### **Avia Pharma Business policy**

Avia Pharma is a sales & marketing company operating on the Nordic market. We are committed to be a trusted partner for research, - biotech, - and pharmaceutical companies around the world.

We do in-licensing and acquisition of carefully selected medicinal products, both OTC and prescription. Our focus areas are gynaecology, parasitic diseases, maternity & paediatrics and consumer health. At Avia Pharma we are passionate about growing – both on our own and together with our clients. Since the start in 2016, we have signed agreements with several international pharmaceutical companies to introduce, develop or revitalize their products on the Nordic market.

Our vision - We are passionate about delivering results - for your business and our own.

### Strategy and goal

Our strategy is to in-license new and established medicinal products and acquire a carefully selected product portfolio. Our goal is to become the market leader in selected therapeutic areas with prescription and OTC products on the Nordic market.

### Sustainability

Sustainability for Avia Pharma is a comprehensive term comprising quality, environment, society, human rights, working environment and economy. Avia Pharma strives to influence and demand that suppliers act sustainably and comply with applicable laws such as the UN Convention on Children's Rights. To ensure that products can always be delivered as promised, quality, reliability and price are important factors. Avia Pharma always strives for activities to be conducted so that negative impacts on natural resources are minimized.

# Corporate responsibility

We benefit society by providing patients with improved health and quality of life. We are passionate about health – and preventing health issues. Every day our products help to improve life for both young and old – but we always strive to do more. At Avia Pharma, we have a special focus on women's health. Every day approximately 20 women in Sweden are diagnosed with breast cancer, and to detect breast cancer at an early stage increases the opportunity to cure – and in the end – save lives. At Avia Pharma, we contribute by supporting the Cancer Foundation and their campaign 'Rosa Bandet'.

#### **Quality responsibility**

Patient safety and product quality have the highest focus, and Avia Pharma places high demands on suppliers and partners. Avia Pharma has a wholesale license to sell medicinal products according to GDP and is also affiliated with the Swedish Pharmaceutical Insurance Association (LFF).

#### Working environment responsibility

For Avia Pharma, it is important to have healthy, happy and competent employees, and therefore we work for a climate that promotes health and environment as well as personal development in a functioning physical and psycho-social workplace.

#### **Environment responsibility**

Avia Pharma delivers medical product products and is aware that this affects the environment. It is important for Avia Pharma to take responsibility for this, so for purchase and procurement, the product's life cycle is considered to reduce any negative environmental impact the product may cause.



# Data protection responsibility

Avia Pharma handles personal data in accordance with the Personal Data Act (PuL) and EU Integration Law GDPR. Personal data is handled clearly and transparently and is only used to handle orders and other requests.

# Responsibility anti-bribery and corruption prevention

Employees at Avia Pharma expect to always act honestly and with integrity. Avia Pharma will not accept any level of corruption. All employees are required to conduct themselves according to relevant legislation in the country of operation and according to Avia Pharma's Business Policy.

## **Economic responsibility**

Avia Pharma is responsible for securing the company's financial position so that it can fulfill its financial commitments to authorities, employees, suppliers, financiers / owners and other stakeholders.

Avia Pharma's policy is communicated internally and externally.