to the use of them in medicinal treatment of patients.

Material issues along our value chain

Evolan started identifying the most significant sustainability issues throughout our value chain in 2017. Based on the feedback we received in the stakeholder survey, a materiality analysis was conducted in an internal workshop and eight sustainability topics were prioritised and established as our material ones.

In 2020, we updated our materiality analysis through a workshop and three interviews with various stakeholders. The topics were selected based on the level of relevance for our business and for external stakeholders. The direct and indirect economic, environmental and social impacts of each issue were also considered in the prioritisation. Evolan continuously works with the following seven identified material sustainability issues:

- Our material issues:**
1. Customer health and safety
 2. Sustainability in supply chain
 3. Greenhouse gas emissions
 4. Occupational health and safety
 5. Equal opportunity and anti-discrimination
 6. Compliance
 7. Effluents and waste

- Other sustainability issues:**
- Environmental protection and biodiversity
 - Diversity
 - Water usage in production
 - Accessibility and reliability
 - Research and development
 - Energy usage
 - Information about products
 - Customer satisfaction
 - Stakeholder dialogue and participation
 - Sound finances
 - Attracting and retaining competence
 - Anti-corruption

Sustainability risks in our value chain

In 2020, we also conducted a risk analysis where we mapped the sustainability risks found in our supply chain. The risk analysis was performed through internal workshops, stakeholder interviews and monitoring the external environment of the industry that we are a part of. Through this analysis we were able to identify the following six risks and the processes we have in place to manage them:

Risk	Description	Risk management
Risk to the environment and human health due emissions to land and water	Risk to the environment and human health due to emissions to land and water in the country of production. The risk is greatest in low-cost countries but can also be found in Europe.	Evolan regularly conducts supplier audits with regards to emissions to land and water. The audited suppliers are chosen based on type of production, location in a risk country and amount of API sold per year per product.
Risk of human rights violations in the value chain	Human rights violations in production, employee rights and health and safety, including accidents.	Our Supplier Code of Conduct includes our stance on human rights and is included in our contracts. Human rights violations are included in our regular supplier audits.

Corruption	This is mostly a risk in the country of production, regarding, for example, false analysis results and permits.	Our Supplier Code of Conduct includes our stance on corruption and is included in our contracts. To qualify as a supplier to Evolan, inspection results from authorities is taken into account. Corruption is included in our regular supplier audits.
High workload and stress	There is a risk for high workload and stress for Evolan's employees.	Evolan promotes a work environment where all employees are given an opportunity to speak and influence their work situation. The entire organisation works closely together, helping in task prioritisation, and division managers have development meetings with employees and have a continuous open dialog with team members.
IT security and privacy risks	Applies mainly to product documentation and leakage of sensitive personal data linked to side effects.	Evolan protects important and sensitive data through a high level of IT security. Sensitive physical data is stored in a safe.
Competence provision	There is a lack of specialised competence in the pharmaceutical industry in Sweden.	Evolan conducts trainings annually that keep employees up-to-date on the latest industry requirements. Evolan tries to secure specialised competence by being an attractive workplace, attracting new talent and retaining existing talent.

Customer and patient

Patient and customer safety and product quality are the top focuses for Evolan. We accept nothing less than the highest possible safety and quality and we place the same high demands on our suppliers and partners. Evolan is certified by the Swedish Medical Products Agency (MPA) to import, release and sell medicinal products manufactured within the EU or imported into the EU. The company is inspected regularly by the MPA in order to ensure that we meet Good Manufacturing, Distribution and Vigilance Practice (GMP, GDP and GVP). These are regulations that all pharmaceutical companies must meet in order to ensure products of high quality and safety for consumers. There is also a demand for providing all the appropriate information on our products, including instructions on handling residues.

To act according to GMP, GDP and GVP means that Evolan is responsible for products even after they are expedited to customers. This includes having systems for receiving and investigating product complaints, as well as dealing with medicinal questions from customers and health care professionals

and handling adverse events reporting. We are also obliged to audit our suppliers on a regular basis, to ensure that they are also living up to the required standards. Data from complaints, adverse events, audits etc. are compiled and analysed to see trends and to make decisions on changes that have to be made in order to improve the products and to minimize health risks. This is a continuing and a never-ending process.

In 2019, Evolan received a Certificate of Registration for medical devices according to ISO 13485:2016, which is the equivalent to the certification Evolan has received for its pharmaceutical products. In 2020, Evolan was re-audited with a positive outcome.

Evolan was last inspected by the Swedish Medicines Products Agency in 2019 where we received an extended certificate to proceed with its business.

All Evolan's activities that relates to medical devices and pharmaceuticals are controlled via Evolan's quality system, with instructions on how to act in order to fulfil the requirements in the legislation.

Evolan has a broad product portfolio. Most products are pharmaceuticals but there are also medical device products, food supplements and even a few cosmetic products. Within the pharmaceutical product group, there are originator products for ADHD, generic products, both prescribed but also many sold at pharmacies as non-prescription medicines. In 2020, Evolan launched many a variety of products, the most significant being Melatan. Melatan is a melatonin product that is part of Evolan's brand and can now be purchased for the first time over the counter in Sweden.

Evolan's major operations are related to generic pharmaceuticals and as a consequence, Evolan is a member of the Swedish organisation FGL (Föreningen för Generiska läkemedel och Biosimilarer). FGL is a lobby organisation for generic companies in Sweden and Evolan is taking a leading role in the organisation by holding the position as chairman of the board.



Employees

Innovation and the development of new products is driven by highly skilled and educated employees. These resources are often short in supply. Being able to both attract these scarce resources and retain them is crucial for Evolan.

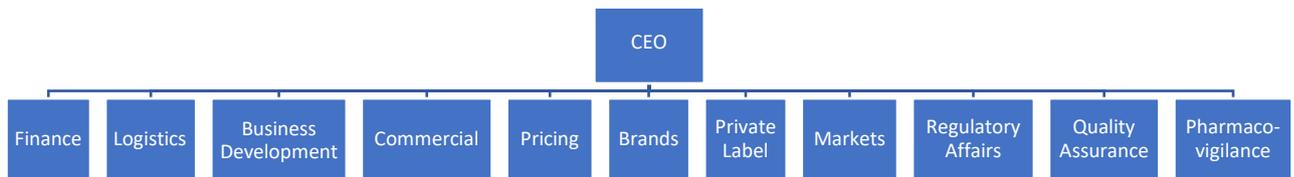
During 2020, Evolan employed, in average, 27 people in Sweden.

We believe that one important ingredient in attracting and retaining employees is our internal culture and our way of doing business. Evolan is a small family-owned company and this permeates all aspects of our way of working. Our corporate culture is professional and informal at the same time, and our organisation is decentralised with short decision paths.

Two focus areas for Evolan are health and safety, and diversity and equal opportunities, which we believe are crucial building blocks in creating a thriving environment for our employees.

The Head of OTC is responsible for the sustainability work within Evolan with Evolan’s CEO having the ultimate responsibility.

Evolan’s organisation of different functions



Health and safety

A good working environment where our staff can thrive is essential in order to be able to keep our employees and giving them the possibility to perform at their fullest potential. As we work in an industry that relies on human capital and innovations, we understand the importance of creating and upholding a workplace where people’s wellbeing is the focus. The fact that Evolan is a small family-owned company also affects the way we see our employees. Each individual at Evolan is an important player and is encouraged to take part in the decisions that we make. We believe that creating an environment where the job is both meaningful and appreciated is important. A flat hierarchy is equally important and gives our employees the possibility to impact their work and the company’s progress. Employees have at least one conversation about their wellbeing in the workplace with their manager per year.

To further increase the health of our staff, we offer an annual health check to all our employees. The results from 2020 show that Evolan employees have a very healthy lifestyle - more than 90% exercise on a regular basis, no one smokes and the BMI is in general according to normal, which is consistent with 2019. Further, Evolan has a work environment policy, available in Swedish and English, that we regularly work with. New employees are offered a run-through on an ergonomic workplace, and all employees have access to an annual health control that, among other things, provides access to psychosocial and physical workspace support.

The biggest health risk at Evolan is stress. Through our insurance, we are able to offer higher compensation during prolonged sick leaves, as well as cover the costs needed to re-introduce the employees into the workplace.

In order to follow-up on health and safety, we measure both staff turnover and lost day rate. In 2020 three new people were employed by Evolan (2019: 3) and no one left the company (2019: 2). The amount of total sick leave in the company was 82 days in 2020 (1.26%) (2019: 57 days, 0.97%).

Diversity and equal opportunity

During 2020, Evolan had, on average, 19 female and 8 male employees (2019: 18 female, 8 male), and women held one out of three management positions (members of the board) (2018: 1/3 female). All 27 employees worked full-time and no employee had a temporary employment.

Equal opportunities and diversity are important to us, and we have zero-tolerance towards discrimination. No employee at Evolan should be discriminated based on gender, ethnicity, religion,

disability, sexual orientation, age or any personal characteristics. All Evolan employees are covered by an insurance that can be used for counselling, at no cost for the employee and under confidentiality.

Zero incidents of discrimination were reported during 2020 (2019: 0).

Suppliers

Evolan strives to ensure high quality and availability of our products and we are therefore partnering with a number of well-established suppliers to produce our products. Not only do we have high demands in terms of quality of our products, but we have also started to increase our demands on our suppliers in terms of sustainability. We can see that our customers have an increasing awareness of the demands on environmental, health and safety issues related to our products, even though there is a large spectrum within the group of Evolan's suppliers. For Evolan it is not only a hygiene factor to make sure we have a sustainable supply chain, it is also a matter of competitive advantage. In order to continue to expand we need make sure that both people working in the supply chain and the surrounding environment are being respected.



As a general rule, Evolan only has commercial agreements with suppliers of finished products. The suppliers of finished products, in their turn, have agreements with suppliers of raw material, packaging material etc. By the end of 2020, Evolan had about 45 suppliers of pharmaceuticals, located mainly in Europe. All suppliers but two are suppliers of finished goods. This is a challenge to Evolan, as we have no agreements with the subcontractors, supplying materials to our products. Thus, we are dependent on our finished product suppliers to put pressure on their suppliers of raw materials in order to cover the whole length of the supply chain. In 2020 Evolan developed and launched a Supplier Code of Conduct, which the aim to strengthen and clarify our sustainability demands on our suppliers. The Supplier Code of Conduct is used in new procurements and we will continue developing the implementation of the policy during 2021.

Supplier audits

Evolan performs at least three supplier audits per year, focusing on sustainability. The suppliers to be audited are prioritised according to:

- the supplier's operations, and the risk of having a negative impact on sustainability,
- the supplier's location – if it is in a high-risk country according to the Country Risk Classification from amfori BSCI, and
- the amount of the active pharmaceutical ingredient(s) (API) Evolan sell per year and product.

In practice, this means that API suppliers are prioritised compared to finished product manufacturers as the API production process is considered to have a higher negative effect on sustainability, for example when it comes to the use of and effluents to water. It also means that suppliers outside the EU are prioritised as they are generally associated with higher risk according to the Country Risk Classification from amfori BSCI.

Depending on the outcome of an audit, Evolan decide on the need for an action plan and a follow-up audit. The ambition is always to resolve deviations in close dialogue with the supplier. In the case of serious deviations and if deviations are not corrected, decisions are taken on requirements for continued cooperation or whether it should be closed.

Due to Covid-19, no audits were performed during 2020.



Pharmaceuticals and the environment

Pharmaceuticals and the environment is an important topic in the pharmaceutical industry. Effluents to water associated with the production of pharmaceuticals and drug residues are the greatest indirect environmental impacts for Evolan. Since Evolan does not manufacture pharmaceuticals, the biggest potential environmental impacts are limited to the production phase at Evolan's suppliers.

In 2017 and 2018, Evolan asked all suppliers of pharmaceuticals to present data on environmental compliance, water efficiency and effluents to water associated with their manufacturing of Evolan's products. All suppliers were also asked to present the same data from their suppliers of active pharmaceutical ingredients. The response rate was low, and the quality of the responses differed a great deal in quality. As a result, a simpler, more basic survey was used in 2019. The same survey was used in 2020 and focuses on if the suppliers have implemented any sort of sustainable approach to their everyday work. The purpose of this is for Evolan to better understand the different levels of sustainability work being performed by its suppliers, as a benchmark for future work within the area.

The survey and the results derived from it is presented below.

The survey was e-mailed to each supplier with a table to fill out. The table consisted of 39 questions divided on 4 different parts with a yes or no answer.

- General section about certifications, sustainability reports, etc.
- Environmental section about waste handling and use of resources, etc.
- Occupational Health and Safety section about workers' health and safety and how it is handled, etc.
- Social Responsibility section about fair-treatment of employees.

The survey was sent to 44 suppliers and 21 responses were received (48%). From the responses, the following was observed:

The results showed that almost every supplier had some sort of certification with regards to quality (81%). This is what could be expected given the fact that most suppliers handle pharmaceuticals and are therefore obliged to have such certifications and it is more or less in line with 2019 (88%). 10% and 5% were certified with regards to environmental and occupational health and safety aspects, respectively. This is a decrease with more than 50%, compared to 2019 (24% and 12% respectively). Furthermore, 25% of responding suppliers produce a corporate sustainability report. This is an increase compared to 2019 when 12% produced a corporate sustainability report. However, a decrease can be seen comparing the certification with regards to environmental and occupational health and safety aspects

In the environmental section, 76% had established environmental policies and goals and 67% had a designated employee for environmental issues. 90% had procedures for safe storage and handling of chemicals and waste and 81% had a system for reducing use of resources. On the lower side, 57% had environmental demands on their suppliers.

In the occupational health and safety section, the scores were in general high (>85%). 100% of the suppliers had accident insurances for work related accidents and 95% had established health and safety goals. As with the environmental section, the lowest score, 52%, was found when asked about demands being placed on suppliers with respect to health and safety.

The social responsibility section showed the same result as the occupational health and safety and environmental section, with regards to supplier demands - 40% had social responsibility demands on their suppliers. 52% had established a social responsibility policy and more than 95% had systems for wages being paid regularly and being above the legal minimum level and working hours not exceeding the legal limits.

The survey gives a snapshot of the current situation at Evolan's suppliers and it continues to be interesting to see how the results develop year to year. In order to try to increase the number of responses in 2020, suppliers who had not responded were followed-up with. As with previous years, it was many times difficult to receive responses from the suppliers. This can partially be attributed to Covid-19 as a lot of Evolan's suppliers gave this reason for not having the resources to complete the survey. We will continue to try to increase the number of responses for the 2021 survey.



The Pharmaceutical Supply Chain Initiative

Evolan is a member of the Pharmaceutical Supply Chain Initiative (PSCI) (pscinitiative.org) since 2017. The organisation is a group of pharmaceutical and healthcare companies who share a vision of better, social, environmental and economic outcomes in the communities where we source our products and raw materials. The organisation’s vision is to establish and promote responsible practices that will continuously improve social, health, safety and environmentally sustainable outcomes for our supply chains. This includes:

- Fair and safe work conditions and practices
- Responsible business practices
- Environmental sustainability and efficient use of resources

Our climate impact

One important environmental impact for Evolan is the CO₂ emissions associated with distribution of our products and business travel by car. These are activities that we are mostly or completely handling ourselves and we therefore have a greater chance of influence.

When transporting finished goods, Evolan tries, as far as possible, to transport the goods by boat or truck, avoiding air freight. For all transports of goods, Evolan strives to fill containers and trucks in order to maximise the number of packs per transport. When transporting only small quantities, trucks are often shared with others to fill the truck to a maximum.

Evolan’s business travel by car is mainly related to the company’s sales representatives’ activities and is the most efficient way of travelling and for most occasions, the only possible alternative.

*In the 2019 report, the CO₂ emissions from distribution of products was 1 000 times higher than the correct number, 275 249 tons vs 275 tons.

CO₂ emissions 2020

Business travel by car
24 tons CO₂
 (32 tons 2019)

Distribution of products
388 tons CO₂
 (275 tons 2019)*

About the report

Evolan's sustainability report 2020 is the company's fourth sustainability report. This report has been prepared in accordance with the GRI Standards: Core option. By doing so Evolan aims to ensure transparent reporting based on content which is relevant to our stakeholders.

The report is structured according to four thematic areas which corresponds to the areas which are of importance to our stakeholders; Customer and patient, Employees, Suppliers and Our Climate Impact.

Evolan reports on an annual basis. This report's sustainability data covers the fiscal year 2020. This report describes Evolan, defined as Evolan and its subsidiaries, as well as Evolan's value chain. Definitions regarding boundaries as well as measuring techniques and calculations for each topic specific disclosure are given in the GRI-index. From 2019, Evolan's reporting to a larger extent entails all products rather than mere focus on pharmaceuticals.

Evolan's annual sustainability report is externally assured by a third party. The report of 2020 has been externally assured by a third party.

GRI-index

General disclosures

Number	Disclosure	Page	Comment
102-1	Name of the organisation	3	
102-2	Activities, brands, products and services	3-5	
102-3	Location of headquarters	3	
102-4	Location of operations	3	
102-5	Ownership and legal form	3	
102-6	Markets served	3	
102-7	Scale of the organisation	3, 10	
102-8	Information on employees and other workers	10-11	
102-9	Supply chain	6, 12	
102-10	Significant changes to the organisation and its supply chain		No significant changes to the organisation and its supply chain occurred in 2020.
102-11	Precautionary Principle or approach	12-14	
102-12	External initiatives	9-10	
102-13	Memberships of associations	10, 15	
102-14	Statement from senior decision-maker	2	
102-16	Values, principles, standards, and norms of behaviour	2, 9-10	
102-18	Governance structure	11	
102-40	List of stakeholder groups	7	
102-41	Collective bargaining agreements		No
102-42	Identifying and selecting stakeholders	6-7	
102-43	Approach to stakeholder engagement	6-8	
102-44	Key topics and concerns raised	7-8	
102-45	Entities included in the consolidated financial statements	16	
102-46	Defining report content and topic Boundaries	6-8, 18-19	
102-47	List of material topics	8	
102-48	Restatement of information	15	
102-49	Changes in reporting		No significant changes
102-50	Reporting period	16	
102-51	Date of most recent report		2020-06-26
102-52	Reporting cycle	16	
102-53	Contact point for questions regarding the report	22	
102-54	Claims of reporting in accordance with the GRI Standards	16	

102-55	GRI content index	17-19	
102-56	External assurance	16, 21	

Material topics

GRI Standard	Boundary	Number	Disclosure	Page	Comment
GRI 303: Water and Effluents	Production	103-1-3	Management Approach	12-14	
		303-1	Interactions with water as a shared resource		More detailed questions will be incorporated into the 2021 supplier survey.
		303-2	Management of water discharge-related impacts		
		303-4	Water discharge		
GRI 305: Emissions		103-1-3	Management Approach	15	
	Own transports	305-1	Direct (Scope 1) GHG emissions	15	Data covers business travel by car. Calculation tools used: Naturvårdsverket schablonmall utsläpp koldioxid Gases included in the calculations: CO2
	Purchased transports	305-3	Other indirect (Scope 3) GHG emissions	15	Data covers all distribution arranged by Evolan. Data does not cover distribution arranged by our manufacturers. Calculation tools used: EcoTransIT, Euro5, DHL Carbon Calculator Gases included in the calculations: CO2
GRI 307: Environmental Compliance	Production	103-1-3	Management Approach	12-14	
		307-1	Non-compliance with environmental laws and regulations		No cases of non-compliance with environmental laws and regulations were identified.
GRI 308: Supplier Environmental Assessment	Production	103-1-3	Management Approach	12-15	
		308-2	Negative environmental impacts in the supply chain and actions taken	12, 13	No significant actual and potential negative environmental impacts identified.
GRI 403: Occupational	Evolan, Production	103-1-3	Management Approach	10-11	

Health and Safety					
		403-1	Occupational health and safety management system	11	
		403-2	Hazard identification, risk assessment, and incident investigation	9, 11	
		403-3	Occupational health services	11	
		403-4	Worker participation, consultation, and communication on occupational health and safety	11	
		403-5	Worker training on occupational health and safety	11	
		403-6	Promotion of worker health	11	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11	
		403-8	Workers covered by an occupational health and safety management system	11	
		Own indicator	Staff turnover and lost day rate	11	
GRI 406: Non-discrimination	Evolan	103-1-3	Management Approach	10-12	
		406-1	Incidents of discrimination and corrective actions taken	12	
GRI 414: Supplier Social Assessment	Production	103-1-3	Management Approach	12-14	
		414-2	Negative social impacts in the supply chain and actions taken	13	
GRI 416: Customer Health and Safety	Consumer	103-1-3	Management Approach	9-10	
		416-1	Assessment of the health and safety impacts of product and service categories	9-10	100 % of our pharmaceutical products have been assessed on basis of their health and safety impacts. For our other main product categories, similar assessments are undertaken in most cases. No exact percentage for these product categories is available for 2020.

Evolan Pharma's Sustainability Report of 2020 is signed off on behalf of Evolan Pharma AB by
Managing Director Richard Karroum.



Richard Karroum

Board Member, Managing Director



Anders Håkanson

Board Member, Chair of the Board

Auditors' Limited Assurance Report on the Sustainability Report

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