

SAM

NORDIC



ESG

SUSTAINABILITY ANALYSIS

2023

SAM Nordic ESG 2023 V01

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M A N A G E M E N T C O N T R O L S

The board and management team are responsible for SAM Nordic's sustainability-related control and efforts. In 2023, the responsibility for sustainability was delegated to our Communication Specialist, who will now also be SAM Nordic's Sustainability Officer.

Our policies are regularly updated and form an essential and integrated part of the introduction for new co-workers. Our policies and internal guidelines cover several areas, including:

Code of conduct

Company cars

Cyber security

Environment

General Data Protection Regulation (GDPR)

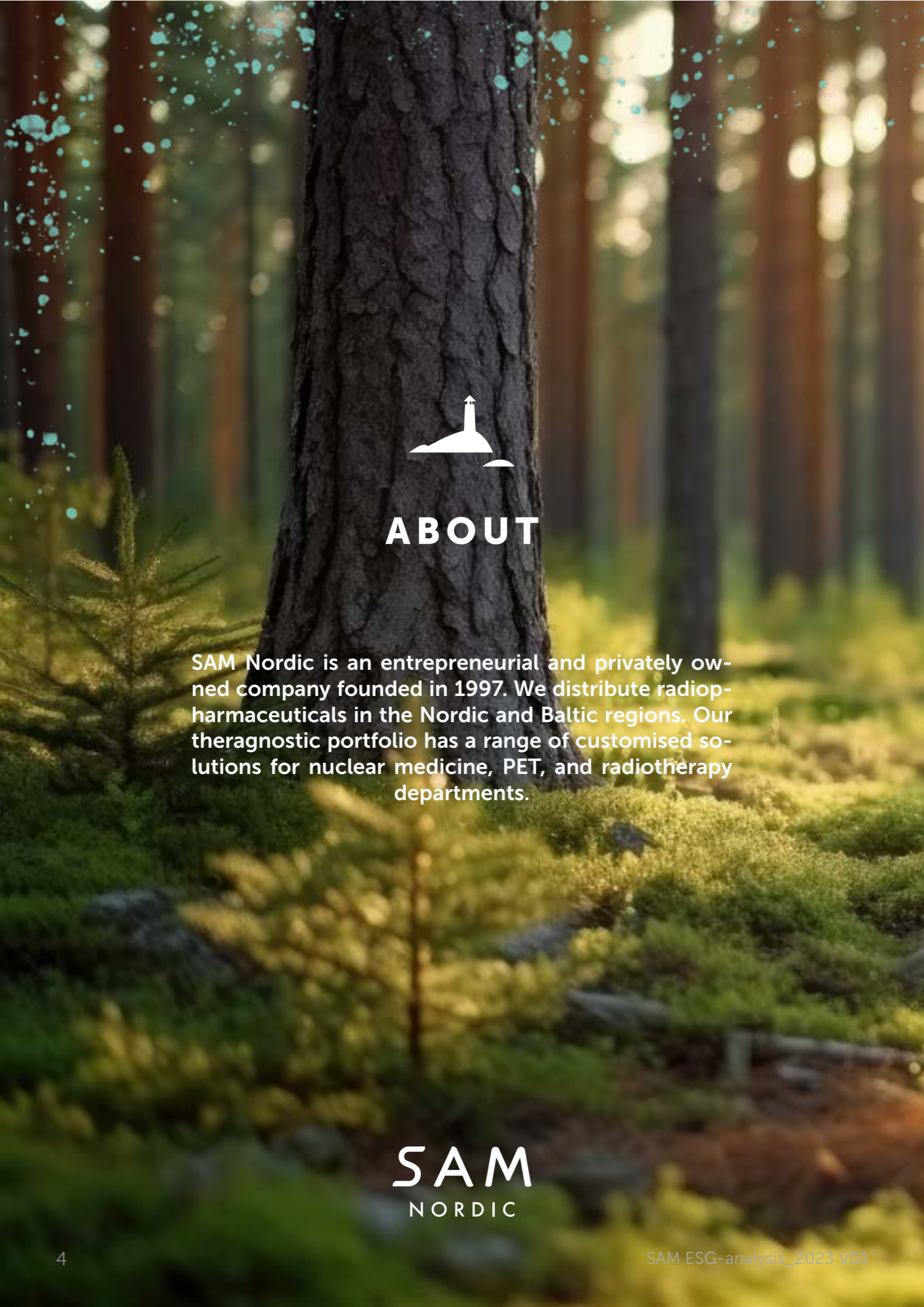
Good distribution practice (GDP)

Human resources

Prevention of bribery and corruption

Regulatory compliance

Work environment



ABOUT

SAM Nordic is an entrepreneurial and privately owned company founded in 1997. We distribute radiopharmaceuticals in the Nordic and Baltic regions. Our theragnostic portfolio has a range of customised solutions for nuclear medicine, PET, and radiotherapy departments.



ABOUT SAM NORDIC

Backed by 25+ years in nuclear medicine, we're experts in the field. Our seasoned team excels in supporting the opening of new theragnostic centres across the Nordics and Baltics.

We always strive to help our customers with solutions so they can succeed in their mission to deliver world-class health care to the people in their community.

Our customers mainly work in hospitals or hospital pharmacies and have high expectations of fast and reliable service. We have partners and suppliers worldwide and 28 co-workers in Sweden and Finland. SAM Nordic headquarters is in Stockholm, Sweden. We also have a branch in Helsinki, which became an independent company (Oy) in 2014.

OUR OFFER

Just-in-time deliveries of time-sensitive radiopharmaceuticals to all hospitals across the Nordics and Baltics. Our devoted team manages operations around the clock to meet our customers' needs.

ABOUT THIS ANALYSIS

From this point onwards, we will present our sustainability work annually to make our operations as transparent as possible. We have developed this analysis through a systematic approach to environmental, social, and corporate governance (ESG), a set of guidelines for sustainability through environmental, social and governance issues.

ENVIRONMENTAL



SOCIAL



GOVERNANCE



Climate change strategy

Biodiversity

Water efficiency

Energy efficiency

Carbon intensity

Environmental management system

Equal opportunities

Freedom of association

Health and safety

Human rights

Customer & products responsibility

Child labour

Business ethics

Compliance

Board independence

Executive compensation

Shareholder democracy

OUR IMPACT



This is the first time we present our sustainability work. It is based on current activities; from this, we have identified areas for improvement.

SAM
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OUR IMPACT

We have calculated our climate footprint using Climate Hero's digital calculator based on the Greenhouse Gas Protocol, which provides business standards for measuring and managing climate-warming emissions. Calculations are made on our office, procurement, business travel, and transport.

Our estimated climate footprint for the financial year 2023 is 2.6 tons of CO2 per co-worker.

Deliveries of goods, i.e. transport of radiopharmaceuticals, compose 1 ton of the total CO2 emission consumed as per above.

In our view, this is not good enough; we want to do better. Our set goal is to reduce our footprint to a level of CO2 emission of 1 ton of CO2 per co-worker.

STAKEHOLDER ANALYSIS

Fully aware of the impact of our activities, we maintain an ongoing dialogue with our stakeholders. The aim is to balance stakeholder interests and the company's ability to make sustainable choices and decisions.

Our stakeholders' demands, interests, and expectations are among the drivers of our sustainability work. We have analysed our most essential stakeholders regarding sustainability to map our efforts in terms of sustainability.

Our key stakeholders when it comes to sustainability are:

STAKEHOLDER	MAPPING METHOD
Customers / Tenders	Tender requirements
Existing & potential co-workers & board members	Survey
Suppliers / Partners	Code of Conduct

MATERIALITY MATRIX

During the year, we surveyed to identify the interests of our stakeholders regarding ESG. We had a 100% answer rate, and the board, management, and co-workers participated in the mapping.

AREAS OF INTEREST		VOTES
1	Sustainable transport	14
2	Responsible waste management	14
3	Good business ethics	14
4	Promoting human rights	13
5	Resource efficiency	11
6	Sustainable Energy	11
7	Countering discrimination	11
8	Climate change adaptation	10
9	Reducing greenhouse gas emissions	9
10	Sustainable products	9
11	Innovation	8
12	Good labour conditions	7
13	Sustainable investments	7
14	Technological developments	7
15	Sustainable services	6
16	Tackling pollution	5
17	Promoting biodiversity	5
18	Responsible management of chemicals	4
19	Transparency	4
20	Sustainable procurements of products/services	3
21	Regulatory compliance	3
22	Economic growth	3
23	Secure data management	2
24	Promoting global partnership	2
25	Countering corruption	1



PRIORITY ISSUES

In the materiality matrix above, we see that the main interests of co-workers and the board circulate the issues we, as a company, can influence the most. Areas one to nine are all in the high-relevance/high-ability corner. This correlates with the company's ambition to work towards improvements within SDGs 3, 7, 8, 10, 12 and 13. The areas of lower interest can be explained by the fact that the topics are subject to strict legislation that requires us to acknowledge them, irrespective of the perception of their importance within the company, or the fact that these topics have gained maturity and hence co-workers take them for granted.



GOOD HEALTH & WELL-BEING

MATERIALITY AREAS

We wish to conduct our business in a way that maximises our positive impact and minimises our negative impact on society and the environment.

These prioritised areas highlight our contribution to the UN's sustainable development goals (SDG).

Even though all 17 goals are equally important, our efforts focus on the selected goals that relate most to our core business. Our emphasis on environmental and social objectives rather than governance is based on a general maturity in governance. We take many governance objectives (business ethics, compliance, board independence, executive compensation, and shareholder democracy) for granted.



These are the goals we will most significantly impact.

Let's cut to the chase and see what we do!

The core of our mission and why we exist is that we want good health and well-being for everyone. Health should not be something for a selected few.

By operating throughout the Nordics and Baltics, we contribute to the quality of life in this part of the world; we create new opportunities for the sickest patients needing innovative therapies. This, in turn, leads to societal, health, and economic benefits.

Selected sub-goals linked to our organisation:

3.5 *Prevention of harmful use of alcohol and drugs.*

3.8 *Increase access to essential healthcare and safe, effective, and innovative medicines.*

IMPLEMENTED IMPROVEMENTS

- Encourages co-workers to follow the national vaccination programme.
- Implemented an alcohol and drug policy.
- Encourages co-workers to donate blood during working hours.
- Encourages co-workers to register within the Tobias Registry (Sw. Tobiasregistret).



AFFORDABLE, RELIABLE, SUSTAINABLE & MODERN ENERGY

SAM Nordic has high demands for us and the energy we consume. We go beyond switching off the lights at the end of the working day.

Selected sub-goals linked to our organisation:

7.1 By 2030, increase access to affordable, reliable, and modern energy services.

7.2 By 2030, increase the share of renewable energy in the energy mix.

In terms of energy, we have analysed the office space, data storage and general electricity consumption, to name a few.

IMPLEMENTED IMPROVEMENTS

- Using 100% District heating with zero-emission hydropower.
- Sustainable storage of data via cloud service.
- Only LED lights in the office.
- Company cars are 100% electric.



DECENT WORK CONDITIONS & ECONOMIC GROWTH

We work towards lasting, inclusive, sustainable economic growth and productive employment with excellent and fair working conditions.

Selected sub-goal linked to our organisation:

8.5 Decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.

IMPLEMENTED IMPROVEMENTS

- Work flexibility. Both in hours and location, partly to increase "work-life harmony".
- We provide ergonomic office equipment to the home office.
- Health care insurance.
- Company activities.
- Illness prevention via vaccination.
- Health promotion: 2 hours of activity during working hours per week. In addition, we promote wellness and exercise through several initiatives throughout the year.
- Shortened working hours.
- Our eNPS score is 54. (eNPS scores can range from -100 through to 100) eNPS stands for Employee Net Promoter Score and is a method that measures how willing co-workers are to recommend their workplace to others.



REDUCED INEQUALITIES

The strongest teams are built from many different skills and backgrounds.

A tiny group of people holds a majority of the world's wealth. This often leads to financial and social discrimination. For nations to flourish, equality and prosperity must be available to everyone – regardless of gender, background, religious beliefs, or economic status. When every individual is self-sufficient, the entire world prospers.

10.2 *By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, background, ethnicity, origin, religion or financial or other status.*

IMPLEMENTED IMPROVEMENTS

- Discrimination policy.
- Our equality plan is based on equal treatment without considering differences in gender, sexual preference, religious affiliation, origin, and socio-economic perspective. We work for equal rights and opportunities in the workplace, affirming and protecting people's democratic rights by discouraging discrimination and exclusion.
- Flexible working hours.
- Flexible public holiday policy.
- Action plan for salary mapping for equal pay.
- Recruitment is conducted through fair recruitment using the Teamtailor tool without taking a position on the person's gender, ethnicity, faith, and sexual orientation.



RESPONSIBLE CONSUMPTION & PRODUCTION

Our kids will inherit this planet. Our planet has blessed us with an abundance of natural resources. Nevertheless, we must use them responsibly and avoid consuming beyond what our world can bear.

12.5 *By 2030, reduce waste generation through prevention, reduction, recycling, and reuse.*

12.6 *Adopt sustainable practices and integrate sustainability into the reporting cycle.*

12.7 *Sustainable public procurement practices.*

12.8 *Raise awareness for sustainable development and lifestyles harmoniously with nature.*

IMPLEMENTED IMPROVEMENTS

- We reuse and recycle packaging and packaging materials.
- Switched to paper tape for sealing deliveries.
- Recycling paper, glass, plastic, metal, and old electronics.
- Sorting food waste.
- Encouraging co-workers to use public transport by reimbursing the cost of public transportation cards.
- Buying locally produced or Ecological KRAV-marked food and consumables.
- We travel by train as far as possible, flying only when required.
- Digital meetings to the greatest extent.



CLIMATE ACTION

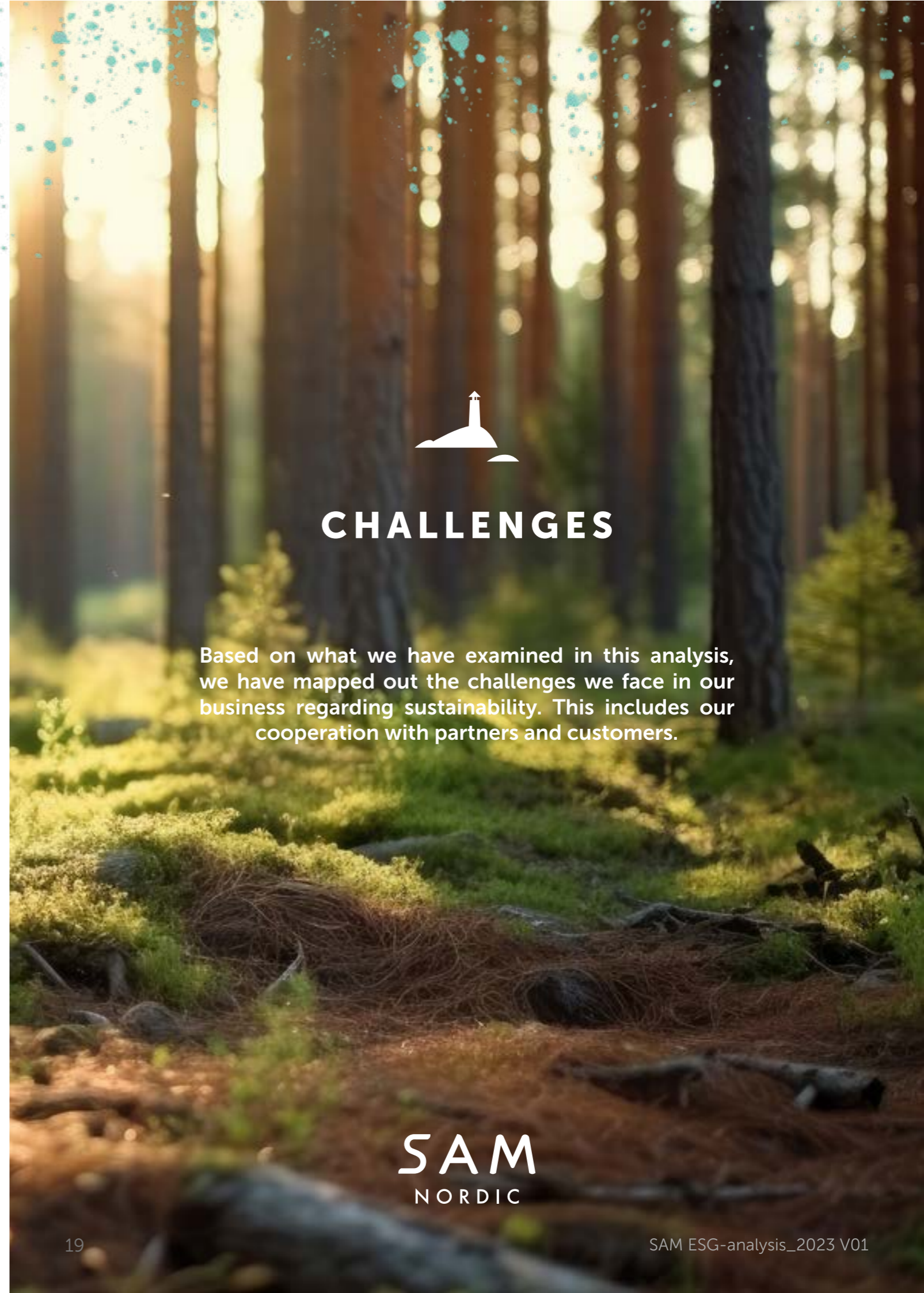
If nothing is done now, our behaviour threatens our entire civilisation.

We can make the necessary changes to protect the planet through education, innovation, and adherence to our climate commitments.

13.3 *Increase knowledge and take action to deal with climate change.*

IMPLEMENTED IMPROVEMENTS

- Appointed a sustainability officer.
- Making sustainability a part of daily business.
- Produced this sustainability analysis for the first time.
- Christmas gift to co-workers, a year's membership in the Swedish Society for Nature Conservation for Swedish residents and Nature and Environment for Finnish residents.



CHALLENGES

Based on what we have examined in this analysis, we have mapped out the challenges we face in our business regarding sustainability. This includes our cooperation with partners and customers.

CHALLENGES

TRANSPORT

Radiopharmaceuticals is the heart of our operations. For some radiopharmaceuticals, the half-life is relatively short. This makes deliveries time-sensitive to ensure the radiopharmaceuticals are administered while their radioactivity peaks, allowing maximum therapeutic benefit. Furthermore, delivery delays will significantly compromise their effectiveness. These two factors dictate our delivery choices.

We rely on our supplier's logistical solutions for deliveries. Increasing demand for sustainable logistics led us to establish a code of conduct that we want suppliers to adhere to. We want to be a progressive, sustainable organisation; it is also expected among our stakeholders. Suppose we don't adjust to the green transition in time. In that case, we lose customers' trust and, ultimately, lose business because we can't meet the high environmental demands set by the hospitals in tender agreements.

Unfortunately, our business still relies heavily on fossil fuels and air freight during production and shipment. However, a sustainable world needs access to innovative pharmaceuticals and therapies. As a party to the case, we welcome research and public investments in alternative and renewable fuels such as SAF (Sustainable Aviation Fuel) in aviation as we aim to lower our carbon emissions substantially.

As distributors, we can set requirements and inspire and educate our suppliers and customers. The transport of goods is where we have the most significant direct environmental impact. We control the transport from us to our customers. However, we have little or no impact on how goods are delivered to us. This is an area for improvement in the future.

CHALLENGES

MAINTAINING HEALTH & WELL-BEING

This is an essential area for us, both on a micro and a macro level. On a macro level, we work hard in daily operations for health and well-being. We must be at the forefront regarding new innovative products to protect the patients' interests. From our point of view, this should be done sustainably to further communicate our position as a trusted partner in theragnostics.

Furthermore, our co-workers' health is important on a more micro level. If we neglect them, we risk losing them and their skills in the event of sick leave, for example.



COMMUNITY ENGAGEMENTS

SAM Nordic's commitment to sponsorships and donations extends across a diverse spectrum, all fuelled by a collective purpose – to uplift enterprises and organisations that exemplify solid passion and dedication in their pursuits.

With our focused mission on advancing cancer care, SAM Nordic's philanthropic endeavours are particularly drawn to initiatives within this sphere. Our hearts resonate deeply with activities that amplify the reach and impact of cancer care initiatives.



Swedish Childhood Cancer Fund (Sw. Barncancerfonden), which fights childhood cancer, aims for survival and a good life for every affected child. The Swedish Childhood Cancer Fund finances research that enables more effective and gentle treatments that are meaner to the cancer but kinder to the children.



Totalskidskolan is a remarkable nonprofit association deeply rooted in skiing. Totalskidskolan stands for a powerful belief: that skiing is a passion waiting to be embraced by all, regardless of ability. Totalskidskolan is committed to its mission to break the financial barriers that often hinder people with disabilities from fully embracing their sporting passion.



Ekeberg Perukmakeri is an esteemed Stockholm-based enterprise that crafts bespoke wigs for individuals navigating the challenging cancer care journey. At the heart of the artistry lies a commitment to quality, as they exclusively use the finest, authentic human hair for their creations. Each wig emerges as a masterpiece, handcrafted to be as unique as its wearer.