



CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT

2022-2023

IMPROVING PEOPLE'S LIVES®



# TABLE OF CONTENTS

<b>A Message from our President and CEO</b> .....	<b>3</b>
<b>Our Company</b> .....	<b>4</b>
Our Mission and our Values; Our Leadership Team; Our Company Profile	
<b>Our Corporate Responsibility Commitment</b> .....	<b>12</b>
Our Sustainability Materiality Matrix; Sunrise Medical Sustainability Priorities; Sunrise Medical SDG Focus Areas; Governance	
<b>Innovation in our Products and Services</b> .....	<b>20</b>
Quality Management System; ISO Certification; Regulatory Compliance; Our Key Performance Indicators for Products and Services; Award Winning Product Design	
<b>Reducing our Environmental Footprint</b> .....	<b>32</b>
Our Environmental Principles; Environmental Certifications; Product Lifecycle Assessment; Climate and Environment; Our Roadmap to Reduce Emissions; Our GHG Emissions; Carbon Offset Projects; Our Key Performance Indicators for Environmental Responsibility	
<b>Commitment to Customer Satisfaction and Service</b> .....	<b>58</b>
Serving Our Customers; Listening to our Customers; Our Key Performance Indicator for Customer Satisfaction and Service; Real-Life Stories; Team Sunrise	
<b>Commitment to our Employees</b> .....	<b>72</b>
Our Associates; Associates’ Health and Well-Being; Training and Development; Our Inclusive Environment; Our Key Performance Indicators for Commitment to our Employees	
<b>Responsible Procurement and Logistics</b> .....	<b>84</b>
Our Sourcing Philosophy; Our Key Performance Indicator for Responsible Procurement and Logistics	
<b>Ethical and Sustainable Business Practices</b> .....	<b>90</b>
Our Commitment to Ethical and Sustainable Business Practices; Business Code of Conduct – “Do the Right Thing”; Compliance Management System and Corporate Responsibility; Data Security and Privacy; Our Key Performance Indicator for Ethical and Sustainable Business Practices; Charitable Donations	
<b>Appendix</b> .....	<b>102</b>
KPI Results Evolution; Global Reporting Initiative (GRI) and UN Sustainable Development Goals (SDGs) Index	

## A Message from our President and CEO

Dear Stakeholders,

I am pleased to introduce Sunrise Medical's latest Corporate Social Responsibility report. Our commitment to "Improving people’s lives" remains at the heart of everything we do, shaping our approach to corporate social responsibility and guiding our efforts to build a sustainable future.

At Sunrise Medical, we recognize the crucial role we play within the healthcare industry and are dedicated to advancing our ESG initiatives across our entire organization. The Corporate Social Responsibility Board, which I have the privilege to chair, is a testament to this commitment. This board, made up of representatives from various functions and regions, works closely with our 2,800 employees worldwide to champion our global ESG projects.

Our ESG strategy is fully aligned with the United Nations Sustainable Development Goals (UNSDGs), which we integrated into our first Corporate Social Responsibility Report for 2020 and 2021. Our ongoing efforts focus on three key areas: driving innovation in our products and services, minimizing our environmental impact, and upholding ethical and sustainable business practices. Within these areas, we have pinpointed specific fields for improvement, continuously pushing ourselves to achieve more.

Sustainability is a journey that involves our entire community—employees, dealers, end users, and suppliers. Their contributions and feedback are invaluable as we advance our corporate social responsibility initiatives. Through active engagement and collaboration with these stakeholders, we strive to make meaningful progress.

Our latest sustainability report, covering 2022 and 2023, offers a comprehensive overview of our ESG focus areas and accomplishments. It reflects our dedication to transparency and our unwavering commitment to making a positive impact. As we move forward, I am excited about the opportunities ahead and confident in our collective ability to create a more sustainable future, always with the goal of improving people’s lives.



**Thomas Babacan**  
President & Chief Executive Officer



# Our Company

Our company

Responsibility Commitment

Products and Services

Environmental Footprint

Customer Satisfaction

Our Employees

Procurement and Logistics

Sustainable Business

## Our Leadership Team



**Thomas Babacan**  
President and Chief Executive Officer



**Adrian Platt**  
Chief Financial Officer



**Carol Liu**  
Senior Vice President  
Corporate Development &  
Strategic Marketing



**Thomas Hardt**  
Group COO & Senior Vice President  
Central Europe



**Bernd Krebs**  
Chief Technology Officer



**Daniel Wade**  
Chief Procurement and  
Sustainability Officer



**Larry Jackson**  
President of Sunrise Medical  
North America



**Ignacio Paredes**  
Senior Vice President  
Southern Europe, Eastern Europe,  
Middle East & Africa



**Jim Barratt**  
Senior Vice President  
Northern Europe & Asia Pacific





# Our Mission

Improving people’s lives by creating innovative, high-quality products and services.

Sunrise Medical is a world leader in the development, design, manufacture and distribution of innovative, high-quality manual wheelchairs, power wheelchairs, motorized scooters, standard and modified seating and positioning systems, and daily living aids.

# Our Values

Our five values are Customer Focus, Excellence, Innovation, Commitment, and Teamwork, all of which are incorporated into everything we do.

These values underpin our commitment to being a socially responsible company where we strive to respect our customers, our business partners, our Associates, our communities, and the environment within which we operate, ensuring the highest ethical standards are adhered to.



Our customers come first! We expect to not only meet, but to exceed the expectations of our customers, through relationships based on trust. We maintain that trust with prompt and professional communication.



Our goal is to “Improve People’s Lives!” We’re committed to performing extraordinary efforts every day in what we do, both as individuals and as a company. That commitment extends to the highest level of quality.



Strive to continually improve! Sunrise Medical and its Associates continually redefine our business and are proactive in providing innovative, reliable and quality products, processes, and solutions. We encourage our Associates to be open to, and promote, new ideas that can improve our business and the lives of our customers.



We expect our Associates to take responsibility and ownership. Demonstrate determination and initiative and provide added value to Sunrise Medical. Get involved and do your best!



The principles of teamwork, sharing, and fostering information are crucial to achieving our business objectives. A positive and proactive team spirit leads to improved results. To our internal team, we offer support, guidance, motivation, and constructive feedback when and where needed.

## Our People Deliver on Our Values





## Our Company Profile

### Sunrise Medical in numbers:

We have over 34 sites in 23 countries.

Distribution in over 130 countries and a broad external distribution network in numerous other markets.

Employing over 2,800 Associates worldwide.

#### Our Manufacturing & Assembly Sites:

- Germany
- United States
- United Kingdom
- The Netherlands
- Spain
- Poland
- Mexico
- China
- Norway
- Australia

#### Our Sales & Distribution Sites:

- Canada
- France
- Italy
- Belgium
- Portugal
- Austria
- United Arab Emirates
- Czech Republic
- Sweden
- Denmark
- Japan
- Switzerland

We also have a broad agent and external distribution network in numerous other markets.

Over 2,800 Associates worldwide



#### We have R&D centers of excellence in:

- Germany
- United States
- United Kingdom
- Australia
- The Netherlands
- Hungary



# Heritage

Sunrise Medical has a rich history that dates back to 1983.  
Find out some of the key points in our heritage at this link to our company website.

<https://www.sunrisemedical-group.com/about/heritage>



# Customers identify with our Brands

Customers identify with our brands. The Sunrise Medical family of brands includes some of the most recognizable ones in global mobility.



Our People deliver  
on our Values





# Our Corporate Responsibility Commitment

Our company

**Responsibility Commitment**

Products and Services

Environmental Footprint

Customer Satisfaction

Our Employees

Procurement and Logistics

Sustainable Business

Environmental and social responsibility is fundamental to everything we do. We recognize that our standing as a responsible contributor to a better world relies on the integrity and efforts of our people and processes. By continuing to look for ways to improve and become an even more responsible and globally conscious business, we are prioritising the issues that are most relevant to our stakeholders.

In order to help ensure we are focusing on the areas that matter to our key stakeholders, we surveyed both internal and external stakeholders to determine their key priorities. As a result of that survey we have been able to better refine our sustainability priorities, and we have developed our Sustainability Materiality Matrix which, in turn, led us to identify six key focus areas for sustainability.

These focus areas all support Sunrise Medical's mission of "Improving People's Lives" including our commitment to develop the highest quality of innovative products and services benefiting both end users and providers as well to support our employees with excellent working conditions, opportunities, and diversity. We also recognize our responsibility to reduce our environmental footprint in all our operations including our supply chain.

We have developed Key Performance Indicators (KPIs) in each of the focus areas and we will measure and report our progress regularly to our Advisory Board as well as in this Corporate Social Responsibility (CSR) Report.



# Our Sustainability Materiality Matrix

This chart shows how our stakeholders (Customers, Suppliers and Associates) ranked key elements of Environmental, Social and Governance activities. We used this information to refine our sustainability priorities, including Key Performance Indicators.

## Environmental

- WM Waste Mgmt. (reuse/recycling & responsible disposal)
- WC Water Conservation
- EM Energy Mgmt. (reduction of GHG/CO2)
- SP Sustainability in Product Design, Materials & Lifecycle
- CC Climate Change

## Social

- CS Customer Satisfaction (support/service/partnerships)
- HR Human Rights (anti-slavery, fair & equitable treatment)
- H&S Employee Health & Safety
- ES Employee Satisfaction (development, diversity & inclusion)
- DCI Community Involvement/Support for the Disabled

## Governance

- PS Product Safety, Quality & Reliability
- PI Product Innovation
- SC Supply Chain Resilience
- PA Product Affordability
- CR Compliance with Regulations
- DP Data Privacy & Security
- BR Business Results (profitability & growth)
- BE Business Ethics, Values & Culture



# Sunrise Medical Sustainability Priorities

We have reduced our number of Key Performance Indicators (KPIs) from 22 previously reported to 11. We believe these 11 KPIs reflect best where we can affect our 6 ESG focus areas and sustainability priorities.

## Innovation in our Products & Services

- New product revenue: Ratio of products within the first three year of its lifecycle to total revenue: 30%.
- R&D Spend as a % of total revenue.

## Reducing our Environmental Footprint

- Reduce absolute Greenhouse Gas Emissions (GHG) (Scopes 1 & 2) to net zero in line with the Paris agreement by 2050.
- 75% recycled waste by 2030.
- 80% of outbound packaging used, to be fully recyclable by 2030.
- 75% of hybrid/electric company owned vehicles by 2030.

## Commitment to Customer Satisfaction & Service

- Customer Satisfaction survey scores at minimum 85%.

## Commitment to Our Employees

- Percentage of women in the workplace 40% by 2030.
- Percentage of women in management 30% by 2030.

## Responsible Procurement & Logistics

- 90% of supplier material spend covered by the Sunrise Medical Supplier "Code of Conduct/Code of Ethics" by 2030.

## Ethical & Sustainable Business Practices

- 100% of employees trained in the Sunrise Medical Code of Conduct.



Our Sustainability Priorities are discussed in greater detail in the subsequent sections in this report, including data on current performance towards these priorities.

## Sunrise Medical SDG Focus Areas

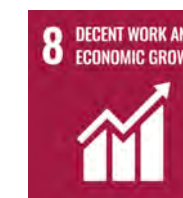
Whilst our sustainability initiatives align with many of the UN SDGs, we focus especially on the SDGs noted below and have linked our priorities and actions to these goals. These are the areas where we believe we can have the greatest impact towards helping to achieve the goals. Please refer to the following sections for additional and specific information on what Sunrise Medical is doing to advance these goals.



As a medical device manufacturer and employer of people in many regions of the world, promoting good health and well-being is central to our mission.



Sunrise Medical is committed to full participation and equal opportunities regardless of gender, both in our workplace and in our interactions with our business partners and customers.



Through our employment and business practices, Sunrise Medical is fully committed to promoting business growth and full and productive employment and decent work for all.



Process and product innovation and sustainability are fundamental to Sunrise Medical's business operations.



Through our products and workplace practices, Sunrise Medical seeks to empower and promote the inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.



Our products are designed to provide mobility, access and freedom for those with disabilities and special needs.



Efficient and responsible materials use is a key component of Sunrise Medical's environmental footprint.



As this Corporate Social Responsibility report details, Sunrise Medical is integrating climate change measures into our policies, strategies and planning.



Sunrise Medical is a global enterprise with multi-stakeholder partnerships throughout all aspects of our business, working together towards achievement of the SDGs and a sustainable future.





## Governance

### Corporate Social Responsibility Board

In support of our Sustainability commitments and initiatives, and to help ensure that Sustainability stays at the forefront of all of our Company's activities, we have a Corporate Social Responsibility Board that meets regularly to coordinate our sustainability activities. The CSR Board is chaired by our CEO and includes executive level representation from Operations, Human Resources, Commercial, Procurement, Marketing, Finance and Compliance.

### Partnerships

We also work closely with our business partners to ensure they also have the appropriate level of commitment to sustainability. Our partnerships include the dealers we partner with to sell our products into more than 130 countries, all of our other business partners and customers, as well as industry associations, disabled sports federations, teams and athletes.





# Innovation in our products and services

Our company

Responsibility Commitment

**Products and Services**

Environmental Footprint

Customer Satisfaction

Our Employees

Procurement and Logistics

Sustainable Business

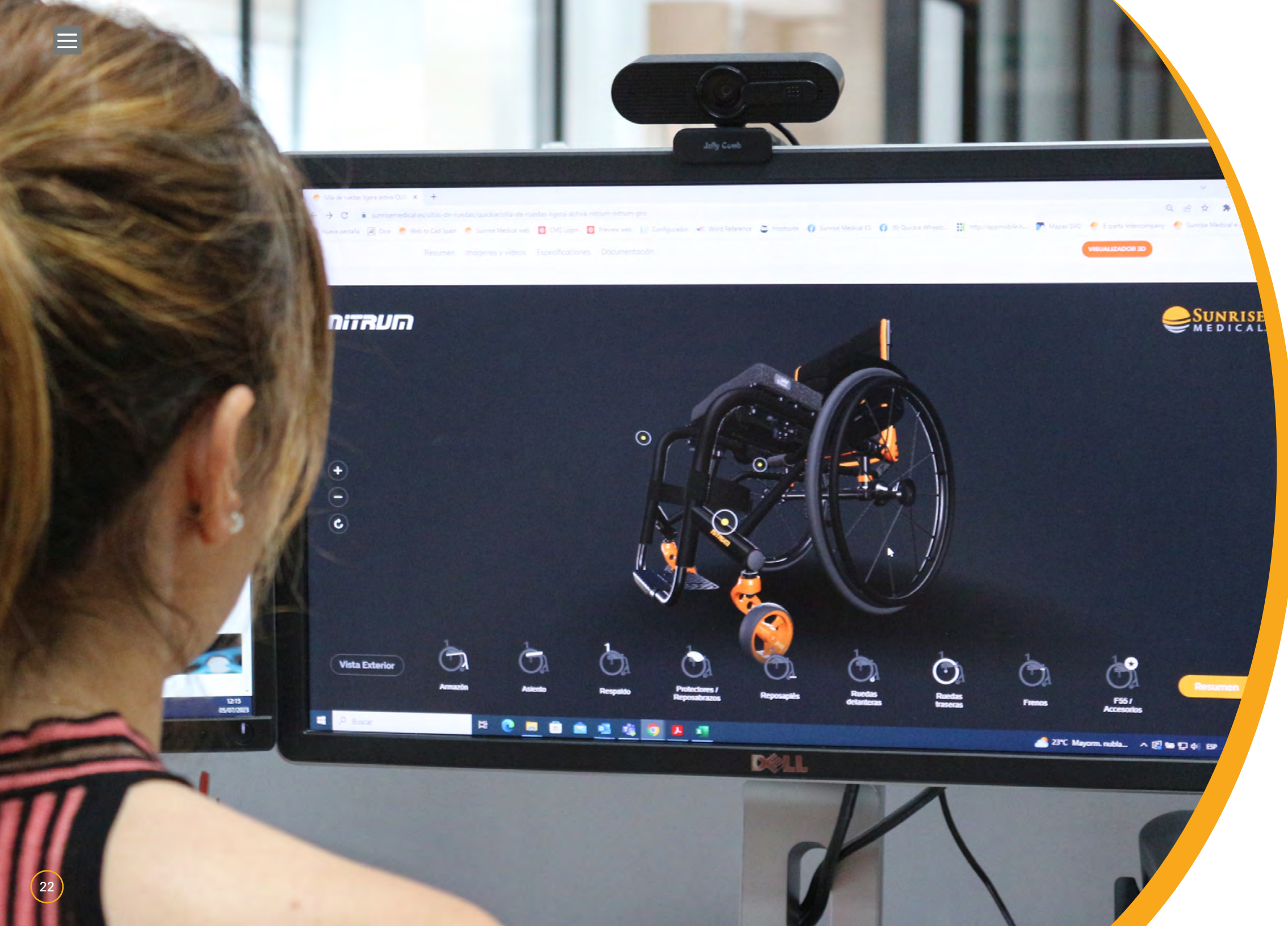
Our products directly impact the quality of life – so our standards are high and we aim to improve at every opportunity.

Our product portfolio covers nearly every mobility solution – for all stages of life, every moment of the day, helping people improve their lives all over the world.

Our product portfolio consists of Manual Wheelchairs; Power Wheelchairs; Pediatric; Power Assist; Seating and Positioning; Sports; Mobility Scooters; and Daily Living Aids.

We employ rigorous product design, development, testing and manufacturing processes to ensure that our products are of the highest quality, are safe and reliable to use and meet medical device regulatory requirements.

Information on our products is available here:  
<https://www.sunrisemedical-group.com/products>



## Quality Management System

Quality and safety of our products is our top priority - and we manage this through our Quality Management System (QMS). Our QMS ensures that our products are designed, developed, and manufactured to meet customer and regulatory requirements, and to reinforce customer satisfaction through product and service performance. Extensively tested before being released for production, only products that meet our safety requirements are released for distribution.

## ISO Certification

To ensure that our QMS remains robust and is continually improving, the majority of our facilities have either ISO 13485 or ISO 9001 certification. These certifications demonstrate that we are committed to total quality management, to ongoing customer focus, and to a continually improving process approach throughout the organization. This also means that critical processes and their interactions are understood and documented, and that there is a strong management commitment to the elements of the ISO quality management standard.

## Regulatory Compliance

Our products are classified as medical devices. As a result, they are subject to various medical device regulations throughout the world, such as the Medical Device Regulation (MDR) in the European Community and the Food and Drug Administration (FDA) in the United States.

The exacting standards we apply throughout the design, development, testing, and manufacturing processes are there to ensure that we comply with all such regulations.

We employ a specialized team of Regulatory Affairs Associates who work toward implementation of new rules within internal practices and processes.



# Our Key Performance Indicators for Products and Services

- 1 New Product Revenue**  
 Ratio of products within the first three year of its lifecycle to total revenue.  
 This illustrates how up to date our overall portfolio is.
- 2 R&D Spend**  
 R&D spend as a percentage of total revenue.  
 This is a key metric shaping our evaluation of the vitality and innovation within our product portfolio.





New Product Revenue

Why is it important	Prioritizing “New product revenue” as a sustainability priority signifies a commitment to innovation that directly benefits our end users and the environment. By continuously introducing new and improved mobility solutions, we are ensuring that individuals with disabilities have access to the latest technological advancements tailored to their evolving needs, ultimately improving their quality of life.				
Sunrise Medical Approach	We will continually track this percentage over time as a fundamental metric guiding our assessment of the vitality and innovation within our product portfolio. By closely monitoring the ratio of new product revenue to total revenue, we can gauge the effectiveness of our strategies in ensuring that our offerings remain relevant, sustainable and pioneering in the field of mobility solutions for individuals with disabilities.				
Progress in 2023	We are delighted to report significant progress in our New Product Revenue, reaching 32% of total revenue in 2023.				
KPI evolution	2021	2022	2023		
	19,6%	28%	32%		
Related policies	Sunrise Medical aims to ensure the quality, safety, and reliability of its products through its <b>Quality Management System</b> (“QMS”).				
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div><div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div></div>				

R&D Spend as a % of Total Revenue

Why is it important	Assessing the percentage of R&D investment relative to total company revenue provides valuable insights into the company’s innovation capabilities and strategic priorities. With innovative solutions we guarantee that individuals with disabilities have access to cutting-edge technology customized to their changing requirements, ultimately improving their quality of life.		
Sunrise Medical Approach	We will monitor this ratio over time as a key metric shaping our evaluation of the vitality and innovation within our product portfolio. By closely monitoring the ratio of R&D spend to total revenue, we can assess how well our tactics are maintaining the relevance, durability, and pioneering spirit of our mobility solutions for people with disabilities.		
Progress in 2023	The R&D spend as a percentage of total revenue is in FY23 1.53%		
KPI evolution	FY21	FY22	FY23
	2,02%	1,79%	1,53%
Related policies	Sunrise Medical aims to ensure the quality, safety, and reliability of its products through its <b>Quality Management System</b> (“QMS”).		
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div><div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div></div>		

# Award Winning Product Design

We take immense pride in our award-winning product designs, showcasing our unwavering dedication to innovation and excellence in order to improve people’s lives. These accolades underscore our commitment to pioneering products and services, reaffirming our status as industry leaders in assistive mobility.



**QUICKIE Nitrum Hybrid & Active** - Mobility Product Award 2022 by Mobility Management magazine (US)

Category: Wheelchairs, Manual: Ultralightweight.

The QUICKIE Nitrum ultra-light wheelchair is the lightest adjustable aluminium chair at just 4.9kg lifting weight; engineered to maximise the performance. The dual tube Hybrid Frame offers the highest rigidity and strength, and the fixed Active Rigid option offers the lightest weight possible in a Nitrum configuration.



**QUICKIE Nitrum** - Reddot Winner 2022

Nitrum® received the Red Dot Award for Product Design 2022 from Germany. Packed with numerous newly patented features and frame designs, the QUICKIE Nitrum ultra-light wheelchair is a global phenomenon since launched in 2020. The Red Dot Award is the prominent international award for high quality product designs well recognized worldwide.



**Magic Mobility Magic 360** – The Retailers’ Choice of the Year 2022 Award by THIS Magazine (UK)

Designed, manufactured and developed in the heart of Australia, Magic Mobility have brought 25 years of experience with off road and all terrain wheelchairs to deliver the world’s first everyday electric powerchair with true off-road capability. Compact enough to get around the house, and full of all-terrain technology.



**ZIPPIE Q300 M Mini** - Mobility Product Award 2022 by Mobility Management magazine (US)

Categories: Wheelchairs, Power: Group 3, single power and Wheelchairs, Power.

ZIPPIE Q300 M Mini offers children the independence to safely explore with pediatric power seating on our most compact power wheelchair base.

# Award Winning Product Design



The prestigious Mobility Management publication in the US hosts the Mobility Product Award program, recognizing exceptional developments in Complex Rehab Technology and mobility/accessibility.

In 2023, four Sunrise Medical products were awarded:

- The **QUICKIE ACCESS** won in the “Manual Wheelchairs, Tilt-in-Space” category. This wheelchair solves multiple seating challenges while allowing clients to propel with either hand or foot.
- The **QUICKIE Q300 M Mini** with a 17” turning radius, won in the “Power Wheelchairs, Group 3, Multiple Power” category.
- The **SWITCH-IT Vigo**, a wireless, proportional head control that allows drivers to control their power wheelchairs with subtle and intuitive head movements, won in the “Alternative Driving Controls” category.
- Winning in the “Seating Systems” category, The highly configurable **LECKEY BeMe**, is a modular seating system that provides a superior fit to meet the changing needs of a child.



The **SWITCH-IT Vigo** Head Drive was awarded the prestigious title of “New Product of the Year” at the Scandinavian Health & Rehab Messe 2023 in Denmark.

The criteria for winning the “New Product of the Year” award included novelty value, useful features, enhanced quality of life for individual users, and positive impact on the daily lives of users, caregivers, and therapists. The Vigo Head Drive stood out among the entries, impressing the judges with its innovative design and functionality.



**QUICKIE QS5 X** manual wheelchair and **Q50 R Carbon** lightweight folding powerchair won the THHS Retailers’ Choice of the Year Award 2023 by THHS MAGAZINE from the UK.

The QUICKIE QS5 X revolutionises easy folding with its FreeFold Technology, an innovative cross-brace design that reduces folding forces and saves 40% energy with each fold.

In Powerchairs, the Q50 R Carbon, with its carbon fibre frame, is one of the lightest powerchairs available, providing users with a level of manoeuvrability and ease of transport like never before.



The **RGK Veypr Sub4** won the Reputable Harding Award for Product Innovation at the 2023 Canadian Seating & Mobility Conference in Toronto.

Voted by participants and visitors as the most innovative product among all products presented by the 48 exhibitors from the best companies in the industry. The RGK Veypr Sub4 is the world’s first truly Made-to-Measure Carbon fibre wheelchair achieved through its new proprietary and pioneering manufacturing process inspired by F1 technology.





# Reducing our Environmental Footprint

Our company

Responsibility Commitment

Products and Services

**Environmental Footprint**

Customer Satisfaction

Our Employees

Procurement and Logistics

Sustainable Business

We bring an environmental perspective to everything we do. This is expressed in our environmental mission statement:

**“As a long-standing environmentally conscious organization, Sunrise Medical is committed to environmental responsibility and our mission is to further promote green thinking throughout the global organization and our supply base.”**

Our commitment is expressed through our environmental principles noted below. We also work diligently to ensure our sites, and in particular our manufacturing plants, continually look for ways to minimize our impact on the environment through reduction of energy consumption, recycling and reuse, and reducing plastics consumption.

In addition, we have an Environmental Management System (EMS), which provides the framework to assist in the day-to-day operations from an environmental perspective. As part of our EMS, we expect our suppliers to implement and maintain appropriately scaled environmental processes too.

Key points include:

- Minimizing waste and maximizing recyclability of production/shipping materials
- Reducing transportation and distribution costs
- Protecting and reducing reliance on natural resources



# Our Environmental Principles

Our environmental commitment is expressed through the principles of our global environmental policy.



## Management Commitment

All Management and Associates will take responsibility for ensuring that this environmental policy is implemented, maintained, and continually improved.



## Regulations

As a minimum, we will comply fully with the requirements of all relevant environmental laws/ regulations and any other relevant requirements, seeking to exceed them wherever possible.



## Training

We recognize the importance of education and communication. Therefore, we will undertake the necessary training in order to implement and sustain this policy.



## Energy

We recognize that the waste of energy is an unnecessary cost and has an impact on the environment. Therefore, we will endeavor to pursue an ongoing program of energy efficiency.



## Waste

We recognize that all waste is inefficient, adds cost, and has unnecessary environmental impact. We will therefore endeavor to prevent and, if prevention is not possible, to recover, reuse, and recycle.



## Biodiversity, Amenity, and Land Restoration

Wherever possible, we will aim to protect and conserve local biodiversity.



## Reporting

Within our audit and review cycle, we will report on our environmental performance annually. We will set and review objectives and targets and use them as a base for year-on-year improvements.



## New Site Development

Whenever there is a new process or site development, we will assess the impact this will have on the environment.



## New Products

We are aware that there will be disposal implications associated with our products. Therefore, we will endeavor, wherever possible, to improve the product design in order to minimize the potential environmental impacts on disposal.



## Environmental Certifications

We direct all our major manufacturing sites to be certified to ISO 14001. This standard has requirements for an environmental management system designed to enhance an organization’s environmental performance. This provides value for the environment, Sunrise Medical itself and interested parties.

For all other Sunrise Medical sites, we have an in-house program to achieve the Sunrise Medical Environmental Seal.



To achieve this internal certification, sites are mentored by a Sunrise ISO 14001 certified site and must set goals and targets for environmental impact reduction in the areas of GHG emissions, waste and water management.

Country	Site	ISO 14001: 2015 Environmental Mgmt
AU	Magic Mobility	Planned FY24
AU	Sydney	Planned FY24
DE	Malsch	✓
MX	Tijuana	✓
NL	Helmond	✓
NL	EDC- Nieuwegein	✓
NO	Lillehammer	✓
NO	Vestby	✓
PL	Gorzow Lodz	✓
SP	Bilbao	✓
UK	Brierley Hill	✓
UK	Helping Hand	Planned FY24
UK	Leckey	Planned FY24
UK	RGK	Planned FY24
US	Fresno	✓
US	Nashville	Planned FY24





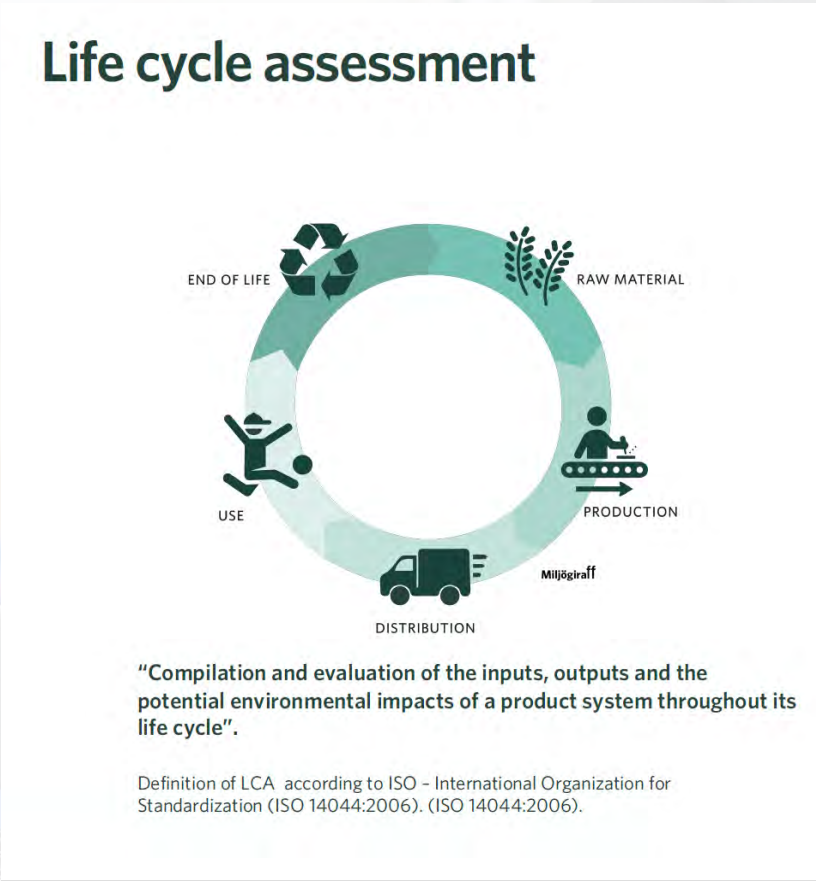
# Product Lifecycle Assessment

Sunrise Medical is performing a lifecycle assessment of our products, in support of a “circular economy” to help us minimize waste and maximize resources.

We are performing a “cradle to grave” Life Cycle Assessment (LCA) calculation according to ISO 14040 in conjunction with Miljögiraff, an environmental consultant.

This will deliver a carbon footprint for each of our products. We are utilizing 5 key products from our Helmond (Netherlands) factory in the first phase.

- Q400/500M Base
- Easy Life Base
- Elite 2 Scooter
- Ibis Base
- Sedeo Pro Seating



Goal & scope	Inventory	Modeling	Interpretation	Value
<p>Miljögiraff helps the customer identify goal and scope of the study.</p> <p>What is to be studied? What will the result be used for?</p>	<p>Miljögiraff helps the customer understand what environmental aspects is to be studied.</p> <p>The customer is responsible for the data being collected and that it is the correct data</p> <p>If data is missing, general data from Miljögiraff's third-party audited databases is used.</p>	<p>The life cycle is modeled in SimaPro and the environmental impact are calculated from several environmental aspects.</p>	<p>The result is shared with the customer. Miljögiraff interprets and verifies the result.</p> <p>The report is reviewed internally or by a third party and reconciled against standards.</p> <p>Miljögiraff makes recommendations for improvements based on the results of the life cycle analysis.</p>	<p>Miljögiraff helps the customer understand and activate the result through presentations and workshops.</p> <p>We offer different communicative ways to take the results further as well as the opportunity to get support in deeper strategies around ecodesign adapted to the customer.</p>
<p><b>Life cycle steps</b></p>	<p><b>Collection of data</b></p>	<p><b>Tool</b></p> <p><b>SímaPro</b></p>	<p><b>Experience</b></p>	<p><b>Communication</b></p>

The results of these assessments will be used to determine the environmental impacts associated with all stages of our products’ life cycles. More importantly, this information will be used to help us improve our sustainability programs by designing and implementing process and product design improvements as well as setting appropriate targets for those improvements.





# Climate and Environment

## Support for the Paris Accord

Sunrise Medical whole heartedly supports the goals and objectives of the Paris Agreement which is designed to:

- Limit the average global temperature rise.
- Increase the ability to adapt to the adverse effects of climate change.
- Make financial flows consistent with a pathway toward low greenhouse gas emissions and climate-resilient development.

For our initiatives in the Environmental area, Sunrise Medical has partnered with ZeroMission to use the Ecometric platform to measure our Scopes 1, 2 and 3 GHG emissions. We also use the platform to measure our waste and water.

We have also engaged Miljögiraff, experienced experts in life cycle assessment and life cycle design, to guide and assist us in our products life cycle assessments, as previously explained.







# Our Roadmap to Reduce Emissions

Post-pandemic 2022 began a return to near-normalcy as the supply chain began to stabilize in most areas allowing a reduction in air freight in some countries. With the return of trade and consumer shows and the reopening of clinics and hospitals, business travel increased over the COVID-19 years.

## Our plan to decrease our GHG/CO2 emissions in the future includes:

- Continue to comprehensively collect, report and analyze our GHG/CO2 data to quickly identify issue areas and opportunities for improvement.
- Reduce air freight as business conditions return to post-pandemic normalcy.
- Vertical integration and near-shoring, which will reduce our freight-in.
- New factory in Nashville (United States) which is closer to many of our customers, which will reduce our freight-out.
- Request renewable fuels be used when transporting our items.
- Packaging optimization to reduce the shipping container volume our products take up during shipment.
- A comprehensive lifecycle analysis of our products is underway, which will identify opportunities for environmental-impact improvements. See further description below in the “Product Lifecycle Assessment” section.
- Energy conservation measures at our sites.
- Additional solar panel installations.
- Renewable electricity agreements.
- 75% of hybrid/electric company owned vehicles by 2030.
- Use video conferencing when feasible as an alternative to business travel.
- Carbon offsets.



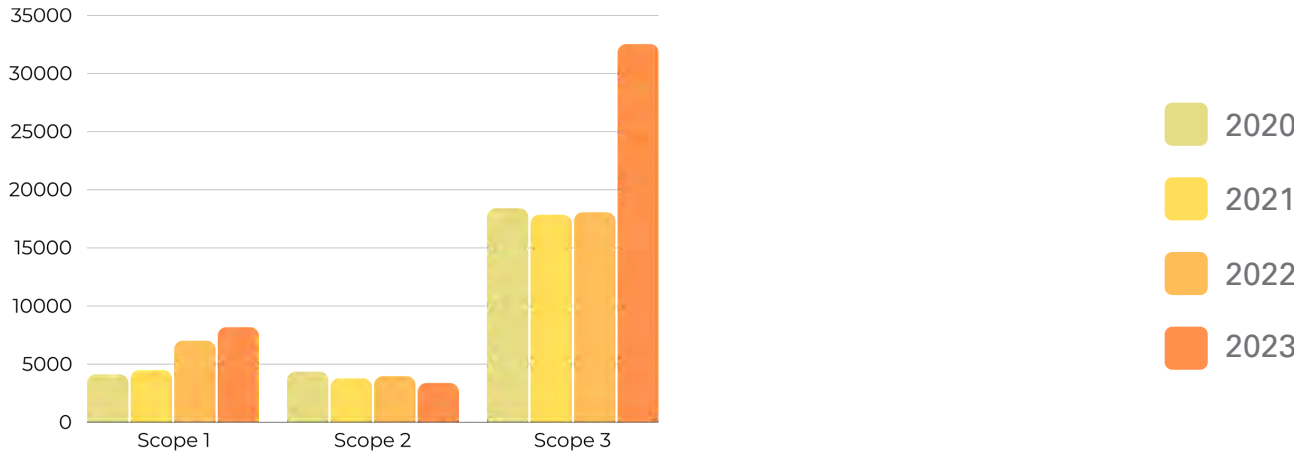


# OUR GHG/CO2 Emissions

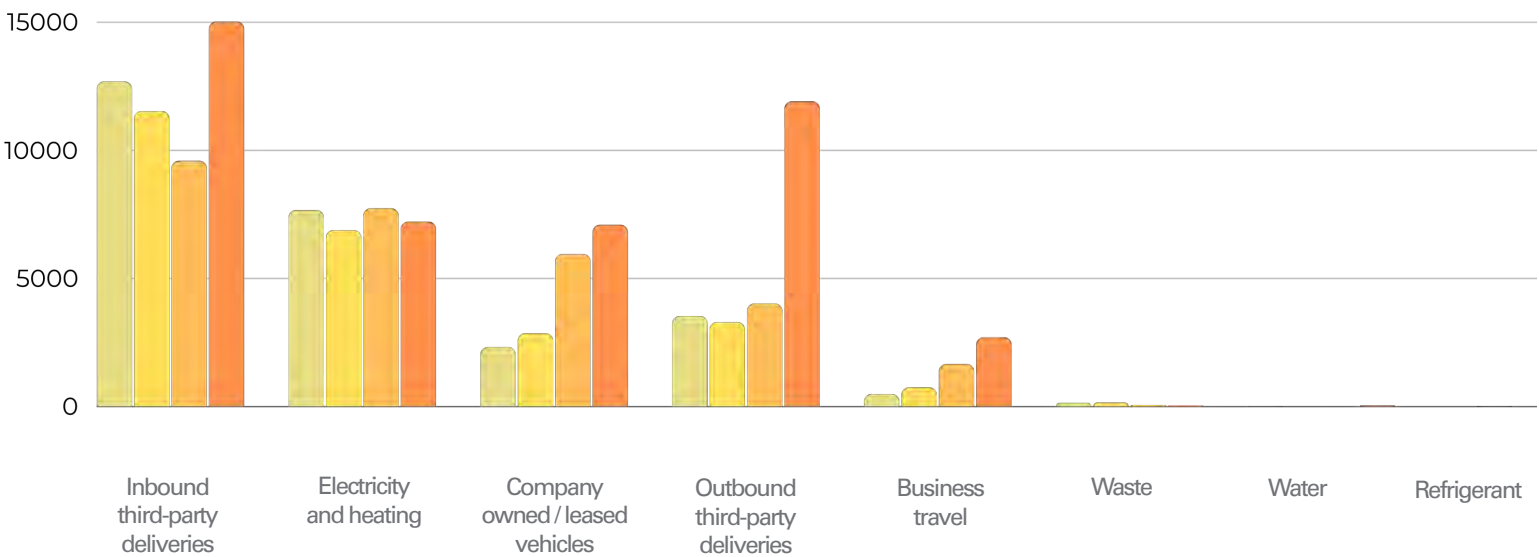
Tonnes of CO2e (*Market-Based method*)

We began collecting and reporting our GHG/CO2 emissions data at the beginning of 2020.

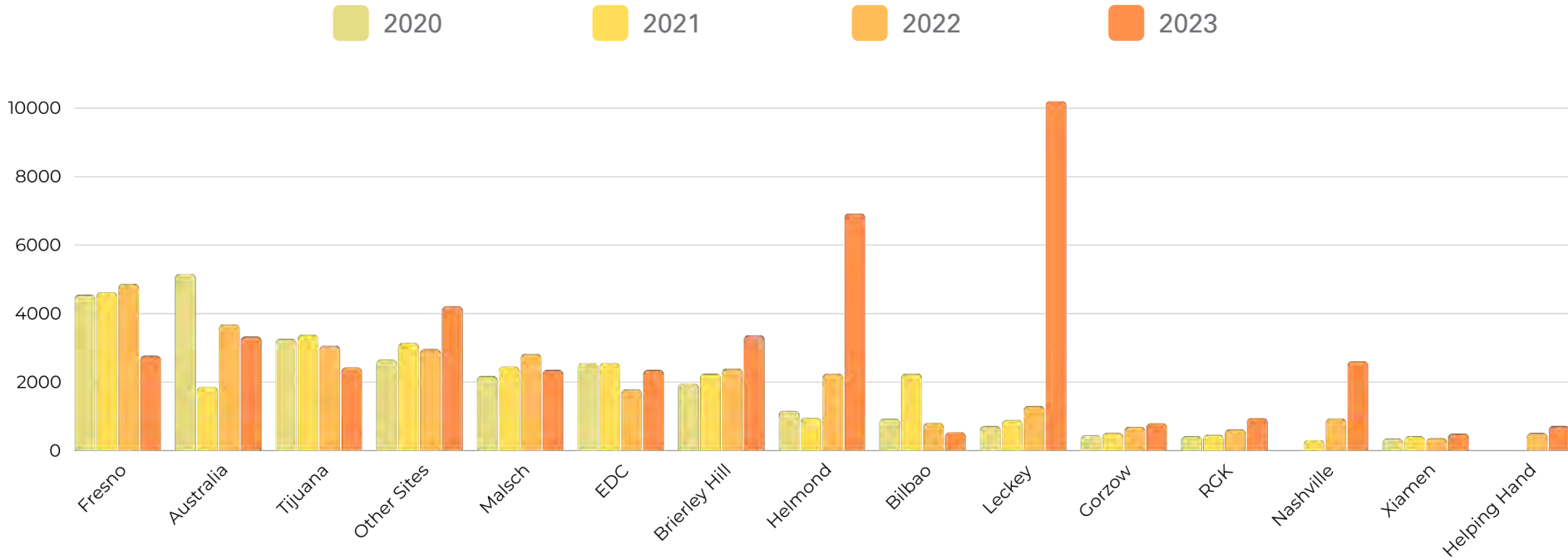
## Total Sunrise Medical Emissions



## Emissions by Type



## Emissions per Company Unit





# Carbon Offset Projects

Whilst we are working towards our goals of reducing our GHG emissions as much as possible, we are also investing in high quality Carbon Offset projects. We have partnered with ZeroMission to help us select and invest in projects which meet the following criteria:

- The projects must make a clear contribution to social sustainability; for example, that people get an improved quality of life and health, new jobs, increased knowledge or technology transfer.
- The projects must be well established among local actors and project participants.
- The projects must have a high degree of additionality, which means that the climate benefit would not have taken place without the money invested in the project through the sale of carbon credits. Our funding of these projects “must make a difference.”
- The projects must provide verified, long-term climate benefits.

## These criteria also contribute to our company’s mission to ‘Improve People’s Lives’

ZeroMission requires that we sign a letter of intent aimed at ensuring that offsetting emissions is part of a broader strategy to reduce greenhouse gas emissions. The letter of intent also requires that our climate compensation claims must be done in a responsible way when it comes to measurement, follow-up and communication.

For our purchase of carbon credits, we have selected two projects which will each offset 2748 tonnes of greenhouse gas emissions per year. These projects have been certified by the Gold Standard Foundation, a non-profit foundation headquartered in Geneva, Switzerland which verifies that carbon credits are real and verifiable and that projects make measurable contributions to sustainable development.

The total offsets of 5,496 tonnes in 2022 and 5,782 tonnes in 2023 account for 50% of our total Scope 1 and Scope 2 emissions. Our intent is to fully offset our emissions in this area in the future through both reduction activities and further carbon offset projects. We are also focused on reducing our Scope 3 emissions by working closely in the key impact areas of transportation and our supplier base.

**zero mission**

**Sunrise Medical**

Hereby offset 2 748 ton CO2e for emissions arising from parts of scope 1 and 2 emissions for 2022. The emissions are offset through vattenrening in the project Clean Drinking Water for Schools and Households. Over 40% of households must boil water before use for purification purposes, this is typically done on inefficient open fires. This project provides water purification systems to schools and households to reduce the need for firewood and in turn reduce emissions from deforestation.

Certifikat: **ZM212623**      www.zeromission.se      **Gold Standard** for the **Global Goals**

**zero mission**

**Sunrise Medical**

Hereby offsets 2 749 ton CO2e for emissions arising from parts of scope 1 and 2 emissions for 2022. The emissions are offset through the project Suya Efficient Cookstoves in Kenya. This project reduces greenhouse gas emissions by reducing the demand for firewood. Microloans are provided to support women to buy fuel efficient stoves, which improves indoor air quality and respiratory health while reducing pressure on the local environment. Alongside the carbon benefit, this project promotes gender equality and preserves habitat for unique biodiversity.

Certificate: **ZM212624**      www.zeromission.se      **Gold Standard** for the **Global Goals**





## Our Key Performance Indicators for Environmental Responsibility

- 1 Reduce absolute GHG emissions**  
Reduce absolute GHG emissions (Scopes 1 & 2) to net zero in line with the Paris agreement by 2050.
- 2 Recycled waste**  
75% recycled waste by 2030.
- 3 Outbound packaging**  
80% of outbound packaging used, to be fully recyclable by 2030.
- 4 Hybrid / electric company-owned vehicles**  
75% of hybrid/electric company owned vehicles by 2030.



GHG Emissions

Why is it important	Prioritizing net zero greenhouse gas emissions (Scopes 1 & 2) by 2050 aligns with our mission of Improving People’s lives and underscores our commitment to environmental responsibility. By mitigating climate change and improving air quality we ensure a healthier, more resilient world for all.
Sunrise Medical Approach	<p>Our Plan to to decrease its GHG emissions in the future include:</p> <ul style="list-style-type: none"><li>- Continuing to collect our GHG data and acting accordingly</li><li>- Vertical integration and near-shoring</li><li>- Considering renewable fuels when transporting items</li><li>- Packaging optimization: increasing the number of units carried per mile and creating more compact and folding products</li><li>- Conducting product life cycle assessments and investing in the development of new products with a focus on enhancing circularity</li><li>- Focusing on energy efficiency efforts: incorporating LED bulbs and solar panels and reducing waste, electricity, gas and water usage</li><li>- Incorporating hybrid or electric company vehicles</li><li>- Reducing the need for business travel by relying on videoconferencing</li><li>- Working with suppliers to encourage a focus on sustainability</li></ul>
Target	Reduce absolute GHG emissions (Scopes 1 & 2) to net zero in line with the Paris agreement by 2050
Progress in 2023	<p>Sunrise Medical began collecting its GHG emissions data in 2020/2021. Scope 1 GHG emissions have risen from 2021 to 2023 and we have achieved slight reductions in Scope 2 GHG emissions and have seen an increase in Scope 3 GHG emissions during this timeframe. Emissions are primarily attributable to inbound third-party deliveries, electricity and heating, company-owned/leased vehicles, outbound third-party deliveries, and to a lesser extent, business travel, waste, water, and refrigerants.</p> <p>At the same time, we are investing in reputable carbon offset projects to help offset our carbon footprint. These projects have long-term climate benefits that would not have taken place without them. Two initial carbon offset projects in Uganda and Kenya, reportedly accounted in 2023 for approximately 5,782 tons of carbon dioxide equivalents, and have been certified by the Gold Standard Foundation, a non-profit foundation in Geneva, Switzerland.</p>

GHG Emissions

KPI evolution		For the years ended December 31		
		2021	2022	2023
		Tonnes of CO2e (Market-Based method)		
	Scope 1 (direct emissions)	4,502	7,017	8,186
	Scope 2 (indirect emissions from energy use)	3,784	3,977	3,378
	Scope 3 (indirect emissions from the value chain)	17,855	18,072	32,542
	Total emissions	26,141	29,066	44,106
	Carbon offset	(4,220)	(5,496)	(5,782)
	Target: Net total (Scope 1 & 2 emissions minus Offset)	4,066	5,498	5,782

Related policies	Global Environmental Policy Environmental Management System (“EMS”)
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SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div></div>
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Recycled Waste

Why is it important	We recognize that all waste is inefficient, adds cost, and has unnecessary environmental impacts. We will therefore endeavor to prevent and, if prevention is not possible, to recover, reuse, and recycle.				
Sunrise Medical Approach	Our ambition is to minimize waste and maximize recyclability of production/shipping materials. We are well underway in meeting this target, with four key sites already recycling almost all of their waste, which is the target also for other sites. In order to minimize waste in general, we also target to minimize outbound packaging as much as possible, in particular through the use of recyclable packaging.				
Target	75% recycled waste by 2030				
Progress in 2023	In 2023, 80% of waste was recycled				
KPI evolution	2021	2022	2023		
	82%	78%	80%		
Related policies	Global Environmental Policy Environmental Management System (“EMS”)				
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div></div>				



Outbound Packaging

Why is it important	Using more recyclable materials in outbound packaging is crucial to conserving natural resources, reducing waste sent to landfills, and lowering energy consumption. Additionally, it helps mitigate pollution, and ensures compliance with environmental regulations.				
Sunrise Medical Approach	Working on initiatives with R&D to explore the possibility of creating foldable or compact products, aiming to ship them in smaller boxes while maintaining product quality.				
Target	80% of outbound packaging used, to be fully recyclable by 2030.				
Progress in 2023	In 2023, 95% of total packaging is recyclable, 50% of cardboard used was from recycled materials.				
KPI evolution	2022		2023		
	95% recyclable 50% of cardboard from recycled materials.		95% recyclable 50% of cardboard from recycled materials.		
Related policies	Global Environmental Policy Environmental Management System (“EMS”)				
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div></div>				





## Hybrid / Electric Company-Owned Vehicles

Why is it important	Removing our gasoline-powered vehicles from the roads and replacing them with electric and hybrid vehicles is important to reduce emissions and mitigate climate change. Charging electric vans and cars with clean energy further reduces their carbon footprint, paving the way for a more sustainable transportation system.		
Sunrise Medical Approach	Many of our company vehicles are vans that are used to carry products. As the carrying capacities and ranges of electric vehicles and especially vans increase over time, we will shift as much of our fleet to these vehicles as possible.		
Target	75% of hybrid/electric company-owned vehicles by 2030.		
Progress in 2023	We are slowly raising the percentage of electric or hybrid vehicles in our company’s fleet that reached 10% in 2023.		
KPI evolution	2021	2022	2023
	6,8%	8%	10%
Related policies	Global Environmental Policy Environmental Management System (“EMS”)		
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div><div></div></div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div></div>		





# Examples of our Commitment to the Environment

## Packaging Consolidation

As part of our ongoing initiatives, we have implemented a packaging optimization strategy for our Gemino rollators. By packaging two rollators in a single box instead of one, we have successfully reduced overall packaging materials.



## Recycling Waste

To promote responsible electronic waste management, at Sunrise Medical US we have partnered with ERI, the largest fully integrated IT and electronics asset disposition provider in the US.



## Greener Car Fleet

At Sunrise Medical Sweden, we are taking significant strides towards a more sustainable future by transitioning 70% of our cars to hybrid models. Although we operate across vast geographical sales areas, we have found excellent alternatives that align with our sustainability goals.



## Reducing Paper Consumption

At Sunrise Medical, we are reducing paper consumption across many countries. We have implemented QR codes as an alternative to printing marketing materials, through which customers can directly access the content digitally



## Solar Energy

At Sunrise Medical Spain, we have installed photovoltaic panels, harnessing the power of the sun to generate clean, renewable energy. Meanwhile, at Leckey, we are exploring the adoption of solar panels, with plans to have them installed later this year.



## Efficient Heat Management

At Leckey in the UK, we have taken several measures to minimise heat loss during freight loading and unloading. Similarly, at Sunrise Medical Spain, we have installed high-speed doors in frequently accessed areas, serving as a solution to prevent heat loss.



## Bee Hives

At our factory located in Malsch, Germany, our Associates actively participate in maintaining two bee hives on the premises. The Sunrise bees play a crucial role in pollinating local flowers, fruits, and vegetables, supporting the local ecosystem.



## Reducing Gas Consumption

In the Netherlands, we have upgraded our warehouse central heating system with two high-efficiency boilers. The results speak for themselves: within the first six months of use, we have achieved a 50% reduction in gas consumption compared to the previous year.







# Commitment to Customer Satisfaction and Service

Our company

Responsibility Commitment

Products and Services

Environmental Footprint

**Customer Satisfaction**

Our Employees

Procurement and Logistics

Sustainable Business







## Serving Our Customers

**We firmly believe that our customers are at the heart of everything we do. Their needs, desires, and aspirations drive our business forward, making it more relevant and vibrant.**

Our mission, “Improving people’s lives,” serves as the guiding force behind our existence.

We encourage our customers to share their thoughts, providing us with detailed explanations and even visual aids, of their needs. After an in-depth assessment conducted by our dealers, we take their input to heart and work to provide the best possible solutions to meet each customer’s specific needs and desires.

## Jay Your Way® and Built-4-Me®

At Sunrise Medical, we understand that every individual’s needs and preferences are unique.

That’s why we take pride in offering a comprehensive customization service to ensure our customers’ independence, individuality, and riding experience are fully catered to.

Our range of customizable products includes tailored cushions and backs, arm troughs, foot boxes, as well as size and cover modifications.

We go above and beyond with our Built4Me® program, enabling customers to request specific features, measurements, and capabilities that go beyond our standard product range. From personalized color and styling specifications to performance enhancements for sports like racing, we are dedicated to making our customers happy.





# Listening to our Customers

Through our robust social media community, we provide a platform for our customers to connect not only with us but also with each other, enabling the sharing of experiences and opinions.

We actively listen to their valuable product feedback, comments, and suggestions.

By incorporating this feedback into our design process, we are dedicated to continually improving our products to meet their evolving needs.

At our core, we believe in fostering a collaborative relationship with our customers, driving innovation together.



## Sunrise Medical Social Media in Numbers

With a total community of over 660,000 followers (at the end of December, 2023), we lead the industry across all social media platforms. Facebook is one of our most popular platforms with over 500,000 followers.

- Social presence in 23 countries**
- Over 105 social media pages**
- Over 660,000 social media followers**

Links to our pages can be found at:  
<https://www.sunrisemedical-group.com/community/social-media>



# Our Key Performance Indicator for Customer Satisfaction and Service

**1 Commitment to Customer Satisfaction and Service**  
Customer Satisfaction survey scores on average 85%.



## Customer Satisfaction

Why is it important	We firmly believe that our customers are at the heart of everything we do. Their needs, desires, and aspirations drive our business forward, making it more relevant and vibrant.		
Sunrise Medical Approach	Customer Focus is among our five Company Values. At Sunrise Medical, our customers are our top priority. We aim not just to meet, but to surpass the expectations of our customers, fostering relationships built on trust through prompt and professional communication.		
Target	Customer Satisfaction survey scores on average 85%.		
Progress in 2023	In 2023, Our customer satisfaction rate varies by country and ranges from 71% to 84%. We are currently standardizing the customer survey questions and methods across all our countries to align our satisfaction results and improve our approach to further enhancements.		
KPI evolution	2022	2023	
	72-85%	71-84%	
Related policies	Quality Management System (QMS). Business Code of Conduct – “Do the Right Thing” Data Security and Privacy		
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div><div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div></div>		



## Real Life Stories

Real people. Real stories. Discover how people around the world have improved their lives with Sunrise Medical and see what motivates them.

<https://www.sunrisemedical-group.com/community/real-life-stories>

This link will take you to stories of how Sunrise Medical products have improved people's lives. Here is one of them:

Life does not end when you sit in a wheelchair, it becomes a new one. It's an opportunity to overcome your limits every day. Looking back and seeing what you got over is amazing!

- Patricia Santana







## Team Sunrise

**The RGK, QUICKIE /SOPUR range of sports and everyday wheelchairs**

redefine the standards for high-performance mobility. These exceptional wheelchairs, meticulously styled by designers and crafted from ultra-light materials, set new benchmarks for perfect driving ergonomics. As a result, they offer an unparalleled experience in terms of comfort, agility, and overall performance.

Our TEAM SUNRISE athletes, equipped with these cutting-edge wheelchairs, gain a competitive edge in their respective sports and daily activities. With these top-of-the-line wheelchairs, they can achieve greater maneuverability and precision, enabling them to push their limits and reach new heights of excellence.

Whether it's on the sports field or in everyday life, these high-performance wheelchairs empower our TEAM SUNRISE athletes to navigate the world with confidence, independence, and a relentless pursuit of success.



# Sunrise Medical is Making a Difference

Illustrations of our commitment to  
provide exceptional service

## Education

Education in Motion: The Source for Cutting-Edge Rehabilitation Technology Insights.

Designed by clinicians, for clinicians, Education in Motion is a comprehensive set of resources available on our website. Including the latest information and industry trends in complex rehabilitation technology. A wealth of blogs, articles, and valuable industry resources, alongside real-life clinical applications and outcomes.

<https://www.sunrisemedical.eu/education-in-motion>

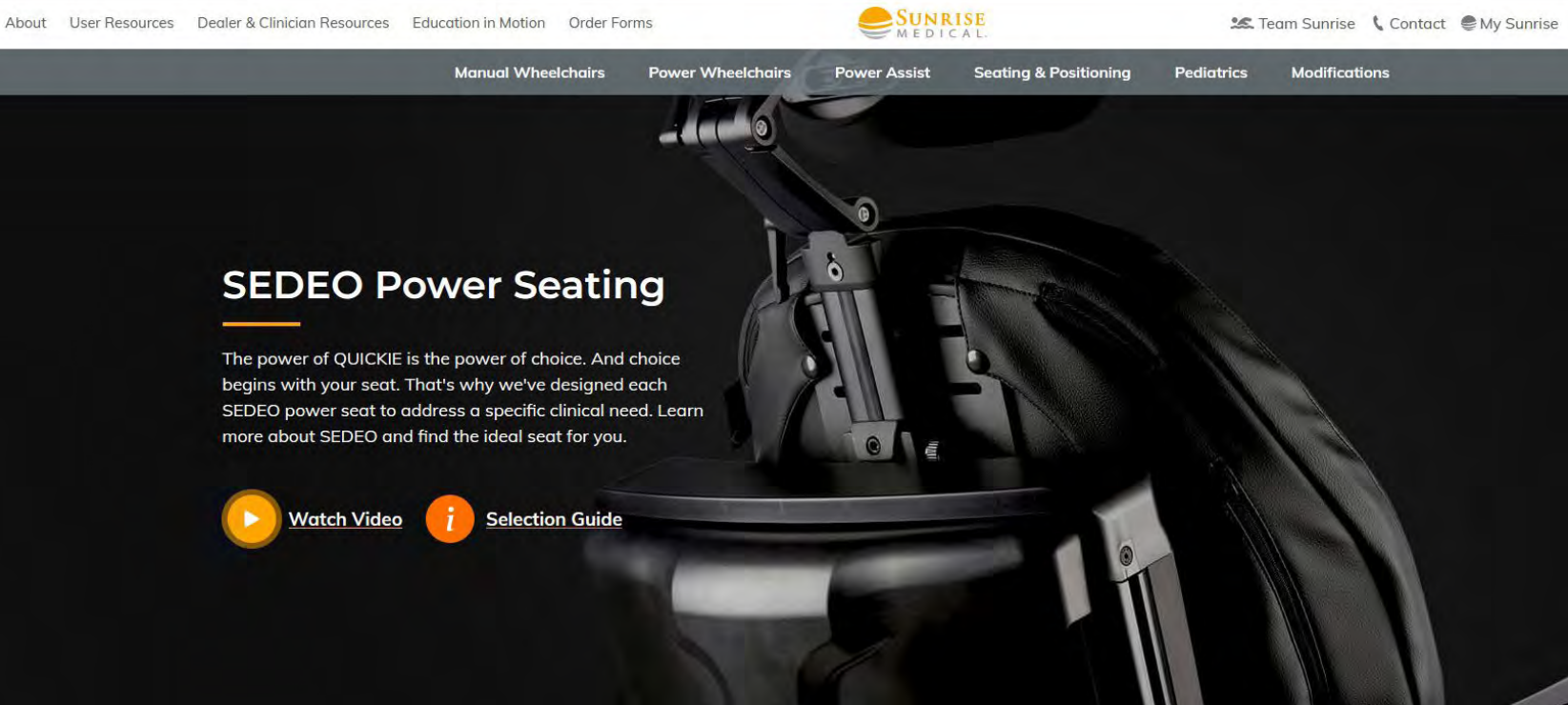
EDUCATION IN MOTION

# Helping customers make Informed Choices

Our commitment to providing transparent information, comprehensive resources, and expert guidance ensures that customers have all the necessary tools to make well-informed decisions about their mobility and healthcare needs.

One example is the detailed “Sedeo” power seating web page. This resource offers insightful videos that explain the power seating range, allowing customers to compare different seating functions effectively. Additionally, the web page includes the power seating clinical guide, which provides valuable guidance on selecting appropriate power seating and powered functions based on specific diagnoses.

These resources empower our customers to make informed decisions and find the ideal mobility solutions for their unique requirements.







# Commitment to our Employees

Our company

Responsibility Commitment

Products and Services

Environmental Footprint

Customer Satisfaction

**Our Employees**

Procurement and Logistics

Sustainable Business

## Our Associates

Our people are more than employees, they are “Associates.” This has a specific relevance with the business being a collective effort and a calling for all of us to work in partnership.

Our Associates are partners in a common enterprise. We believe in the value of creating an overall environment of health and well-being as it supports our ongoing pursuit to ensure everyone associated with our company is thriving.

Improving people’s lives starts on the factory floor and goes all the way to delivery and support of the products our customers rely on every day. Some key points about our team:

- We believe there should be no place for discrimination of any kind. We base our hiring decisions on business criteria such as qualifications, experience, and performance.

- Manufacturing is a traditionally male dominated environment; however, we have a strong female presence with an average of 36% female in 2023.

- Our Customer Support Teams respond to customer queries and support the sales Associates. Each Associate is responsible for a specific region and ‘buddies up’ with a Sales Manager to support their customers through both the sales and customer service efforts.

- We promote an open-door policy so our Associates can discuss their training or other personal needs with their managers.

The innovations that we create to support people with reduced mobility would not be possible without our Associates. Because it’s through their creativity, their commitment, and working together towards a common goal that enables us to reach our mission to improving people’s lives.



## Associates' Health and Well-Being

The health and safety of our Associates is of paramount importance. We continually collect comprehensive metrics on incidents of workplace injury and globally report on accidents and lost time data to monitor our performance and encourage improvement and best practices.

The well-being of our Associates is not limited to workplace health and safety. We encourage Associates to look after their personal well-being through initiatives such as the Wellness Program in the US, where Associates can earn Wellness Points by taking part in healthy activities. Wellness Points can be exchanged for health-related discounts and products. Also there are Wellness webinars to assist and educate staff at no cost.

Mutual respect doesn't end at our doors – we expect high standards from those we do business with. Our suppliers are evaluated for, among other things, a minimum standard of welfare and workers' rights.



## Training and Development

We support and challenge our Associates to increase their knowledge, skills and capabilities throughout their career at Sunrise Medical. From day 1, every Associate is given in-depth company training that covers topics such as Ethics and Code of Conduct, Environmental, Health and Safety, Human Resources and Quality. Our online training platform, the Sunrise Medical Academy helps Associates to keep track of their training and is an invaluable resource for refreshing or enhancing their knowledge.

Our medical devices help some of the most physically challenged members of our communities. To serve those customers with the most accurate and helpful advice for the specific product to meet their needs, our staff must be extremely knowledgeable about our products and the physical challenges faced by our customers. In particular, Associates in Sales, Marketing and other customer facing product roles are given regular product training. We also have Clinical Education Associates whose main responsibility is to provide training to our network of dealers and clinicians.





## Our Inclusive Environment

At Sunrise Medical, we celebrate individuality and we're committed to creating an inclusive environment where everyone can thrive and help to improve people's lives.

As a global leader in the industry, Sunrise Medical has always been passionate about promoting equality and embracing diversity. Diversity and inclusion are an integral part of our company's culture. Fostering an open and collaborative culture and environment, we bring together our people with their different backgrounds, experiences and expertise, and together we strive to create innovations and better solutions to improving people's lives.

### Inclusion drives innovation

Exclusion happens when you solve problems using your own biases. That's why we've always been passionate about inclusion and actively encouraging representation. Having a diverse workforce that includes people with disabilities is paramount to this.

By promoting a culture that builds on strengths and focuses on abilities, our Associates drive innovation and help us to improve people's lives.



### Gender equality

Manufacturing is a traditionally male-dominated environment.

However, at Sunrise Medical we have a strong female presence and we are actively working towards improving gender equality in the workplace.

Approximately 1/3 of our Associates worldwide are female, as are our managers.

### Diverse representation

We strive to ensure our company reflects the diversity of the communities we are part of.

For example, in the United States, Sunrise Medical Associates have a very diverse ethnic background, with over 35% from historically under-represented minorities.

### Developing and retaining empowered Associates

Sunrise Medical is a multi-generational company. We have always been dedicated to encouraging and supporting our Associates development and treating everyone fairly and equally.

We're proud that so many Associates choose to remain at Sunrise Medical, as 51% of them have been a part of our family for over 10 years.







## Our Key Performance Indicators for Commitment to our Employees

- 1 Women in the workplace**  
Percentage of women in the workplace 40% by 2030.
- 2 Women in management**  
Percentage of women in management 30% by 2030.



## Women in the Workplace

Why is it important	Having an equal representation of women in the workplace is vital for diversity, innovation, and fairness. It brings a broader range of perspectives, fosters better decision-making, and creates a more equitable environment for all employees		
Sunrise Medical Approach	Sunrise Medical acknowledges that manufacturing has traditionally been a male-dominated environment. Nevertheless, we are committed to fostering a strong female presence within our company, and we are actively working towards increasing gender diversity. We plan to achieve this goal through targeted recruitment and retention strategies that promote and support women in our workforce.		
Target	Percentage of women in the workplace 40% by 2030		
Progress in 2023	In 2023 the percentage of women in our workforce was 36%		
KPI evolution	2021	2022	2023
	33%	37%	36%
Related policies	Business Code of Conduct – “Do the Right Thing”		
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div><div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div></div>		

## Women in Management

Why is it important	It enhances diversity in leadership, bringing a wider range of perspectives and experiences to decision-making processes. This diversity often leads to more innovative solutions and better problem-solving. Secondly, it promotes gender equality and creates a more inclusive work culture where all employees feel valued and have equal opportunities for career		
Sunrise Medical Approach	In line with our commitment to enhancing gender diversity in our workforce, we will implement specific actions to facilitate the advancement and success of women in management roles within Sunrise Medical. As our company operates in numerous countries and regions across the world, each site will adopt customized strategies that align with their unique business environment and address their particular needs.		
Target	Percentage of women in management 30% by 2030		
Progress in 2023	In 2023 the percentage of women in management was 25%		
KPI evolution	2021	2022	2023
	33%	29%	25%
Related policies	Business Code of Conduct – “Do the Right Thing”		
SDG contribution	<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div><div><div>10</div><div>REDUCED INEQUALITIES</div><div></div></div></div>		





# Responsible Procurement and Logistics

Our company

Responsibility Commitment

Products and Services

Environmental Footprint

Customer Satisfaction

Our Employees

**Procurement and Logistics**

Sustainable Business

## Our Sourcing Philosophy

Establishing genuine and sustainable relationships with both our customers and suppliers forms the cornerstone of our success.

To ensure this, we have introduced a comprehensive set of guidelines that our supplier partners are expected to follow. Given the considerable expenses associated with purchased materials and services, it becomes imperative to develop a robust procurement function capable of consistently achieving our annual bottom-line objectives and effectively harnessing the capabilities of our supply base.





## Supplier Expectations

We conduct audits of our suppliers on a rotating schedule, encompassing specific criteria that includes environmental and ethical considerations, both for current and prospective suppliers. Our sourcing team integrates the Ethical Supplier Policy into our selection process, underscoring our commitment to ethical sourcing alongside commercial and operational considerations. The Ethical Supplier Policy serves as the baseline expectation from all our supplier partners.

## Ensuring Ongoing Compliance

We have implemented a rigorous and practical supplier evaluation and audit procedure to ensure that the suppliers we collaborate with uphold the highest social and ethical standards. These audits involve site visits whenever feasible, especially before establishing a supply agreement or issuing a purchase order. Key suppliers undergo audits on a regular 24-month cycle to verify their ongoing adherence to our Ethical Suppliers Policy.

## Respecting Human Rights

Sunrise Medical wholeheartedly aligns with the objectives of the Modern Slavery Act 2015 and remains dedicated to operating with a strict stance against slavery and human trafficking. Our commitment extends to eradicating these practices in any manifestation, within any aspect of our business or supply chain. We maintain a zero tolerance approach towards slavery and human trafficking.



# Our Key Performance Indicator for Responsible Procurement and Logistics

## 1 Supplier Spend Covered by the Sunrise Medical Supplier “Code of Conduct/Code of Ethics”

90% of supplier material spend covered by the Sunrise Medical Supplier “Code of Conduct/Code of Ethics” by 2030.



# Supplier Spend Covered by the Sunrise Medical Supplier “Code Of Conduct”

Why is it important	Establishing genuine and sustainable relationships with both our customers and suppliers forms the cornerstone of our success. Given the considerable expenses associated with purchased materials and services, it becomes imperative to develop a robust procurement function capable of consistently achieving our annual bottom-line objectives and effectively harnessing the capabilities of our supply base.		
Sunrise Medical Approach	We have introduced a comprehensive set of guidelines that our supplier partners are expected to follow. We have implemented a rigorous and practical supplier evaluation and audit procedure to ensure that the suppliers we collaborate with uphold the highest social and ethical standards. These audits involve site visits whenever feasible, especially before establishing a supply agreement or issuing a purchase order. Key suppliers undergo audits on a regular 24-month cycle to verify their ongoing adherence to our Ethical Suppliers Policy.		
Target	90% of material supplier spend covered by the Sunrise Medical Supplier “Code of Conduct/Code of Ethics” by 2030.		
Progress in 2023	In 2023, 80% of our product material supplier spend was with suppliers who signed our supplier terms and conditions		
KPI evolution	2021	2022	2023
	60%	70%	80%
Related policies	Ethical Suppliers Policy.		
SDG contribution	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div></div>		





# Ethical and Sustainable Business Practices

Our company

Responsibility Commitment

Products and Services

Environmental Footprint

Customer Satisfaction

Our Employees

Procurement and Logistics

Sustainable Business

## Our Commitment to Ethical and Sustainable Business Practices

Ethical and sustainable business practices are the cornerstones of our Corporate Governance approach. These help us effectively meet the diverse requirements of our various stakeholders and define the scope for our business activities. Sunrise Medical has an ongoing commitment to the highest standards of Corporate Governance and there are several key elements to our approach:

- Business Code of Conduct – “Do the Right Thing”
- Compliance Management System and Corporate Responsibility
- Data Security and Privacy



# Business Code of Conduct – “Do the Right Thing”

The Code is the foundation of our Corporate Governance program, and encompasses our **Behavior, Products, and Compliance** with laws and regulations. Examples of each are below. All Sunrise Medical Associates are trained on this Code when they’re hired - in their native language, and they all receive annual refresher training.

## Behavior

**Mutual Respect:** We will treat everyone with respect. We value diversity and seek to provide a working environment free from intimidation, discrimination and harassment.

**Protect the Environment:** Sunrise Medical is committed to protecting the environment and complying with all applicable environmental laws.

**Health & Safety:** We’re committed to providing a clean, healthy, and safe place to work through local health & safety programs, as well as complying with all environmental, health and safety regulations.

## Products

**Product Safety & Standards:** We will ensure product quality, safety and compliance with all relevant medical device standards.

**Fair Competition:** We’re committed to following fair competitive practices when it comes to contracts, pricing, terms, customer promotions, competitor information, and all other aspects of our business.

**Procurement Practices:** Suppliers win Sunrise Medical business based on objective business reasons, such as quality, service, cost, performance and the maintenance of adequate supply.

## Compliance

**Observing Laws & Regulations:** As a worldwide manufacturer of medical devices, we will comply with all applicable laws and regulations regardless of location. We will abide by these laws and fully cooperate with governmental agencies concerning our operations.

Since we operate in many different countries around the world, a different dimension of legal and compliance complexity exists for Sunrise Medical. Examples of this are compliance with Import-Export Control Laws and Trade Sanctions.

### Anti-Corruption/Anti-Bribery Acts

We are committed to complying with all anti-corruption and anti- bribery laws. Examples include, but are not limited to, the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act 2010.

### Anti-Trust Laws

We strive to comply fully with all laws so that any of our customers can purchase goods in the market place at competitive prices unrestricted by artificial restraints.







# Compliance Management System and Corporate Responsibility

Our Compliance Management System is designed and structured to provide effective and comprehensive oversight to ensure that Sunrise Medical fulfills our corporate responsibility objectives and complies with applicable laws, regulations, directives, standards and agreements.

There are several groups which make up the Compliance Management System along with corresponding policies, procedures and operating guidelines.

Our **Board of Directors** meets regularly to oversee the activities and responsibilities of the company. Various oversight boards, committees, and functions ensure Sunrise Medical remains committed to the principles and processes of corporate responsibility. Some examples of those committees, boards, and functions include:

**Audit Committee** meets regularly with the Group CFO, Group Controller, Chief Internal Auditor, Chief Compliance Officer, and Independent Auditors. They address topics such as financial reporting results and integrity, the internal control environment, the compliance management system, and independent audit results.

**Senior Leadership Team** meets regularly to discuss and make decisions on all aspects of running the company. See the “Our Leadership Team” section of this report for descriptions and photos of these members.

**Corporate Social Responsibility Board** meets regularly to oversee our environmental, social and governance activities. This Board is chaired by our Chief Executive Officer and includes the Chief Financial Officer, Chief Operations Officer, Chief Procurement Officer, Chief Compliance Officer as well as executives from Commercial, Marketing / Corporate Development, and Human Resources.

**Compliance Committee** has the overall responsibility to ensure that Sunrise Medical complies with applicable laws, regulations, directives, standards and agreements. The top executives in the company are designated as Risk Officers and they have the overall responsibility for compliance in their areas. The Committee meets regularly and the Risk Officers present their compliance and business risk assessments including actions being taken or planned to mitigate risks.

**Global Regulatory Board** oversees and helps ensure compliance with medical device regulations.

**Global Quality Board** has responsibility to oversee the Sunrise Medical Quality Management System.

**Global Sourcing Committee** meets bi-monthly to oversee the relationships with our suppliers.

We also have a **global whistleblowing service** whereby Associates and others can report their concerns, anonymously if they wish. All reports are thoroughly investigated and appropriate actions are taken. We have a strict non-retaliation policy so that anyone making a report in good faith is not subject to retaliation or retribution.

**Sunrise Innovation Board** meets regularly to discuss, review, and approve the various stages of all product projects. Their mission is to ensure that all products meet the highest level of product quality and product safety.

**Quality Internal Audit** team performs regular reviews of our quality management system and conducts audits of our suppliers.

**Corporate Internal Audit** team provides independent assurance that the Sunrise Medical risk management, governance and internal control processes are operating effectively. They also perform surveys of the company’s sustainability processes, with a focus on governance, environmental and social responsibilities.



# Data Security and Privacy

Sunrise Medical pays meticulous attention to the security and privacy of all collected and created data.

**Examples of data security measures:**

Compliance with the Europe General Data Protection Regulation (GDPR). This regulation mandates requirements for the collection, storage and processing of personal data. It is designed to give European citizens and residents control over their personal data.

**In Europe,** our Data Center operations are tightly controlled through the application of standard practices, policies and procedures to ensure the security, availability and integrity of our services and data. For example, our cyber protection standards include:

- Boundary firewalls and internet gateways
- Secure configuration
- Access control
- Malware protection
- Patch management

**In the UK,** we are ‘Cyber Essentials Certified’. Cyber Essentials is a UK Government-backed, industry-supported scheme to help organisations protect themselves against common online threats.

**In North America,** our Data Center Facilities and data backups are Service Organization Control (SOC) Type 2 certified. This certification verifies that appropriate controls are in place for security, availability, processing integrity, confidentiality, and privacy.

Another example from North America is compliance with the California Consumer Privacy Act (effective in 2020). This act provides California residents with the right to know what personal data is being collected about them, as well as other rights.

# Our Focus on Data Protection and Data Privacy

At Sunrise Medical, we prioritize data security and privacy. To achieve this, we ensure that our staff members receive annual Data Protection training, empowering them with the knowledge and skills to safeguard sensitive information. Additionally, we keep our employees informed by sending Security Tips internally on a monthly basis, providing valuable insights and updates on security best practices.

Since January 2022, we have further strengthened our security measures by implementing frequent phish testing. In the event of a phishing attempt, individuals caught in such tests receive associated training, reinforcing their awareness and resilience against potential cybersecurity threats. Through these proactive measures, we aim to create a robust and vigilant environment, safeguarding our data and protecting the privacy of our customers and employees.





# Sunrise Medical Is Making a Difference

## Instances showcasing our dedication to Ethical Business



## Charitable Donations & Support for Ukraine

At Sunrise Medical, we believe in the power of corporate responsibility and making a positive impact in the communities where we operate. In 2022, our commitment to aiding the humanitarian crisis in Ukraine led us to take immediate and continuous actions across our sites. This report outlines some of the key initiatives we undertook to provide support and relief to those affected by the crisis.

### Financial Donations:

we made financial donations to both the Polish Red Cross and WOSP, the largest charity organization providing medical equipment in Poland. These donations were directed towards meeting the most critical funding needs, ensuring that aid reached those who needed it most.

### Mobility Equipment Donations:

Collaborating with our European factories and valued business partners, we undertook a concerted effort to collect and donate mobility equipment. In partnership with WOSP, we ensured that this equipment reached the hands of those in need, both in Ukraine and Poland.

### Opening Doors to Ukrainian Employees in Poland:

we proudly welcomed several Ukrainian workers into our Polish plant, where they now constitute 30% of our workforce. Witnessing their successful settlement and growth within our company fills us with pride.



# Our Key Performance Indicator for Ethical and Sustainable Business Practices

## 1 Employees Trained in the Sunrise Medical Code of Conduct (“Do The Right Thing”)

100% of employees trained in the Sunrise Medical Code of Conduct (“Do The Right Thing”).



## Employees Trained In The Sunrise Medical Code of Conduct

Why is it important	Great companies, like great individuals, always act with integrity and character. When faced with moral choices, they “Do the Right Thing.” That’s why we chose that title for our Business Code of Conduct. The Code encompasses our behaviour, products and compliance with laws and regulations.		
Sunrise Medical Approach	All new Sunrise associates are given training on our Business Code of Conduct in their native language, and then all Sunrise associates are given refresher training (also in their native language) annually.		
Target	100% of employees trained in the Sunrise Medical Code of Conduct (“Do The Right Thing”).		
Progress in 2023	This target is currently being met and has been for a number of years. 100% of Sunrise Medical employees are trained annually in our Business Code of Conduct.		
KPI evolution	2021	2022	2023
	100%	100%	100%
Related policies	“Do the Right Thing” Business Code of Conduct		
SDG contribution	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>9INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>10REDUCED INEQUALITIES</div><div>11SUSTAINABLE CITIES AND COMMUNITIES</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div><div>17PARTNERSHIPS FOR THE GOALS</div></div>		





# Appendix

## KPI Results Evolution

Focus areas and KPIs	2021	2022	2023
Innovation in our Products & Services			
New product revenue: Ratio of products within the first three year of its lifecycle to total revenue: 30%	19,6%	28%	32%
R&D Spend as a % of total revenue.	2,02%	1.79%	1.53%
Reducing our Environmental Footprint			
Reduce absolute GHG emissions (Scopes 1,2) to net zero in line with the Paris agreement by 2050.	4,060 tonnes	5,498 tonnes	5,782 tonnes
75% recycled waste by 2030.	82%	78%	80%
80% of outbound packaging used, to be fully recyclable by 2030.		95% recyclable, 50% of cardboard from recycled materials.	95% recyclable, 50% of cardboard from recycled materials.
75% of hybrid/electric company owned vehicles by 2030.	6,8%	8%	10%
Commitment to Customer Satisfaction & Service			
Customer Satisfaction survey scores on average 85%.		72% to 85%.	71% to 84%
Commitment to Our Employees			
Percentage of women in the workplace 40% by 2030.	33%	37%	36%
Percentage of women in management 30% by 2030	33%	29%	25%
Responsible Procurement & Logistics			
90% of supplier material spend covered by the Sunrise Medical Supplier “Code of Conduct/Code of Ethics” by 2030.	60%	70%	80%
Ethical & Sustainable Business Practices			
100% of employees trained in the Sunrise Medical Code of Conduct (“Do The Right Thing”).	100%	100%	100%





# Global Reporting Initiative (GRI) and UN Sustainable Development Goals Index

The Global Reporting Initiative (GRI) is an independent international organization that has pioneered sustainability reporting since 1997. The GRI Sustainability Reporting Standards (GRI Standards) are the first and most widely adopted global standards for sustainability reporting. Sunrise Medical has chosen to use the GRI framework to help us better identify, gather and report sustainability information in a clear and comparable manner. Sunrise Medical has reported the information cited in the GRI content index for the period 1 January 2022 to 31 December 2023 with reference to the GRI Standards.

We are also referencing the UN Sustainable Development Goals (SDGs) to highlight our sustainability priorities and how they contribute to the achievement of the SDGs.

GRI Standard / Disclosure	UN SDG	Section	
GRI 2: General Disclosures			
2-1 Organizational details		Our Company	
2-2 Entities included in the organization’s sustainability reporting		Our Company	
2-3 Reporting period, frequency and contact point		Cover Page	
2-6 Activities, value chain and other business relationships		Our Company	
2-7 Employees		Our Company; Commitment to Our Employees	
2-9 Governance structure and composition		Ethical and Sustainable Business Practices	
2-12 Role of the highest governance body in overseeing the management of impacts		Ethical and Sustainable Business Practices	
2-14 Role of the highest governance body in sustainability reporting		Ethical and Sustainable Business Practices	
2-22 Statement on sustainable development strategy		A Message from Our President and CEO	
2-23 Policy commitments		A Message from Our President and CEO; Our Corporate Responsibility Commitment	
2-24 Embedding policy commitments		Our Corporate Responsibility Commitment	
2-25 Processes to remediate negative impacts		Our Corporate Responsibility Commitment	
2-26 Mechanisms for seeking advice and raising concerns		Ethical and Sustainable Business Practices	
2-27 Compliance with laws and regulations		Ethical and Sustainable Business Practices	
2-29 Approach to stakeholder engagement	17 – Partnerships for the Goals	Our Corporate Responsibility Commitment	





GRI Standard / Disclosure	UN SDG	Section	
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GRI 3: Material Topics

3-1 Process to determine material topics	17 – Partnerships for the Goals	Our Corporate Responsibility Commitment	
3-2 List of material topics	3 - Good Health and Well-Being 5 - Gender Equity 8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 10 - Reduced Inequalities 11- Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Our Corporate Responsibility Commitment; Innovation in Our Products and Services; Reducing Our Environmental Footprint; Commitment to Customer Satisfaction and Service; Commitment to Our Employees; Responsible Procurement and Logistics; Ethical and Sustainable Business Practices	
3-3 Management of material topics	3 - Good Health and Well-Being 5 - Gender Equity 8 - Decent Work and Economic Growth 9 - Industry, Innovation and Infrastructure 10 - Reduced Inequalities 11- Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Our Corporate Responsibility Commitment; Innovation in Our Products and Services; Reducing Our Environmental Footprint; Commitment to Customer Satisfaction and Service; Commitment to Our Employees; Responsible Procurement and Logistics; Ethical and Sustainable Business Practices	

GRI 205: Anti-corruption

205-1 Operations assessed for risks related to corruption		Ethical and Sustainable Business Practices	
205-2 Communication and training about anti-corruption policies and procedures		Ethical and Sustainable Business Practices	
205-3 Confirmed incidents of corruption and actions taken		Ethical and Sustainable Business Practices	

GRI Standard / Disclosure	UN SDG	Section	
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GRI 206: Anti-competitive Behavior

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Ethical and Sustainable Business Practices	
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GRI 301: Materials

301-1 Materials used by weight or volume	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	
301-2 Recycled input materials used	3 – Good Health and Well-Being 9 – Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	
301-3 Reclaimed products and their packaging materials	3 – Good Health and Well-Being 9 – Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Innovation in Our Products and Services; Reducing Our Environmental Footprint; Responsible Procurement and Logistics	





GRI Standard / Disclosure	UN SDG	Section	
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GRI 302: Energy

302-1 Energy consumption within the organization	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
302-2 Energy consumption outside of the organization	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnerships for the Goals	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
302-4 Reduction of energy consumption	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
302-5 Reductions in energy requirements of products and services	3 – Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	

GRI 303: Water and Effluents

303-1 Interactions with water as a shared resource	3 - Good Health and Well-Being 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
303-5 Water consumption	3 - Good Health and Well-Being 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	

GRI Standard / Disclosure	UN SDG	Section	
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GRI 305: Emissions

305-1 Direct (Scope 1) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
305-2 Energy indirect (Scope 2) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
305-3 Other indirect (Scope 3) GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
305-5 Reduction of GHG emissions	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	



GRI Standard / Disclosure	UN SDG	Section	
GRI 306: Waste			
306-1 Waste generation and significant waste-related impacts	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
306-2 Management of significant waste-related impacts	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
306-3 Waste generated	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
306-4 Waste diverted from disposal	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	
306-5 Waste directed to disposal	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Our Corporate Responsibility Commitment Reducing Our Environmental Footprint	

GRI Standard / Disclosure	UN SDG	Section	
GRI 308: Supplier Environmental Assessment			
308-1 New suppliers that were screened using environmental criteria	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Reducing Our Environmental Footprint Responsible Procurement and Logistics	
308-2 Negative environmental impacts in the supply chain and actions taken	3 – Good Health and Well-Being 11 - Sustainable Cities and Communities 12 - Responsible Consumption and Production 13 - Climate Action	Reducing Our Environmental Footprint Responsible Procurement and Logistics	
GRI 401: Employment			
401-1 New employee hires and employee turnover	5 - Gender Equality 8 - Decent Work and Economic Growth 10 - Reduced Inequalities	Commitment to Our Employees	
GRI 403: Occupational Health and Safety			
403-1 Occupational health and safety management system	3 - Good Health and Well-Being	Commitment to Our Employees	
403-5 Worker training on occupational health and safety	3 - Good Health and Well-Being	Commitment to Our Employees	
403-6 Promotion of worker health	3 - Good Health and Well-Being	Commitment to Our Employees	
GRI 404: Training and Education			
404-2 Programs for upgrading employee skills and transition assistance programs	5 - Gender Equality 8 - Decent Work and Economic Growth 9 – Industry, Innovation and Infrastructure 10 - Reduced Inequalities	Commitment to Our Employees	

GRI Standard / Disclosure	UN SDG	Section	
GRI 405: Diversity and Equal Opportunity			
405-1 Diversity of governance bodies and employees	5 - Gender Equality 10 - Reduced Inequalities	Commitment to Our Employees	
GRI 408: Child Labor			
408-1 Operations and suppliers at significant risk for incidents of child labor	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 17 - Partnership for the Goals	Responsible Procurement and Logistics Ethical and Sustainable Business Practices	
GRI 409: Forced or Compulsory Labor			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 17 - Partnership for the Goals	Responsible Procurement and Logistics Ethical and Sustainable Business Practices	
GRI 413: Local Communities			
413-1 Operations with local community engagement, impact assessments, and development programs	3 - Good Health and Well-Being 11 - Sustainable Cities and Communities 13 - Climate Action 14 - Life Below Water 15 - Life on Land 17 - Partnerships for the Goals	Reducing Our Environmental Footprint Commitment to Our Employees  <i>Can also reference and link any of the ""blurbs"" in other CSR report sections that fit this Standard"</i>	

GRI Standard / Disclosure	UN SDG	Section	
GRI 414: Supplier Social Assessment			
414-1 New suppliers that were screened using social criteria	3 - Good Health and Well-Being 8 - Decent Work and Economic Growth 10 - Reduced Inequalities 12 - Responsible Consumption and Production 13 - Climate Action 17 - Partnership for the Goals	Responsible Procurement and Logistics	
GRI 416: Customer Health and Safety			
416-1 Assessment of the health and safety impacts of product and service categories	3 - Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 12 - Responsible Consumption and Production	Innovation in Our Products and Services Ethical and Sustainable Business Practices	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3 - Good Health and Well-Being 9 - Industry, Innovation and Infrastructure 12 - Responsible Consumption and Production	Innovation in Our Products and Services Ethical and Sustainable Business Practices	
GRI 418: Customer Privacy			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Ethical and Sustainable Business Practices	





## CORPORATE SOCIAL RESPONSIBILITY REPORT

**2022-2023**

[www.sunrisemedical.com](http://www.sunrisemedical.com)