



Sustainable laboratory practices

Effective: 5 Feb, 2026
Version: 1.0

SCOPE

This policy applies to all laboratory operations at Camurus involving purchasing, chemical use, equipment handling, energy, water, and waste management. It is intended for all employees working in Camurus' laboratories, line managers, and sustainability representatives to ensure best practices are in line with My Green Lab standards.

OVERVIEW

By ensuring sustainable lab practices, Camurus will:

- Reduce environmental footprint across laboratory operations
- Improve energy, water, and resource efficiency
- Contribute to Camurus' sustainability goals and My Green Lab certification
- Foster a culture of responsibility and awareness in laboratory environments

ROLES AND RESPONSIBILITIES

Role	Responsibility and Obligations
Director Sustainability	<ul style="list-style-type: none"> • Create, implement, and maintain this policy to ensure alignment with Camurus' sustainability strategy and My Green Lab standards • Support employees and managers in integrating sustainability requirements into procurement, laboratory operations, and daily decision-making
Sustainability team	<ul style="list-style-type: none"> • Provide tools, expertise, and training to support employees in applying the policy • Monitor adherence through audits, reviews, and employee feedback • Suggest updates and improvements to align with new standards • Ensure the policy is consistent with Camurus' overall sustainability and environmental policies
Green team	<ul style="list-style-type: none"> • Promote awareness of sustainable laboratory practices • Act as a link between employees, line managers and the Sustainability team by gathering feedback and suggestions • Encourage employee engagement and foster a culture of sustainability within the laboratory environment
Line Manager	<ul style="list-style-type: none"> • Ensure employees comply with this policy in their daily work • Serve as the first point of contact for questions, feedback, or proposals for improvement • Lead by example and integrate sustainability into team routines
Employees working in Camurus' laboratories	<ul style="list-style-type: none"> • Follow the policy in daily activities • Report deviations, risks, or incidents to the Sustainability Department • Actively contribute to sustainability improvements by suggesting ideas and sharing knowledge • Participate in training sessions and apply newly acquired practices in the laboratory

Role	Responsibility and Obligations
HR	<ul style="list-style-type: none"> • Establish, maintain, and archive this HR Policy • Communicate the HR Policy to all employees
All employees	<ul style="list-style-type: none"> • Read, follow, and respect this HR Policy

POLICY

According to our Sustainability Policy and Environmental Policy Camurus is committed to driving a proactive and ambitious sustainability work throughout our organization and the entire value chain. In addition, Camurus is committed to enhancing positive impact and minimizing possible negative impact on people and the environment caused by our business. The following guiding principles serve as a foundation for maintaining sustainable laboratory practices at Camurus.

General rules

Certain sustainability practices apply broadly across all laboratory activities. Employees are expected to:

- To the greatest extent possible turn off equipment, lights, and systems when not in use or place them in standby mode when available
- Print only when necessary
- Avoid unnecessary consumption of energy, water, and materials in all operations
- Maintain equipment regularly to ensure safe and efficient performance
- Replace outdated or inefficient equipment with modern, energy- or resource-efficient alternatives when feasible
- Report faults, leaks, or risks immediately and take corrective action where possible

These general rules are fundamental and must be applied consistently across all laboratory areas.

Purchasing

- For the R&D Laboratory, check the inventory in the ELN-system before purchasing new equipment or chemicals
- For the excipient manufacturing QC laboratory, check the “SQ Equipment list”
- Prioritize products with sustainability/environmental labels such as ENERGY STAR and ACT etc.
- Prefer products with energy, water, waste, or material-saving features where possible
- Prefer products with reduced toxicity or that generate less hazardous waste where possible
- Right-size the products being purchased to actual needs
- Consolidate orders to reduce packaging, transport, and administration

Green Chemistry

- Use renewable feedstock where possible
- Avoid acutely hazardous materials
- Minimize chemical and reagent use
- Apply greener alternatives to tools and chemicals in the lab

Fume hoods and Safety Cabinets (also called LAF benches)

- Keep sashes closed when not in use
- Do not work with the sash fully open
- Do not store chemicals inside the fume hood
- Replace old equipment with energy-efficient models where possible
- Remove excess equipment from fume hoods and safety cabinets
- Ensure regular organizational checks of airflow and filter performance
- Minimize the use of UV light and apply it only when essential

Cold storage

- Check and replace door seals in a timely manner if damaged
- Clean condenser areas and coils at least once per year
- Periodically eliminate unneeded materials from cold storage units
- Avoid storing samples or reagents in colder conditions than necessary

Other large equipment

- Regularly check the glovebox for holes
- Check pump function regularly
- Use a cold trap to prevent volatiles from entering the pump
- Replace oil pumps with oil-free pumps where possible

Waste sorting

- Follow Camurus waste sorting instructions (see also INS-0403 for the R&D laboratory, or INS-0422 for excipient manufacturing site in Bjuv)
- Recycle batteries where possible
- Use reusable alternatives to ice or dry ice to the greatest extent possible
- Recycle solvents when feasible
- Repurpose and/or donate surplus equipment, supplies, and chemicals if possible
- Reuse disposable plastic and glass items when appropriate and minimize single-use items
- Place only biohazardous waste in biohazardous receptacles
- Follow instructions for separating chemical waste streams
- Follow instructions for separating hazardous waste from non-hazardous waste

Resource management

- Apply “first in/first out” use of materials
- Share equipment rather than duplicate purchases
- Use high-purity solvents only when required

Water

- Install low-flow aerators where possible
- Promptly report water leaks
- Avoid letting water run longer than necessary

- Match water quality to the specific task and use purified water only when necessary
- Operate dishwashers and autoclaves only when full

Animal research laboratory

- Use LED lighting in the animal research laboratory
- Use reusable animal cages instead of plastic disposable ones
- Recycle personal protective equipment (PPE) in our animal facilities when possible

POLICY COMPLIANCE

This policy applies to all Camurus employees engaged in laboratory work, procurement, or support of laboratory operations. All employees and managers are expected to follow the principles described to ensure safe, efficient, and sustainable practices in line with Camurus' sustainability commitments and the My Green Lab standard.

Line Managers are responsible for making sure their teams are aware of and apply this policy in their daily work. They must also ensure that employees consider both the principles in this document and the requirements of Camurus' sustainability and environmental policies when making decisions.

Non-compliance with this policy may lead to inefficiencies, increased risks, or environmental impacts, and will be addressed in line with Camurus' internal policies and improvement processes.

Camurus has a non-retaliation rule and will ensure that there are no adverse work-related consequences for any employee who, in good faith, reports violations of this policy.