Novo Nordisk Human Rights Commitment

Novo Nordisk is committed to meeting the responsibility to respect human rights as defined by the UN Guiding Principles on Business and Human Rights. As such we will:

- Identify potential and actual adverse human rights impacts that our operations may cause, contribute to or be directly linked to;

- Use or establish processes to prevent or mitigate potential adverse impacts on human rights, where identified;

- Seek to best remediate or participate in the remediation of any actual adverse human rights impacts that our business causes or contributes to;

- Account for how we address our potential and actual impacts on human rights, where it will not put the people concerned at risk or damage legitimate requirements of commercial confidentiality;

- Expect our business partners and other parties directly linked to our operations, products or services to meet their responsibility to respect human rights as described by the UN Guiding Principles on Business and Human Rights; including committing to respect all human rights, carrying out human rights due diligence and providing access to remedy when needed;

- Use leverage to make other parties directly linked to our operations, products or services cease actions or omissions that lead to adverse impacts on human rights once we become aware of such impact.

The responsibility to respect human rights refers to all internationally recognised human rights, including but not limited to prohibition of forced, bonded or debt labour, slavery, servitude and human trafficking.

In implementing the UN Guiding Principles, we will pay particular attention to the rights of, as well as the challenges faced by, vulnerable groups whom we have impacts, such as children and patients, by referring to relevant United Nations instruments (e.g. Convention on the Rights of the Child).

This commitment is approved by Lars Fruergaard Jørgensen, President & CEO of Novo Nordisk. (6 December 2018)

Read more how Novo Nordisk's human rights commitment is implemented **here**.