



# Your global partner in healthcare

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Period covered by your Communication on Progress (COP)

From: 2020-04-01      To: 2021-03-31

**1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)**

2021-03-22



*"We've been improving healthcare around the world for more than 35 years, and I'm excited to see how our dedication and innovation can touch people's lives in the years to come".*

Christophe Duret  
President

To our stakeholders:

I am pleased to confirm that HemoCue AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Christophe Duret  
President

## HemoCue Essential Diagnostics



***Essential Diagnostics – Care for life!***

### HemoCue Essential Diagnostics

HemoCue solutions are such that are essential at the point of care, when the person is seeking health care advice, and which are of importance to have at the time of consultation to speed up action.

This has been the concept of HemoCue's since it started. The solutions we provide are those that are needed at time of consultations, only essential diagnostics not those that are nice to have only. They are also there to be affordable, available through our extended network, easy to use and destined for the intended use in the intended environment. For anyone, everywhere, at any age – through life!

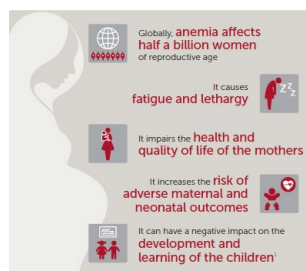
### ***Embrace Health Unite to Screen and Treat Anemia***



The campaign “Embrace Health” was created in 2017 in support of the WHO General Assembly's goal of reducing anemia by 50% by 2025 and remains a key initiative of ours.

Anemia is one of the most serious challenges facing global public health and HemoCue is participating in the global fight to eradicate anemia. HemoCue has initiated a global campaign aimed at creating an understanding of the importance of screening and treatment of anemia and to avoid the risk of intergenerational cycle of anemia.

### ***Anemia and Pregnancy***



<sup>1</sup> Ref: WHA Global Nutrition Targets 2025. Anaemia Policy Brief. WHO 2014.

HemoCue has for this reason chosen to focus on pregnant women, women of reproductive age and children, as these groups have an increased risk of anemia with serious and lifelong consequences as a result.

In addition to raising awareness, HemoCue establishes relations with institutions working to combat anemia and malnutrition around the world. HemoCue offers measuring instruments for hemoglobin testing, a common denominator for detecting anemia to allow for action.

With near-patient instruments from HemoCue, the risk of anemia can be detected early without waiting for test results from the laboratory. We are

proud to work closely with both global and local institutions and NGOs but also with the wide network of local distributors that enables HemoCue to create a real and long-term difference in global healthcare by offering our products and services.

## Non-Communicable Diseases – Diabetes



Diabetes is known to escalate around the world and so also in Low and Middle Income Countries. HemoCue put a spotlight on this via its campaign *“Diabetes and HIV, the value of early detection”* and partnering with important stakeholders and organizations that are working to improve diabetes care for children and the most vulnerable.

HemoCue is also making actions in support of the WHO call for Diabetes Compact. This will be launched by WHO and its partners in April 14<sup>th</sup>, 2021 and marks the 100 anniversary of the discovery of insulin. HemoCue will join forces with the NCD Alliance, the WHO, IDF and the International Alliance for Diabetes Action to the extent it is possible, and also to work with organizations and corporate initiatives to allow for access to screening, diagnosing, treatment and monitoring diabetes. The initial contribution to allow for affordable implementation is that we forward the advantage of our increased market share to allow for cost reduction. This has been implemented within the HemoCue Corporate Accounts already since 2020.

## AMR – Antimicrobial resistance and COVID 19



The pandemic that caught us in 2020 looked for innovative solutions to detect what might be COVID 19.

While the HemoCue WBC DIFF is not a system to diagnose the condition, several studies have shown that a low lymphocyte count is common and, in some cases, severe. Low lymphocyte count also impacts the neutrophil to lymphocyte ratio with increased neutrophil percentage as a marker to observe.

The system is often being used to distinguish, along with the symptoms of the patient, to determine whether the condition is due to a virus or a bacterial infection on upper respiratory tract infections.

## HemoCue and the Sustainable Development Goals



HemoCue supports all the UN Sustainable Development Goals – some more active than others due to the sector we are active in.

### As a commercial entity

#### Goal 17 – Partner for the Goals

Doing compliant business -

- Goal 16: Peace, Justice and Strong Institutions

As a **manufacturer** it is of importance to address

- Goal 7 Affordable and Clean Energy,
- Goal 9 Industry Innovation and infrastructure,
- Goal 12 Responsible Consumption and Production and
- Goal 13 Climate Action.

### **As a Company and Employer**

- Goal 8 Decent Work and Economic Growth
- Goal 10 Reduce Inequalities

From our **Solutions** where we as a company and our solutions, support activities included in

- Goal 1 No Poverty
- Goal 2 Zero Hunger
- Goal 3 Health and Wellbeing mainly in the field of anemia screening program, diabetes monitoring and in support of reducing antibiotic overprescribing, a successful implementation will allow for improvements in
- Goal 4 Quality Education

### **Our Employees**

As employees it is our responsibility to act as environmentally friendly as we can, foster EHS Environment, Health and Safety, adhere to provide compliant business and continue to support HemoCue for us to maintain our trust, foster our experience and deliver the value for health care providers, users of our solutions for the patients – wherever they are – whoever they are.

### **For all of us**

To collaborate for the Goals, to talk about them, to act on them – to take responsibility for advancing them – to the best of our abilities.

## 2. DESCRIPTION OF ACTIONS

### Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

Ensure workers are provided safe, suitable, and sanitary workfacilities

- HemoCue promote a safe and positive work environment where associates feel empowered to raise integrity and compliance concerns openly and with confidence that concerns will be addressed appropriately
- HemoCue AB also adheres to the Danaher Environmental, Health and Safety Policy
- HemoCue has a thorough Employers Handbook that is easily available on our intranet in Swedish as well as in English languages.
- HemoCue has a team that regularly reviews the working environment and act on potential need for actions. (this team is called Arbetsmiljökommitte) and we also have appointed Safety representatives to which perceived issues can be reported to and Safety Inspections.
- HemoCue AB also adheres to the Danaher Environmental, Health and Safety Policy
- HemoCue AB have an Alcohol and Drug Policy which while zero tolerance apply, the company has emergency action plan, a long-term action plan – but also a plan for preventive work. HemoCue is a smoke-free company and offers its employees a range of health promotion activities, including through a leisure club as well as grants for wellness activities and the company also has its own gym in its premises.

Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats

- HemoCue has a Policy against Insulting Treatment. This is also included in the Employers Handbook. This is included also in the annual employee survey which in 2020 had an engagement of 95%.
- The company has performed a specific survey regards to Insulting treatment and the results was shared on a company level and broken down to department and team level,

Take measures to eliminate ingredients, designs, defects, or side-effects that could harm or threaten human life and health during manufacturing, usage, or disposal of products

HemoCue fulfill FDA Quality System Requirements, are MDSAP certified and fulfill ISO 13485 and ISO 14001 Standards and have also been IVDR audited in 2020 with excellent results, which demonstrate our commitment to meeting customer and regulatory requirements whilst carefully considering environmental impact. From the microcuvettes to the analyzers, all equipment supplied by HemoCue has been tested extensively, and everything has been engineered with the end user in mind

This is included in the HemoCue Environmental Policy as well as in our Quality Manual. It is also included as a question to the Annual Employee survey.

- HemoCue is ISO 14001 certified
- HemoCue also follows the WEEE directive
- HemoCue holds the ISO 13485 Certificate
- HemoCue is MDSAP certified
- HemoCue is MAPS certified

## Labor

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Ensure that the company does not participate in any form of forced or bonded labour  
As a Swedish company HemoCue follows the Collective Agreements between the Company and the Labour Organizations
- Comply with minimum wage standards  
HemoCue follows the Collective Agreements between the Company and labour organizations
- Ensure that employment-related decisions are based on relevant and objective criteria  
HemoCue follows the Collective Agreements between the Company and labour organizations  
HemoCue HR and the representatives of the local labour committees have regular meetings where discussion is held regards to labour related questions –regulated in the “Medbestämmandelagen” MBL, The Codetermination Act.

## Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- HemoCue is certified according to ISO14001:2015 and the company is constantly working to improve our environmental performance and develop our environmental management system.
- The management and staff at HemoCue attach great importance to protecting the environment and are making efforts to reduce the impact the company has on the environment.
- HemoCue annually identifies the environmental aspects that are most important to our business, our key stakeholders, and the society we are part of. From the environmental aspects, HemoCue sets its environmental goals.
- For 2018-2020, the following environmental targets were set:
  - Minimize the environmental impact of our waste management
  - Limit Use of chemicals
  - Minimize the environmental impact of plastic packaging materials from HemoCue products
- During 2020, several activities have been carried out to further reduce energy consumption, including replacing fan units and replacing parts of the lighting with LED lighting.
- The CO2 emissions from transports is down due to COVID 19.
- Business travel is all time low due to the COVID 19 and its domestic and international restriction on travels and staff working from home.
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health  
HemoCue has clear instructions and training of staff to avoid accidents from happening
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances
  - HemoCue has limited storage of chemicals and no dangerous substances.
  - HemoCue aim to optimize energy consumption and minimize effect on the climate due to our manufacturing routines.
  - Minimize effect on the environment effect through continuous improvement in waste management
  - Reduce usage of chemicals to the largest extent possible
  - Minimize environmental effect from our packaging material – both in terms of actual material but also based on size and weight for this to have effect also on transports



## **Anti-Corruption**

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Assess the risk of corruption when doing business
  - HemoCue has zero tolerance to corruption and a thorough screening process of all our distributors
  - HemoCue follows Danaher Standard code of conduct and all employees has a mandatory annual re- training which is documented and need to be accomplished at a certain date.
  - All distributors and partners are now screened at the beginning of the year. If not performed accordingly, orders are put on hold until cleared or partner terminated.
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
  - This is included as part of our screening procedure for new partners and is included in our General Terms and Conditions of Sales which accompanies our quotations.
- Ensure that internal procedures support the company’s anti-corruption commitment
  - Internal procedures are handled by the Legal Department at Radiometer, the owner of HemoCue and the internal audits are handled by this team.

## **3. MEASUREMENT OF OUTCOMES**

In the box below, please include the most relevant indicators to measure **outcomes**. Examples include:

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- HemoCue AB has a staff of 261 employees with an average age of 47.5 years
  - 139 women
  - 122 men
- HemoCue do not register ethnicity or religion.
- Rate of occupational diseases, injuries, and absence  
During 2020 we have had the following rate out of office due to leave of absence
  - White collar 1,6%
  - Blue collar 3,9%
- The company has made important actions to maintain the safety of its staff while also ensuring the manufacturing and delivery of our goods also during COVID 19. It has also via its leadership maintained the important flow of information, physical and psychological well-being has been monitored also for those working from home. Tools for best possible working -from- home circumstances have been made available and digital meetings as well as short breaks during the days have been encouraged to maintain a good health and team spirit.
- Our goal is to constantly improve and ensure that we maintain an inclusive and open-minded culture. To drive innovation and growth, we want to promote a diverse and inclusive work environment. All employees - regardless of nationality, gender, age, religion, sexual orientation and ethnicity - should have the same opportunities for employment, education and development. In 2019, we have started training all employees in Diversity & Inclusion to create additional focus in this area and create an even more inclusive workplace. The engagement survey 2020 showed that 94% felt that they are treated with respect regardless of age and/or any other dimension of diversity.
- On-time delivery has been monitored on a weekly basis to allow for preventative and corrective actions if needed.
- The DBS Academy
- Danaher Business System (DBS) is our proven way of working to achieve success at HemoCue. DBS is used in different areas, to control what we do, measure how well we do the work and run continuous improvement work.
- DBS Academy is a training program containing the basics of DBS. We are convinced that employees who succeed in the work lead to a successful company. Knowledge within DBS creates results and satisfaction at work and is the key to a working work with continuous improvements that lead to the development of HemoCue. We encourage our employees to register for DBS Academy, which gives the opportunity for both personal development and development in the work. We focus on DBS and developing our employees' expertise within the various DBS tools.
- I am encouraged to continually improve ways of doing things gained 94% in the 2020 engagement survey.



Our business is built on quality, and that runs through everything we do. From the manufacturing process through to the customer experience, we hold ourselves to the highest possible standards. We do this because we know that in healthcare there is nothing more important than trust – whether that's trust between a doctor and the patient, or trust built on the reliability of the tools used to offer a diagnosis or a treatment decision.