



# **Diversity and Inclusion Policy**

## Diversity and Inclusion Policy

### Introduction

Hansa Biopharma AB is a global company and wherever we operate, across every part of our business, we strive to create an inclusive environment that embraces difference and fosters inclusion. We believe that valuing diversity and inclusion will create an environment in which all talent can grow and our employees can thrive, enabling us to achieve our vision of a world in which all patients with rare immunological diseases can lead long and healthy lives.

### Scope

Diversity and inclusion (D&I) form part of everything we do at Hansa. Everyone, regardless of position or form of employment, is responsible for contributing to an inclusive environment and for speaking up against any form of unfair treatment. We hold all our organizational leaders, such as line managers, project managers and franchise managers, accountable for compliance with this policy in their work. The policy includes treatment of candidates, employees, consultants, contractors, clinical trial participants and visitors to Hansa premises.

### Supporting documents

Hansa Biopharma's approach to diversity is supported by a range of policies, one of which is the Code of Conduct. At Hansa Biopharma, we are committed to not only complying with legal obligations, but also acting responsibly with the highest ethical standards. Our Code of Conduct states our belief that respect for the inherent dignity, worth, unique attributes, and human rights of all individuals is a fundamental principle.

### Our take on diversity

At Hansa Biopharma, we believe that diversity is key to our success. For us, diversity is about similarities and differences. Our unique identities are formed by our gender, age, ethnicity, cultural background, sexual orientation, gender identity, gender expression, level of education, family situation, values, whether or not we have a disability, and so on.

We believe organizational diversity increases innovation and creativity, which helps us to deliver on our mission of leveraging our unique enzyme technology platform to develop innovative, life-saving and life-altering immunomodulating therapies, bring these to the patients with rare diseases who need them, and generate value for society at large.

### Our take on inclusion

We strive to create a workplace in which everyone is included, and everyone can be their true selves. We recognize that inclusion comes in many different forms, and we aim to create a work environment that allows for every staff member to realize their full potential and always feel physically and psychologically safe.

In addition, Hansa believes that its clinical trials should reflect the population for whom the medicinal product is designed. For this reason, we strive to ensure equitable access to our clinical trials by working with all stakeholders in the community to lower barriers to the trials.

Hansa provides a whistleblower function on its website to enable all associates wishing to do so to anonymously report serious deviations from this policy.

Hansa Biopharma is a growing organization with differences in experience and knowledge of creating an inclusive culture. As such, we continue to challenge the status quo and find new ways to discover, draw attention to and mitigate unconscious bias, direct or indirect discrimination, and inadequate access. We have zero tolerance of any discriminatory treatment, prejudice, or harassment, including sexual harassment.

### Our aspirations

Hansa Biopharma aspires to become a more diverse and inclusive company to reflect the diversity of our patients. At Hansa Biopharma, diversity and inclusion are considered business critical rather than simply necessary for compliance purposes. We strive to put together teams that include a variety of contrasting perspectives and backgrounds, including variety in sexual orientation, gender identity, and gender expression. These kinds of teams have been shown to be more creative and inventive when coming up with solutions.

To demonstrate our commitment, we have decided on the following aspirational targets:

- To be an employer that leads by example in the field of D&I by creating an inclusive work culture that facilitates equal opportunities for recruitment, promotion, career development, and access to training.
- Zero tolerance of any kind of harassment or victimization.

### Our actions

Diversity and inclusion are both a priority and a way of life at Hansa. To achieve our aspirations, we are focusing on the following action steps:

- Creating a balanced candidate pool by ensuring fair and transparent recruitment processes in which we actively work to ensure that candidates representing the full range of humanity choose to apply to work with us. With two equally qualified candidates, we always go for the candidate who will enrich the diversity of the company.
- Evaluating factors such as, but not limited to, work-life balance, flexible working hours, working-hour reductions and workplace flexibility to allow for the differing needs of staff in their personal lives.
- Providing awareness training for all staff on harassment and victimization, as well as training for managers in knowing how and when to act.
- Conducting yearly Great Place to Work surveys or equivalent to receive valuable input and data on where we are and what we need to focus on. This process and the feedback related to it is discussed on a regular basis at executive committee meetings.