



HemoCue Sustainability Report 2021



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Taking pride in our sustainability commitments



It has always been the HemoCue way to conduct our business with integrity, fairness, and transparency. Together with our passion for accuracy and attention to detail, this has made us a trusted partner in global health – providing point of care testing solutions that make a real difference in people’s lives. It is by staying true to our core values that we grow and improve as a sustainable business.

Since 2015, HemoCue has been a proud signatory of the UN Global Compact. This expresses our commitment to aligning our strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. Here, it is my privilege as president to reconfirm our commitment to the UN Global Compact and its 10 principles for sustainable business.

I am of course proud of every contribution that HemoCue makes toward the UN Sustainable Development Goals. However, this year I want to highlight our increased focus on Diversity & Inclusion (D&I). With our D&I efforts, we want to strengthen a work culture that welcomes and benefits from the full spectrum of human experience. By grappling with difficult issues like representation and equality in practice, I’m convinced that HemoCue will grow even stronger as an innovator and problem solver for our customers around the world.

Christophe Duret
President, HemoCue

* <https://unglobalcompact.org/what-is-gc>

Accessed 2022-05-19



United Nations
Global Compact



HUMAN RIGHTS



LABOR



ENVIRONMENT



ANTI-CORRUPTION

HemoCue at a glance



A remarkable story

In 1974, our founders acted on the realization that faster, simpler, and more accurate blood testing would not only be of great help to medical professionals – it would save patients’ lives. What they achieved was something remarkable: a point-of-care blood test with tolerances thought impossible, repeatable with accuracy in tens of millions of cuvettes per year. This was the birth of HemoCue.

Today, four HemoCue tests are performed every second. This helps healthcare professionals worldwide make decisions that save lives, by detecting anemia, malnutrition, diabetes, and other conditions. We continue to innovate and develop new solutions, proud to be the global standard for speed and accuracy in point-of-care testing. Because when it comes to caring for people, we refuse to compromise.

Our vision:

To improve global health by enabling immediate diagnoses at the point-of-care.

Our mission:

To help healthcare professionals by providing easy-to-use, reliable and accurate point-of-care diagnostics.

A global partner in health

HemoCue was founded in Ängelholm, Sweden. This is still where our main office and our production site are found. We also have HemoCue subsidiaries in the US, South Africa, and India. Since 2014, we have been a part of the Danaher group, a global family of more than 20 operating companies. Together, we are transforming the fields of life sciences, diagnostics, water quality, and product identification – Helping Realize Life’s Potential.

The value of rapid and reliable point-of-care testing is recognized by government bodies, NGOs, and health programs around the world. We are proud of the way HemoCue solutions can empower health improvement efforts where it is most needed. That’s why we continuously respond to initiatives and create partnerships aimed at combating health challenges in resource-scarce areas.

Our strong reputation as a reliable partner and a dependable employer is key in the continued HemoCue success story. We’ve come a long way, but we won’t rest there. In each aspect of our business, we follow the Kaizen way of continuous improvement, striving to take every step possible to become even better at what we do.

Approaching the UN Sustainable Development Goals



Accurate diagnostic testing is crucial for effective and cost-efficient healthcare. HemoCue solutions promote health and well-being worldwide through rapid point-of-care detection of anemia, diabetes, and infection. In many cases this is an important step towards a secure livelihood, as health is a prerequisite for work and education.

Anemia is a symptom that matters, at any stage of life. HemoCue is active in the fight against anemia through our hemoglobin portfolio and extensive company experience. When treating diabetes, accurate point-of-care testing can help patients better understand and follow their treatment. And by differentiating viral from bacterial infections, HemoCue tests help in clinical decision making while countering the overuse of antibiotics.

As for our operations, we continuously strive to reduce the environmental impact of our production and distribution. We also work to constantly improve working conditions across our operations, with a special focus on diversity, equality, and inclusion. And thanks to the trust we build through compliance with rules and regulations, we establish strong partnerships to contribute to the Goals, mainly through effective health promotion efforts.

“From our valued partnerships with international NGOs, we know that access to essential diagnostics such as HemoCue solutions have a decisive impact on people’s lives, also in remote and resource-scarce areas. This assurance gives us pride and is a big part of our motivation as a company.”

Lena Wahlhed

Director, Alliance Development



Human Rights

Putting people first



HemoCue is committed to upholding the dignity of every person, as set out in the Universal Declaration of Human Rights and other international standards. We fully recognize our responsibility to respect and protect the rights of everyone who is affected by our operations: our employees, the people involved in our supply and distribution chains, and the people who stand to benefit from our solutions.

A strong guide

As a Danaher company, we adhere to the Danaher Code of Conduct and the Danaher policies expressed therein. The Code guides employees on all levels through core policies and expected conduct with regards to compliance, business and work ethics, and interpersonal relations. The Code also presents guidelines and resources, such as the independently managed *Speak Up!* call center, for confidential reporting of violations and concerns.

All HemoCue employees are required to revisit and sign off on the Danaher Code of Conduct on a yearly basis. Our suppliers sign the Danaher Supplier Code of Conduct, which sets forth expectations on responsible business practices, including the respect for human rights.

“We comply with all applicable laws pertaining to fair employment practices, freedom of association, privacy, collective bargaining, immigration, working time, wages and hours, as well as laws prohibiting forced labor, compulsory labor, child labor, employment discrimination and human trafficking. We will not tolerate the abuse of human rights in our operations or in our supply chain.”

From the Danaher Code of Conduct

Growing together through Diversity & Inclusion



In 2021, HemoCue launched a special, company-wide focus on Diversity & Inclusion (D&I). Inspired by Danaher's thorough D&I policy, we adopted specific strategies that will enable our organization to leverage diverse perspectives, foster personal growth, and celebrate our differences. We also established a plan for concrete D&I action, to be implemented during 2022. The plan includes a D&I immersion program, cultural events, and town hall discussions, as well as the establishment of D&I taskforces to drive local initiatives at all HemoCue sites.

"By attracting, developing and engaging the best team of diverse and empowered associates, we help realize life's potential for ourselves, our customers and our shareholders."

Danaher.com



Labor

The backbone of our business

The success of HemoCue rests on the well-being, health, and safety of the people who make it all happen. As a Danaher subsidiary, we adhere to the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, as reflected in the Danaher Code of Conduct. We comply fully with all applicable labor laws and support our employees' freedom of association. Where possible, we work with labor organizations in collective wage bargaining and other major decisions that affect our employees.

We encourage employees to know their rights and responsibilities by revisiting and signing the Danaher Code of Conduct each year. Also, the Danaher

Supplier Code of Conduct requires our suppliers to comply with labor laws and labor rights. Through the independent Speak Up! call center, potential violations and concerns can be reported anonymously by anyone inside the HemoCue organization.

Safety during the Covid-19 Pandemic

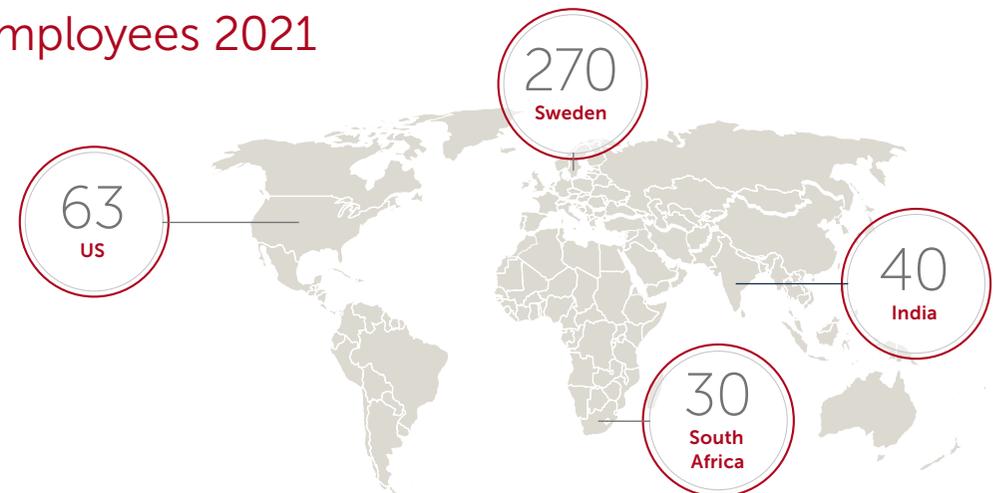
The health and safety of HemoCue employees is overseen by a full-time Environment, Health and Safety (EHS) manager at our main office in Ängelholm, Sweden. In compliance with the Danaher Business System, proactive safety

assessment is #1 on the agenda at our daily management meetings. In 2021, the Covid-19 pandemic brought continued challenges for employees and site management in securing safe working conditions.

HemoCue followed applicable laws and guidelines at all our sites during the Covid-19 pandemic. In Sweden, we deployed a thorough program to ensure that all employees had safe and ergonomic working conditions while working from home. Where needed, we provided adjustable desks and chairs for home use. Our EHS office also followed up on employees' physical and mental health status and needs with two surveys during the year.



HemoCue employees 2021



Unlocking diversity and representation

While HemoCue is close to a 50/50 gender ratio among its total employees, the numbers are different for management and leadership. This is a challenge that we are currently addressing through a focused initiative. Our goal is to attract and retain highly-skilled associates and unlock diverse thinking through equal gender representation on all levels of the organization.

In 2021, we conducted a series of surveys and interviews to understand how we can better encourage female leadership candidates and

secure unbiased recruitment processes. A plan of activities was established, including Days of Understanding and change management training. At our US, India and South Africa sites, similar work is being undertaken to improve representation of people of color.

Partnering for workplace development

Sustainable business solutions require strong workplace cooperation. In 2021, we partnered with the Swedish Workplace Programme (SWP) to promote a culture of strong relationships and social dialogue at HemoCue South Africa.

“We believe that this partnership will empower us as an organization to embrace change in today’s challenging business environment. I look forward to tackling important topics like skills development, mental wellness and particularly Diversity & Inclusion, which is a high priority for all Danaher companies.”

*Desiree Erasmus,
HemoCue South Africa’s Managing Director*

HemoCue employee gender ratio 2021



Measuring employee satisfaction



HemoCue's 2021 employee satisfaction survey had a 96% participation rate. The survey showed a high level of general engagement, with 86% of employees answering 4 or 5 on a scale of 1–5 for questions concerning engagement. The survey also showed high levels of satisfaction with safety at HemoCue. While responses to questions regarding Diversity & Inclusion were generally positive, they also gave valuable indications on areas of improvement for our continued D&I efforts.

"I am treated with respect regardless of my age, race, gender, physical capabilities, sexual orientation and/or any other dimension of diversity."

96%

"I can be myself at work."

95%

"At my operating company, safety in the workplace is as important as quality, delivery, and productivity."

97%



Environment

Making the changes that matter



As part of the Danaher group, HemoCue is committed to conducting its business in an environmentally responsible manner, in compliance with all applicable environmental laws and regulations, and in a manner that promotes and protects our associates, customers, and members of our local communities.

Our main office and production site in Sweden are certified according to ISO 14001, and we work continuously to improve our environmental performance. The 2021 external ISO audit confirmed our strong compliance with the certification criteria. The year also saw several improvements in line with our environmental goals for the 2021 – 2024 period.

Reducing energy consumption

With employees increasingly working from home, HemoCue’s main office was reduced in size to better fit the current needs and avoid waste of resources. Work also began on upgrading our microcuvette production site. By installing more efficient production equipment and updated cooling systems, we are taking substantial steps towards our energy reduction goals.

Reducing GHG emissions

We saw a clear reduction in scope 1 emissions in 2021. However, this is mainly due to reduced travel during the Covid-19 pandemic. While this could be a persistent trend, it is too early to count it as a permanent improvement.

Reducing waste

A project to enable separation and recycling of plastic waste from HemoCue production was initiated during 2021. After finding a suitable partner to facilitate the recycling, testing of the system is starting in 2022. If successful, the potential in reduced plastic waste is 10 – 15 metric tons/year.

Environmental goals:

Reduce energy consumption by _____

Reduce greenhouse gas emissions (scope 1 & 2) by _____

Reduce non-hazardous waste (landfill/incineration) by _____

15%



Anti-corruption

Fair play throughout



HemoCue competes for customers solely on merit. In following the Danaher Code of Conduct, we hold a zero-tolerance policy towards bribery and corruption. We also benefit from the Danaher Anti-Corruption Program, through which Danaher carries out risk assessment, anti-corruption auditing, monitoring, and risk mitigation activities across its operating companies.

Channel partner management

Every channel partner (distributors, agents, consultants, etc.) acting on behalf of HemoCue must adhere to the Danaher Channel Partner Code of Conduct, which sets out the minimum standards that Danaher expects from its partners. The Channel Partner Code covers many areas, including anti-corruption, conflicts of interest, and competition. Wherever applicable laws and regulations go beyond the Code, Channel Partners must comply with these laws.

"Our channel partners are integral in building customers' trust in the HemoCue brand. It's our partners' local knowledge, together with their dedication to transparency, compliance, and service, that lets HemoCue be a truly global partner in health."

*Anders Wallseth
Senior Director International Sales*

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HemoCue has been a leader in point-of-care medical diagnostics for over 35 years.
We specialize in giving healthcare providers lab-quality results comparable to that
of a clinical lab.

