

FOR LONG-TERM SUSTAINABLE DEVELOPMENT

Getinge feels a considerable sense of responsibility to contribute to sustainable development in terms of both lower environmental impact from production and finished products and social responsibility in the markets in which the company operates.

As a global manufacturer of medical devices and services, Getinge has operations in many locations across the world, and its employees represent a variety of cultures and backgrounds. With this comes responsibility – both locally and globally.

The Getinge Group’s sustainability efforts also aim to ensure the Group’s long-term earnings capacity and strengthen the company’s competitiveness. The sustainability efforts have a favorable impact on the Group’s ability to attract and retain both customers and employees, which is crucial for the continued development of Getinge.

Environmentally compatible product development, EcoDesign, is also part of Getinge’s development activities. Quarterly environmental reporting from all of the Group’s production units

provides excellent opportunities for follow-ups and comprises the basis for decisions concerning environmental goals and activities in the environmental area.

Getinge Group strives to make positive contributions to the countries in which the company is active. While employees are encouraged to actively participate in social issues, the company does not make any contributions to political parties and makes no political donations.

Getinge has signed the UN Global Compact and supports the ten principles on human rights, labor, environment and anti-corruption. In addition, Getinge’s sustainability work is governed by the Group’s Code of Conduct and a number of policies on, for example, environment and anti-corruption.

A sustainable and profitable Getinge

Financial

Social

Environmental

Employees

Getinge’s Code of Conduct

Getinge’s Code of Conduct stipulates how the company does business and describes the company’s and employees’ responsibilities to stakeholders. The Code of Conduct expresses how the company and its employees must conduct operations in a sustainable manner pursuant to ethical principles and in accordance with the applicable laws and regulations. All employees are to follow the values and principles set out in the Code of Conduct, and everyone is responsible for personifying Getinge’s

responsibilities in the day-to-day operations.

The Code of Conduct is based on the following international principles:

- The UN Universal Declaration of Human Rights
- UN Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD’s guidelines for multinational companies

The Group has also begun the process of implementing a global whistleblowing system under which employees have the opportunity to report any improprieties or deviations from the Code of Conduct.

The Code of Conduct was reviewed in 2015 to update it in accordance with the Group’s values and updated policies. The new Code of Conduct will be launched in 2016.

Value creation for stakeholders

The Getinge Group's sustainability efforts also aim to ensure the Group's long-term earnings capacity and strengthen the company's competitiveness. The sustainability efforts have a favorable impact on the Group's ability to attract and retain customers and employees.

SHAREHOLDER VALUE

Getinge creates value for its shareholders through annual dividend payments and the share's long-term development. The dividend policy states that future dividends will be adjusted in line with Getinge's profit level, financial position and future development opportunities. The aim is for the dividend to the company's shareholders as a return on capital invested to correspond to 30-50% of net profit. The remaining portion is reinvested in the company.

For 2015, the proposed dividend is SEK 2.80 per share (2.80), which is unchanged compared with the preceding year.

EMPLOYEES

Over the past 20 years, Getinge has grown from approximately 900 employees to more than 15,000 employees. The Group values healthy relationships with trade unions throughout the world and aims at paying market salaries and remuneration according to practice in all countries. According to the Group's policy, no minors are employed.

In 2015, salary costs and other remuneration amounted to SEK 7,188 M (6,480). In many countries, the Group's employees are covered by defined-contribution pension plans, primarily retirement pensions. The premiums are paid continuously throughout the year by each Group company to separate legal entities, such as insurance companies. Certain employees pay a portion of the premium themselves. The size of the premium paid by the employees and Group companies is normally based on a set proportion of the employee's salary. In 2015, the total net cost for pensions amounted to SEK 446 M (399). For further information regarding the Group's pension commitments, see Note 22 of the consolidated financial statements.

GETINGE GROUP

CUSTOMERS

The Getinge Group's customers are found in the healthcare sector. Through its operations, the Getinge Group contributes to enhancing care and making it more efficient, which ultimately leads to the release of resources for additional care production. The Group has long been a major player in the European healthcare market. The expansion of recent years means that Getinge's customers are currently found in all corners of the world.

INVESTMENTS IN EMERGING MARKETS

In recent years, Getinge Group has completed a number of investments in production facilities and sales companies in several emerging markets. New plants have been opened in for example China and Poland thus creating new employment opportunities, and Getinge endeavors to ensure adjustments to favorable working conditions for employees in these countries.

Business ethics and social responsibility

Getinge places high demands on all its operations in terms of health, safety, discrimination and ethics – regardless of where in the world operations are conducted.

In many of the countries where Getinge is active, health and safety in the workplace is regulated by stringent national legislation. However, the Getinge Group is also active in countries where this legislation is significantly weaker. Nonetheless, the Group places the same demands on all its operations in terms of health, safety, discrimination and ethics regardless of where in the world operations are conducted.

Getinge's Code of Conduct is the foundation for all operations and it describes how the company and employees are to act in relation to each other and other stakeholders. A number of global policies support the Code and are supplemented with local policies where necessary.

To ensure that the Group's Code of Conduct is also upheld even in the supply chain, in 2012, the Group decided that all supplier agreements must be supplemented with an agreement under which the supplier pledges to comply with the requirements in Getinge's Code of Conduct, which is an ongoing process. In addition, a process is also underway to prepare a separate Code of Conduct for suppliers.

For operations in countries with weaker legislation, the company's Code of Conduct and policies are of the utmost importance and govern activities in the absence of legislation. In recent years, Getinge has worked on extended risk analysis of high-risk countries, which has resulted in more extensive efforts, for example in the form of training, in identified high-risk countries.

Getinge strives to make a positive and sustainable contribution to the communities in which the Group is active. Such efforts primarily take the form of projects linked to the company's operations.

ANTI-CORRUPTION

Ethics and moral are the basis of all of the company's operations and are reflected in all relationships, both internally and externally. A global anti-corruption policy was adopted during the year to

group together the company's shared values in this area. The policy is based on Getinge's shared values and aims to ensure ethical behavior in all business.

Gifts, corporate representation, compensation and personal benefits may only be offered to outside parties if they are of minor value and associated with the prevailing norms. No gifts, corporate representation or personal benefits may be given if they contravene the applicable legislation or prevailing norms. When Getinge's policy contains stricter requirements than current practice or applicable legislation, then the Group's policy takes precedence.

Gifts that do not meet these requirements must be reported to management, which will determine what action is to be taken. Getinge's employees are not permitted to strive for or accept gifts or benefits that can be presumed to impact their business decisions. Gifts that can be presumed to impact business decisions must be reported to the company's management, which will decide how the matter is to be handled.

Combating corruption is highly important to Getinge. During the year, work on implementing an updated global anti-corruption and whistle-blowing policy commenced in Brazil, China and the United Arab Emirates through a comprehensive training program, and local additions (appendices) were added for specific legislation in a country where appropriate. Information material was produced to communicate how to use the Getinge Ethics Line (Getinge's whistleblowing hotline, a phone line where employees can call around the clock to report any events that for some reason cannot be reported according to internal routines), and the roll-out began during the final quarter of 2015 and will continue in 2016. Work will also be carried out in other markets in the Group in 2016 to ensure understanding of the significance of these policies and compliance with the regulations.



Lower environmental impact of manufacturing and products

Getinge contributes to a sustainable society through active work in the environment. The aim is to reduce the environmental impact of products over their entire life cycle.

All manufacturing units will implement and certify management systems that meet the ISO 14001 standard. New operations must have certified management systems in place within two years of being acquired or established. This ensures structured environmental efforts through requirements for follow-up of the environmental impact of own operations and the preparation of goals, actions and procedures for significant areas.

Goals and actions are focused on the elements that comprise the most significant environmental impact for each facility. Regular external and internal audits ensure that the management system develops continuously and contributes to an effective environmental effort.

A summary of the Group's certifications can be found on page 91.

The follow-up of Getinge's environmental goals 2010-2015 was completed and new environmental goals for the Group were established. These goals include greater responsibility in the areas of energy, climate and waste and are based on the analysis of the most important environmental aspects that is carried out at each production facility.

QUARTERLY ENVIRONMENTAL REPORTING

All production facilities prepare quarterly reports on their environmental performance regarding consumption of fuel and electricity, quantities of waste and recycling as well as emissions of solvents. The reporting is integrated with the Group's financial reporting and enables excellent opportunities to follow up the progress of the work with the Group's environmental goals. The

information is regularly updated on the Group's intranet. Getinge also reports annually to the Carbon Disclosure Project (CDP), for which continuous improvements have been made in recent years.

ENERGY AND CLIMATE

Reducing the climate impact of the operations constitutes a key element of environmental efforts. The Group's goals were a 10% reduction of CO₂ emissions from production between 2010 and 2015 and a 22% reduction in emissions from the Group's vehicle fleet by 2015. Total CO₂ emissions from production fell 3%, meaning that the Group did not quite achieve the target of a 10% reduction between 2010 and 2015. The main reason for this was that a large portion of production was relocated to low cost countries where indirect emissions from electricity production are higher. However, direct emissions from production significantly reduced during the period.

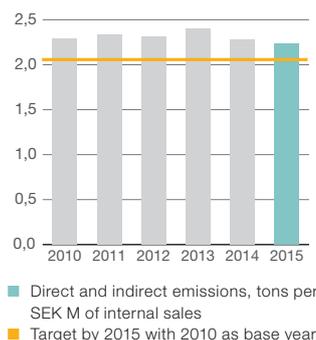
Energy-efficiency enhancements

Efforts to enhance energy efficiency continued during the year, for example, by continuing to upgrade lighting and heating in manufacturing and warehouse premises.

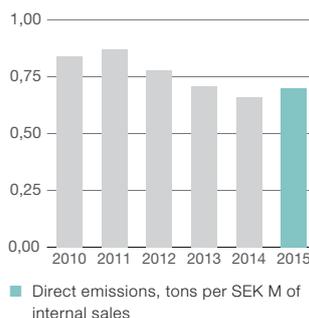
Indirect emissions from electricity use

As part of further reducing the Group's climate impact, more of the production facilities are using only green electricity. Other facilities have actively chosen suppliers with a favorable electricity production mix. Accordingly, it was possible to decrease indirect emissions in a number of countries.

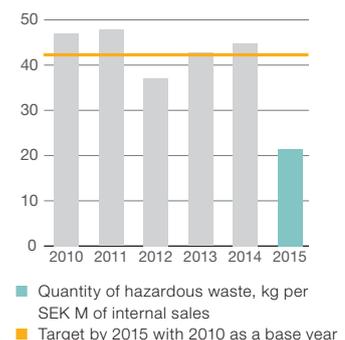
Total production-related CO₂ emissions
Target: 10% reduction



Direct production-related CO₂ emissions



Hazardous waste¹
Target: 5% reduction



A challenge for Getinge Group is that in many cases the production facilities are in countries in which it is difficult to find suitable electricity suppliers. Traditionally, emerging markets have higher emissions from electricity generation, which means that emissions in these markets rise with increased production.

This was the primary reason why the Group's total CO₂ emissions have not declined more significantly. To improve this situation, Getinge is striving as far as possible to identify other ways of reducing emissions, for example by installing solar panels or encouraging local electricity suppliers to reduce emissions from their electricity production.

Freight transportation

A key component of Getinge's climate endeavors relates to emissions from freight transportation. This applies to transportation with the Group's own vehicles, such as service visits, and to freight transportation.

Getinge's car policy imposes far-reaching demands on CO₂ emissions. Group-wide reports are prepared for the majority

of the vehicle fleet. The reports are mainly based on actual fuel consumption and actual mileage.

Proactive selection of carriers and efficient logistics operations will enable a reduction in the environmental impact from freight transportation in the coming years.

WASTE AND RECYCLING

One of the Group's environmental goals applies to increased recycling of waste from the production facilities. Reaching the vision of recycling all production waste requires investments in efficient waste handling equipment, changed attitudes and behavior as well as environmentally compatible product development. Methodical work has resulted in the proportion of waste being sent to recycling gradually increasing year-by-year, and new goals have been established in this area.

New environmental goals from 2016

Energy and climate

- Reduce CO₂ emissions from production by 5% by 2018, with 2015 as the base year.
- Reduce energy consumption of production by 10% by 2018, with 2015 as the base year.
- Reduce CO₂ emissions from company vehicles by 10% by 2020, with 2016 as the base year.
- Prepare environmental reporting for Getinge's vehicle fleet in 2016.
- Prepare environmental reporting for freight transportation in 2016.

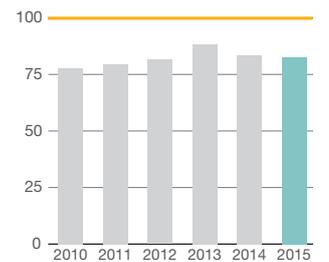
Waste

- Reduce the amount of hazardous waste in production by 10% by 2018, with 2015 as the base year.
- All non-hazardous waste from production is to be recycled.
- Identify opportunities to optimize the use of raw materials in the manufacturing of disposables in 2016.



Recycling ²

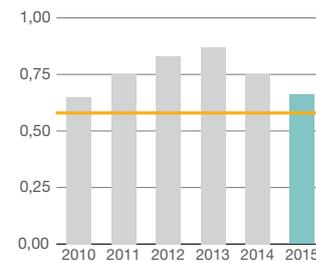
Target: all other waste should be recycled



■ Waste to material or energy recycling, %
 ■ Target by 2015

Emissions of VOC ³

Target: 5% reduction



■ Emissions, kg per SEK M of internal sales
 ■ Target by 2015 with 2010 as a base year

- Hazardous waste:** The amount of hazardous waste has fallen considerably. The higher levels in 2013 and 2014 were due to the closure of a number of production units and larger amounts of hazardous waste being transported away.
- Recycling:** The percentage of waste that is recycled increased from 78% to 82% during the period.
- Volatile organic compounds:** The emissions are mainly attributable to the painting of certain products, which will be phased out.

The graphs are based on reporting from all of the Group's production facilities.

Focus on employees and values

As Getinge Group expands its operations through corporate acquisitions and by establishing new operations in various regions of the world, work with the company's fundamental values becomes increasingly important.

Getinge aims to be an attractive employer and offer a work environment that is based on cooperation, responsibility and transparency. All employees are to be treated equally and Getinge does not accept any form of discrimination due to, for example, religion, age, ethnicity, national identity, gender, sexual orientation or political view.

VALUES

It is important that shared values anchored throughout the organization permeate the operations in order to realize the Group's strategy and achieve the set targets. Getinge's values are based on a sense of a shared commitment with people in mind. These values combine Passion with Collaboration, Openness, Excellence and Ownership.

Work on implementing the Getinge's shared values was carried out throughout the Group in 2015. Read more about these values on pages 26-27.

A SAFE WORK ENVIRONMENT

Employee health and safety is of the utmost importance, and a safe and secure work environment is a priority. Considerable emphasis is placed on the employees' well-being and Getinge must provide safe and sound work environments in line with best practices.

The Group's work on health and safety matters is based on national legislation, international regulations and own requirements and policies. Getinge strives to offer a safe and non-discriminatory work environment for the company's employees

worldwide and conducts a continuous, long-term health and safety effort at all facilities.

Sickness absence for 2015 totaled 2.9% (2.7) for the Group as a whole. The number of accidents per 100 employees decreased during the year and amounted to 2.5 (2.9). No serious accidents were reported during the year.

RECRUITMENT AND TRAINING

To continue to expand Getinge's business at a fast pace, the Group must attract, recruit, develop and retain employees with the appropriate expertise and right values. The Group has thus pursued a long-term HR effort that supports the company's strategic and financial targets, which includes structured succession planning that is reviewed annually.

During the year, focus was primarily directed to establishing the new organization presented during the second half of the year and which was put into effect on January 1, 2016. The positions in the new organization were largely filled by recruiting internally, which was facilitated by the Group's succession planning structure.

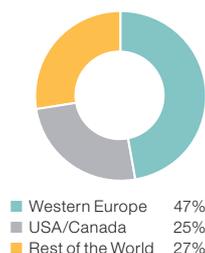
Every year, a number of training courses are held for the Group's executives, and customized training programs are offered at university level for future leadership talents. These programs are organized in close cooperation with some of the most distinguished universities in the world.

Furthermore, managers are continuously trained in managing change work and in the implementation of Getinge's strategy, such as in the form of challenges and opportunities associated with the prioritized activities established for achieving the targets.

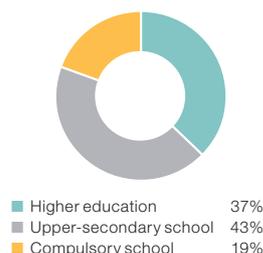
Number of employees



Number of employees per region, %

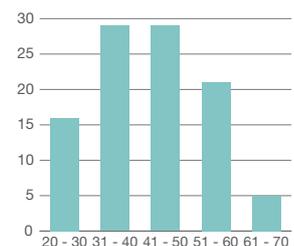


Level of education, %



Age structure

Distribution per age group, %





EQUALITY AND DIVERSITY

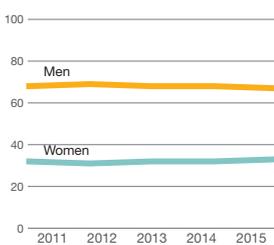
Getinge Group endeavors to create a business with extensive overall expertise and a wide range of experience to create a dynamic organization that can continue to advance the company in line with its strategic objectives. Accordingly, Getinge actively works on diversity issues, which are a key element of the Group’s Code of Conduct.

Getinge has also had a policy for a number of years to ensure that all employees – regardless of gender, race, religion and other irrelevant contextual factors – are given equal opportunity to develop and receive equal wages for equal work in due consideration of local conditions.

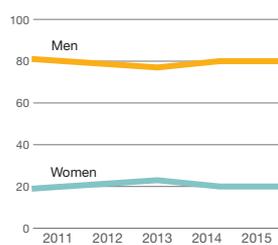
Diversity is a key competitive advantage and the new management team will continue to pursue this work in their respective functions. Diversity is becoming increasingly important to success in a global environment in which customers represent diversified groups from different cultures and ages, a factor that must be reflected in our own management structures.

Getinge works actively on increasing diversity within the Group. With the new Group management that was presented during the year, Getinge takes an important step towards a more diverse management team in terms of gender, ethnicity, age and background.

Gender distribution, general, %

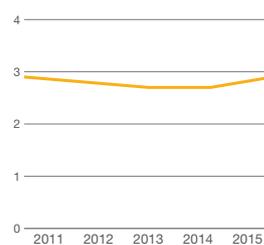


Gender distribution, management*, %



*management positions in the Group’s legal entities.

Sickness absence in the Group, %



Accidents # of accidents per 100 employees

