

Sustainability Report 2023



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Sustainability Framework


















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Xellia aims to become a sustainable enterprise that contributes positively to society and collaborates closely with essential stakeholders to address global challenges. Sustainability is ingrained across every aspect of our value chain.

We are dedicated to conducting business in a responsible manner, working to minimize our environmental footprint through responsible manufacturing practices. Ensuring patient and product safety remains paramount, upheld through rigorous quality standards and safe production protocols. Ethical business conduct is fundamental, as well as safeguarding human rights by maintaining safe working environments, combating corruption, and promoting fair labor practices across all Xellia sites and in the supply chain.

ESG Progress 2023

Throughout 2023, we sustained our momentum in advancing our Environmental, Social, and Governance (ESG) 2030 Long-Term Targets. We remained dedicated to our objectives, actively working towards enhancing our performance in areas such as sustainability, social responsibility, and ethical governance practices. Our ongoing efforts reflect our commitment to making meaningful strides in creating a more sustainable and equitable future for all stakeholders. We are happy to see the great engagement on sustainability amongst our employees and to see sustainability continuously becoming more embedded in the organization.

Xellia's 2030 Long-Term Target	SDG	2022	2023	2023 Result
Environmental				
75% Carbon neutral electricity		80%	80%	80% of the combined electricity usage across Xellia's manufacturing sites comes from carbon-neutral sources
40% Reduction of scope 1 and scope 2 emissions		28,999T	25,815T	In total, there has been a reduction of more than 10% in carbon emissions for scope 1 and 2
50% Waste to be recycled, reused or prevented		36%	37%	37% of our waste undergoes reuse, recycling, or prevention measures, contributing to our sustainable waste management efforts
20% Reduction of water consumption		706,318 m ³	760,384 m ³	In 2023, 760,384 m ³ of water was consumed reflecting an increase of 12%
Social				
9.0M VANCO READY® treatments provided to patients	 	3.6 M	4.4 M	A accumulative of 4.4 M patients have been treated with VANCO READY®
100% Zero product recalls		0	0	Zero product recalls
100% Authority inspection passed		100%	100%	100% authority inspection passed
<1.0 Total Recordable Injury Rate (TRIR)		0.44	0.51	Xellia ended the year with a TRIR of 0.51
45% Overall women leaders		35%	36%	36% of leaders are women
>125 Families supported through the SOS Children's Village partnership	  	144	244	Supporting 244 families through the Corporate Donation fulfilled our commitment to this goal
Governance				
>80% Key suppliers aligned with Responsible Sourcing Policy		44%	51%	51% of suppliers are aligned with the Responsible Sourcing Policy
100% Employees trained on the Code of Conduct		98%	100%	100% of employees are trained on the Code of Conduct



EcoVadis

We are happy to share that Xellia has achieved the Silver EcoVadis Sustainability Rating in 2023! Through careful evaluation and assessment by EcoVadis, our company's dedication to sustainability across various dimensions, including environmental performance, labor and human rights, ethics, and sustainable procurement, has been recognized and validated. This certification underscores our ongoing efforts to integrate sustainability into our core business practices and demonstrates our dedication. We remain committed to advancing our sustainability initiatives for a brighter and more sustainable future.

ENVIRONMENTAL

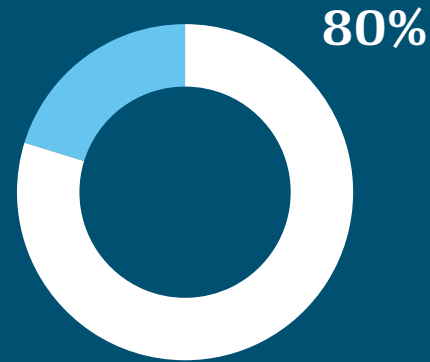
Responsible Manufacturing

In line with our dedication to uphold the United Nations Sustainable Development Goals (UN SDGs), we continually explore opportunities to minimize our environmental footprint and implement sustainable approaches across our sourcing, manufacturing and development processes.

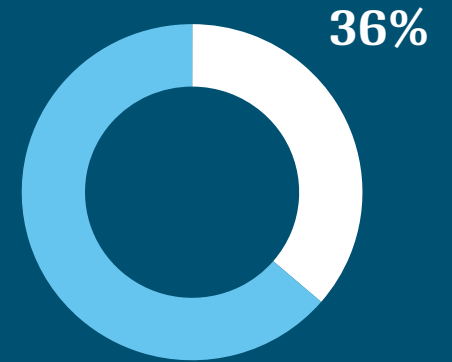
A large amount of our energy consumption comes from manufacturing our critical care products. In alignment with our updated ESG Strategy, we have introduced new environmental objectives that address aspects such as waste management, water usage, and the reduction of carbon emissions.



Earth Day at Xellia was celebrated at each site. All sites provided gifts of plant seeds. Planting, education on waste handling and classification, and public service occurred.



Xellia obtained 80% of its electricity from sources that are carbon-neutral.



36% of waste was recycled, reused or prevented

Reuse, Recycle and Prevention

We are committed to reducing our total waste generated by 50% through reuse, recycle and prevention of waste.

Taizhou, China

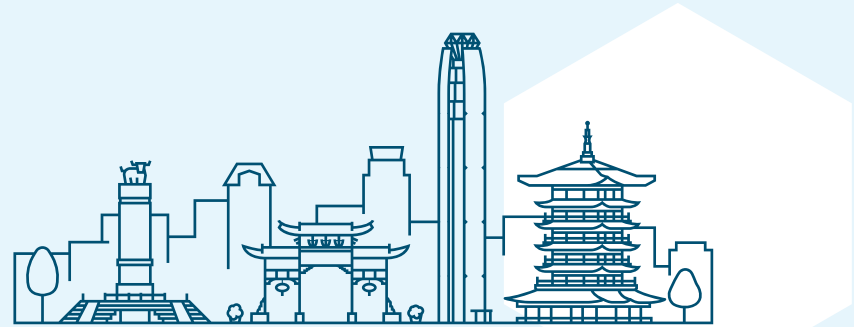
Taizhou collaboration with a cement manufacturer enabled the repurposing of 187.17 tons of fermentation sludge as clinkers in cement kilns. This innovative approach to waste management not only addresses the challenge of waste disposal but also contributes to sustainable practices by maximizing resource efficiency.

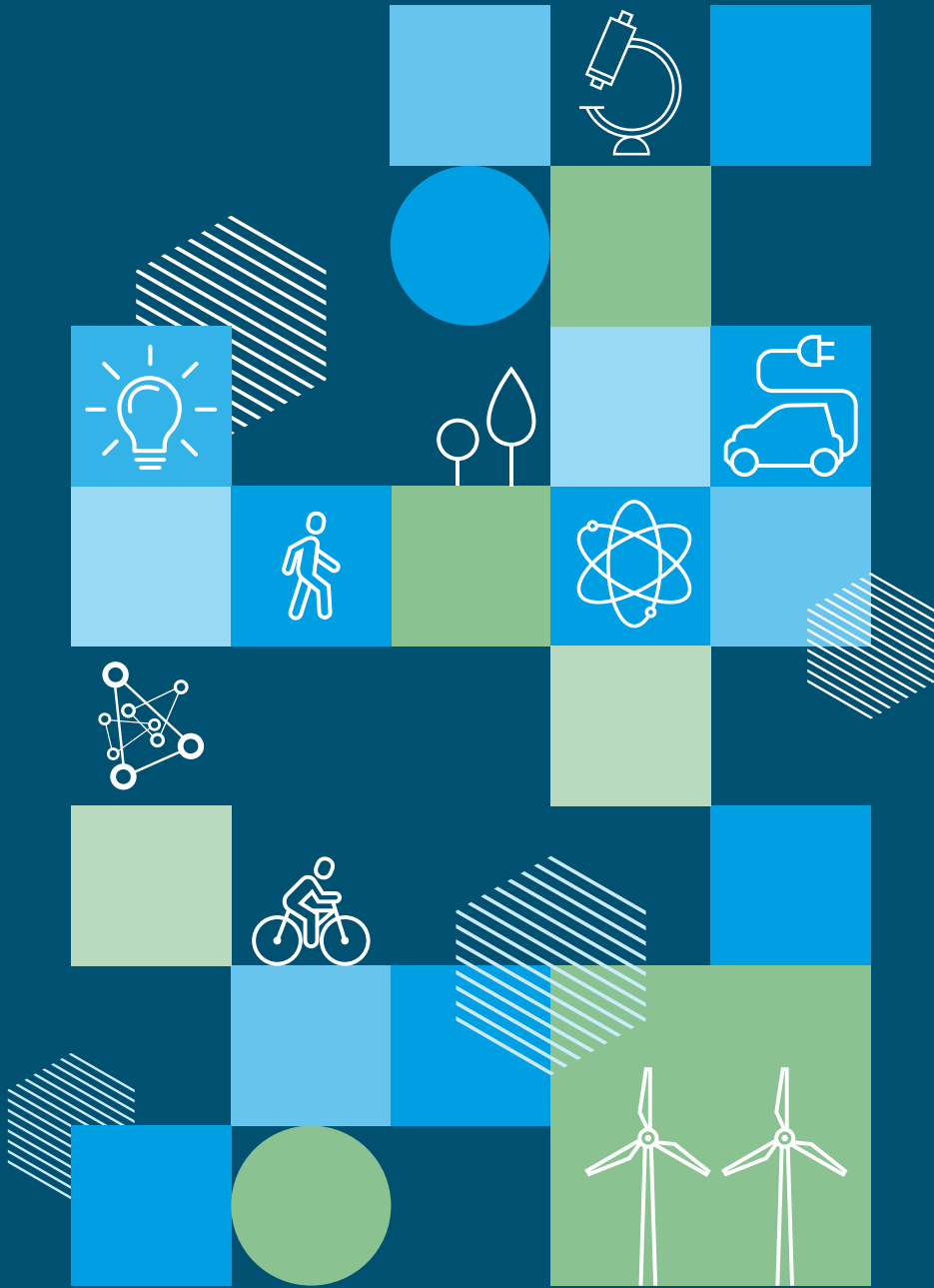
Cleveland, USA

Cleveland collaborated with another company to repurpose 31 expired virgin sodium hydroxide drums in the amount of 13,440 pounds. This initiative contributed to Xellia's commitment to circular economy, sustainable waste management practices and responsible resource utilization.

Copenhagen, Denmark

In Copenhagen, waste glass from production was repurposed into custom Christmas gifts for employees. The glass was sent to Nexø on Bornholm, where it was crushed and heated to 1250 degrees in a furnace for recycling. This recycled material is sustainable, yielding unique handmade drinking glasses due to variations in the original glass. Additionally, a new loading bay in Copenhagen was designed with a secondary spill containment solution for handling methanol. A waste sorting system implemented throughout the site enhances recycling and improves overall environmental performance.





ENVIRONMENTAL

Carbon Emissions

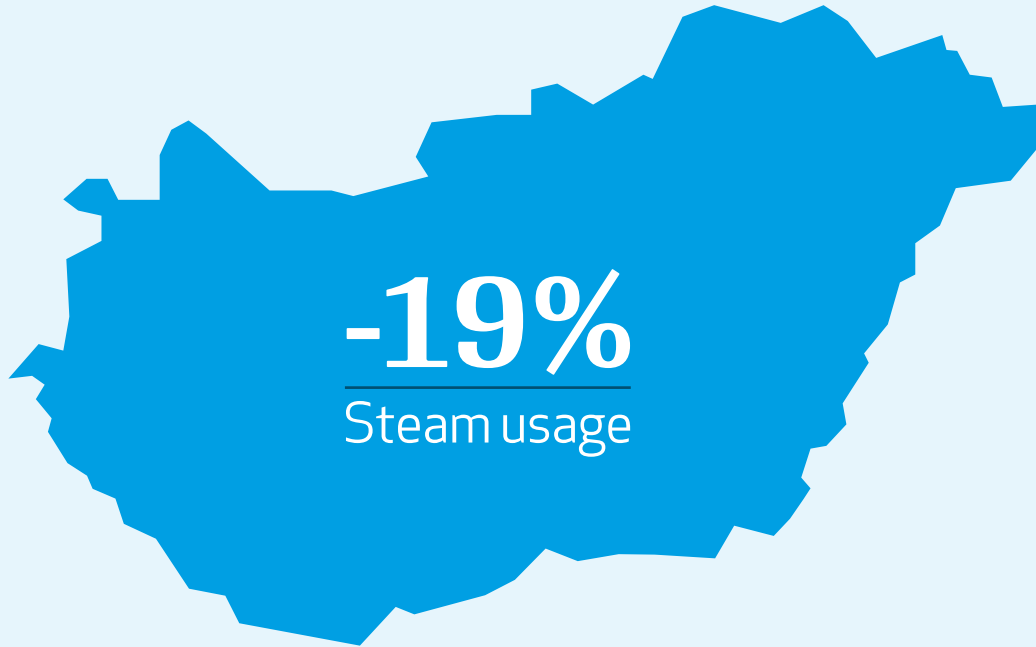
Scope 1 emissions encompass direct emissions stemming from our operational activities, encompassing various categories such as natural gas, fuel oil, HFC refrigerant gases, and leased company cars. These emissions are directly generated by our operations. On the other hand, Scope 2 emissions represent the indirect emissions resulting from purchased electricity and district heating. While not produced directly by our activities, Scope 2 emissions are a consequence of the energy sources we procure for our operations.

More than

10%

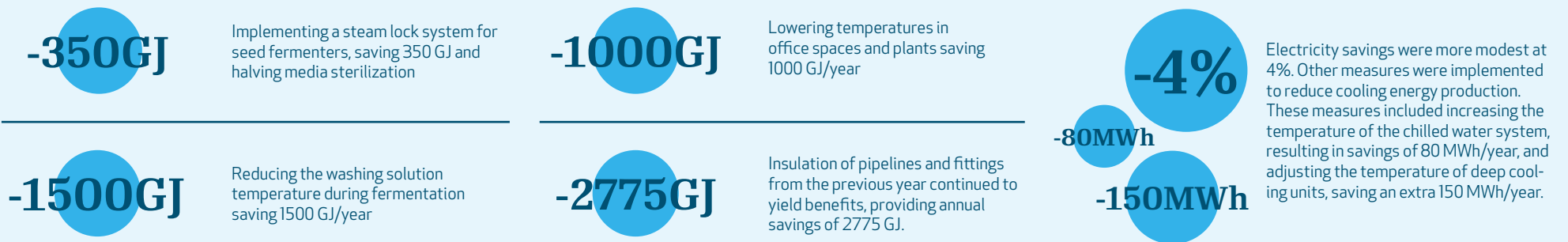
reduction in Scope 1 and 2 emissions

Carbon Emission Reduction Projects



Budapest’s site goal is to keep the salt content in discharged wastewater below legal limits. Previous non-compliance instances prompted the team to seek ways to adhere to regulations. While evaporation seems like a viable solution, it poses high initial and ongoing costs, along with significant environmental impacts, such as increased energy consumption and landfill waste—contrary to Xellia’s waste management priorities. To tackle this, the team analyzed technologies and made a material balance, finding that careful production planning and buffer capacities can help regulate salt levels to prevent spikes in emissions. Although the project is still in testing phase, the salt emission data for 2023 stayed within legal limits, indicating the potential success of this approach.

Budapest exceeded the 10% reduction target in steam usage, achieving a 19% decrease through various initiatives. This included:



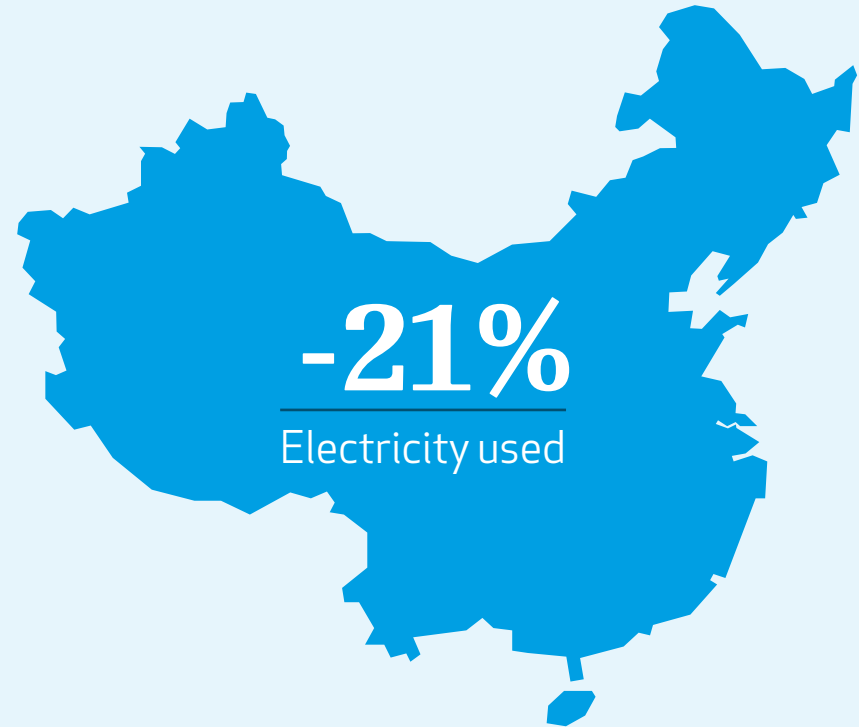
Carbon Emission Reduction Projects

-69%
CO² emissions



Copenhagen has introduced a new maintenance strategy for refrigerants used in freeze dryers, cooling units, and other systems. Additionally, high-GWP HFC gases have been replaced with low-GWP natural refrigerants in multiple systems. These efforts have led to a significant reduction of 69% in CO² emissions from cooling gases compared to 2022.

-21%
Electricity used



Taizhou prioritized energy efficiency and sustainability, sparking a range of actionable ideas.

-21%

The site optimized rotary dehumidifier usage in two raw material warehouses, resulting in a 21% reduction in steam usage.

-21%

Other energy-saving efforts led to a 21% decrease in electricity consumption in the new QC lab.

SOCIAL

AMR Advocacy

As a prominent manufacturer of anti-infective medications, Xellia recognizes the critical importance of combatting Antimicrobial Resistance (AMR). At the forefront of responsible business practices, Xellia is dedicated to addressing AMR both internally and externally, emphasizing the urgency of this global health challenge.

In 2023, Xellia reaffirmed its commitment to sustainability by updating its Sustainability Policy to include a focus on water quality, which contributes to combatting AMR. Recognizing the potential impact of manufacturing activities on aquatic environments, Xellia pledges to ensure that its operations have no adverse effects on water quality. Effluents from manufacturing processes undergo treatment in accordance with local regulatory standards, employing both on-site and off-site mechanical-biological treatments. The ratio of the API load to surface water (predicted environmental concentration, PEC) to the predicted no effect concentration (PNEC) shall be below 1 ($PEC/PNEC < 1$), with the concerned PNEC value retrieved from a scientifically sound and reliable approved source.

Actively engaging in collaborative efforts, Xellia is a proud member of both the AMR Industry Alliance and Medicines for Europe. Through these alliances, Xellia collaborates with peers to address critical public health issues and advocates for effective strategies to combat AMR. By participating in advocacy efforts, Xellia contributes to raising awareness and driving action towards mitigating the impact of AMR on global health.



Patient Advocacy



A handful of pictures from the Xellia Sepsis Superhero Challenge

Patient advocacy remains a key focus for Xellia, firstly in raising awareness of sepsis and around the supply challenges that are disrupting access to medicines. Xellia is in its fourth year as a partner of the Sepsis Alliance.

September is Sepsis Awareness Month, Xellia has launched a series of initiatives dedicated to deepening understanding of sepsis and acknowledging the individuals impacted by this challenging condition. As a demonstration of our commitment, Xellia proudly sponsored the Sepsis Alliance Summit.

Moreover, we enthusiastically engaged in the 4th Xellia Sepsis Superhero Challenge. This year, our emphasis is on fostering Sepsis Awareness through active involvement in the challenge. We extended an invitation to all to partake in activities such as running, walking, cycling, swimming, dancing, or any form of physical activity to raise awareness about sepsis and honor those affected by it. Behold, our very own Xellia Sepsis Superheroes! We urge everyone to persist in their efforts to amplify awareness about sepsis. Together, let us continue to make a meaningful impact and bring attention to this crucial issue. Furthermore, colleagues across the globe enthusiastically participated in various activities, including webinars and trivia games.

SEPSIS
AWARENESS
MONTH



SOCIAL

Healthy Working Conditions

People are fundamental to everything we do. The individuals and teams working within our environment, health, and safety programs are key in the success and evolution of our safety culture. This collaboration in accountability is vital as we pursue continuous improvement through training, proactive measures, and the prioritization of occupational health and safety. We truly believe this creates and sustains a workplace where risk is diminished and where everyone can thrive. In 2023, teams at all sites focused on high-risk and high-exposure programs. These initiatives integrated safe manufacturing and industry best practices resulting in the total recordable injury rate (TRIR) being 0.51 for 2023.

Industrial Hygiene and Occupational Health:

Taizhou conducted fit tests for those utilizing respirators and masks to ensure adequate protection. The tests were coupled with employee training and education regarding respirator selection, fit, and use.

Budapest installed new gas detection and alarm systems for solvents and oxygen. The site also began using ATEX containers in an improved and expanded warehousing area designated for hazardous materials.

Copenhagen replaced a manual glass washing process by investing in a "panini" device. This change improved the ergonomic factors of the task by prevention through design, as well as reduced exposure to occupational injury by diminishing the duration of time and number of people previously required to complete the task.

Elevated Work and Control of Hazardous Energy:

Fall protection engineering enhancements including installations and improvements to guardrails, anchor points, swing gates, fixed ladders, and fall arrest systems were implemented in Budapest and Cleveland to further reduce risk for those employees and contractors working at height. Both sites have also focused in on their lockout tagout programs, updating programming to cover applicable equipment and procedures for the isolation of hazardous energy.



This picture was taken during a confined space hands-on training exercise.

Copenhagen

Copenhagen used June's four weeks to deliver four messages about the lifecycle of an incident investigation. Comprehension of the hazard or incident investigation process is essential for all personnel. Those contributing to an investigation will need to leverage training knowledge to effectively report and analyze an event and work together to plan then implement corrective/preventative actions.

SOCIAL

Global Safety Month

Xellia observes June as Global Safety Month to emphasize a renewed awareness surrounding the existing programs and policies that keep our employees and the environment safe and secure. In 2023, global and local activities were developed to engage employees on the topics of hazard identification, incident investigation, emergency response, personal protective equipment, mobile equipment safety, and other occupational safety and health features. Additionally, all sites requested health and safety themed art from the children in employees' lives to create the 2024 EHS themed planner.





Budapest

Budapest saw enthusiastic participation in safety month. A range of activities were offered including fire extinguishing and building evacuation exercises, an exhibition and trial of state-of-the-art personal protective equipment, a skills competition for forklift drivers, and vision checks with the provision of dioptric safety glasses. Due to the success of the initiative, annual health screenings will continue to be part of the site's annual programming.



Taizhou

In Taizhou, all employees enjoyed a game to practice operation of the site's emergency supplies. Coaches from site voluntary fire brigade facilitated the game, resulting in positive feedback about skill knowledge, retention and confidence in the ability to respond in an emergency.



Cleveland

Cleveland incentivized safety month participation providing raffle entries at each event for a chance to win one of four summer safety prizes. Included in the activities were: hands-on fire extinguisher training in a partnership with the Bedford Fire Department, training on both confined space entry and fall protection, a hazard hunt, an on-site prescription safety glasses clinic, an EHS themed crossword puzzle, a fire drill, and the Open Ears, Open Eyes pledge signing event.

SOCIAL

Health and Wellbeing Week

We believe strongly that the whole person comes to work. We mean this to say: The health and well-being of employees directly affects workplace safety, productivity and the quality of the work we perform. A week in October is dedicated to raising awareness about mental and physical wellbeing with different activities globally and locally. This year's theme examined the connection between the body and mind.

Budapest

The significance of preventative health screenings was a focus in Budapest, as well as stress management, and physical activity. The objective of the Health and Wellbeing Week program was to highlight the significance of health screenings, relaxation techniques, exercise, and stress management strategies. Activities such as lung screenings, yoga sessions, and massages were arranged, along with opportunities for playing basketball and table tennis. Additionally, the program encompassed workshops on first aid training and time management skills.

Copenhagen

Themes of psychological safety and empowerment in the workplace were reflected upon in Copenhagen when employees attended a webinar addressing what it means to be part of a "feedback culture." Those at the site were encouraged to contemplate and share their thoughts regarding enhancing their own job satisfaction. Additionally, physical wellness was addressed by offering opportunities to participate in stretching exercises, vaccinations, health assessments, and health-conscious food options throughout the week.



Taizhou and Cleveland shared stress management options, techniques, and education with their groups.

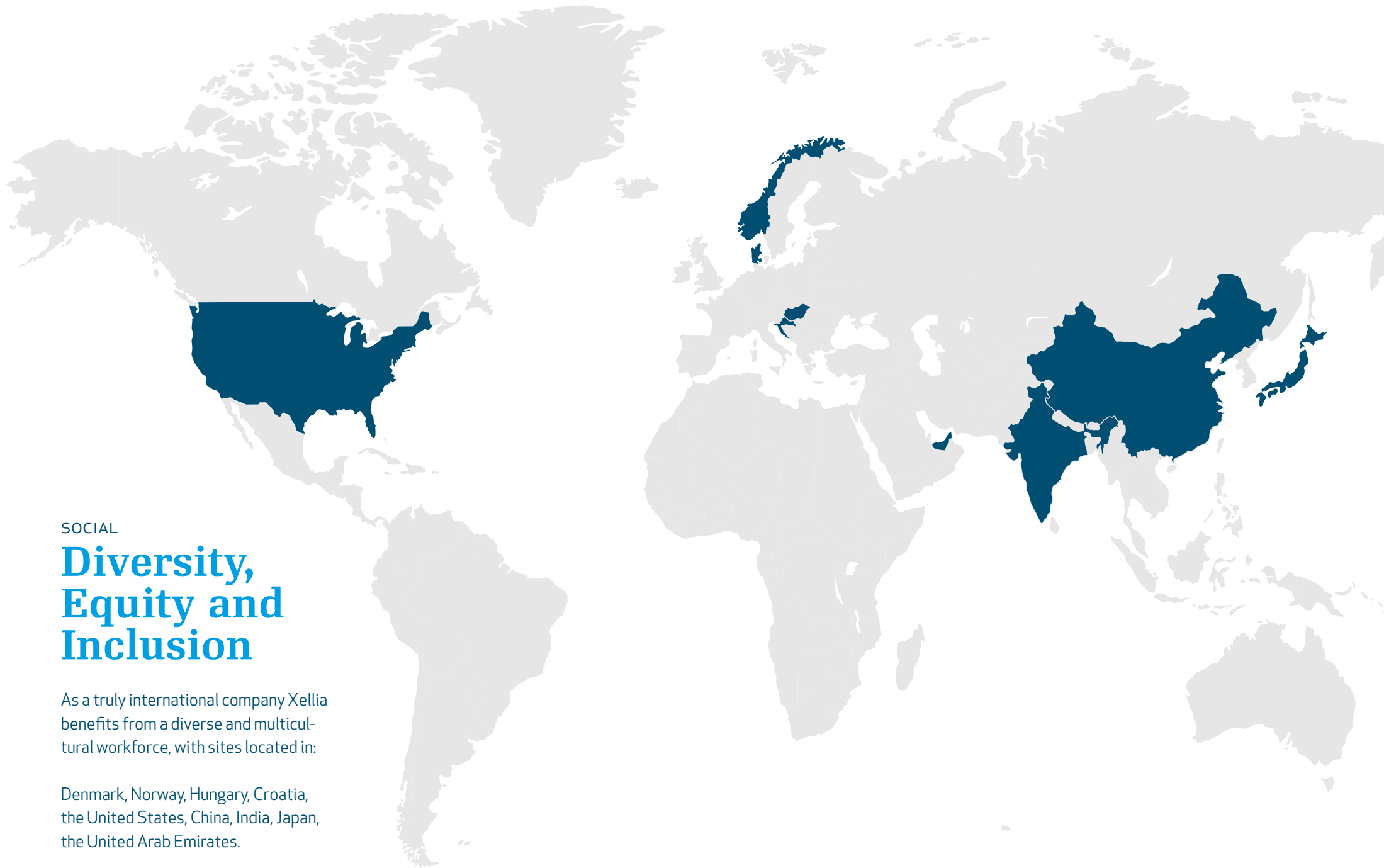


Taizhou

In Taizhou, this was achieved through singing during a site celebration, a swimming competition involving employees and their children and lunchtime fruit sharing event.

Cleveland

Cleveland hosted a relaxing lunchtime boardgame session, chair massages, a "bookworm social" encouraging reading as a proven and effective stress-management option, first aid training for volunteers, a vaccination clinic, and hosted a speaker from the Cleveland Metroparks to share with the site about the area's vast network of hiking trails. Both sites emphasized how a healthy diet and regular exercise contributes to physical and mental wellbeing.



SOCIAL

Diversity, Equity and Inclusion

As a truly international company Xellia benefits from a diverse and multicultural workforce, with sites located in:

Denmark, Norway, Hungary, Croatia, the United States, China, India, Japan, the United Arab Emirates.



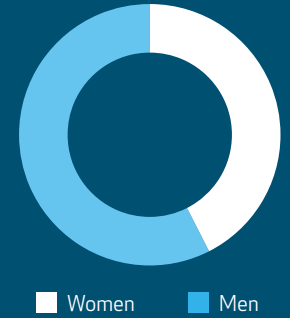
Diversity Target

Diversity and equal opportunities for all are key to our success. We have an integrated, open and transparent culture built on mutual respect, trust and accountability. We benefit from a diverse and multicultural workforce across the Xellia sites. All employees in Xellia are responsible for treating each other with dignity and respect. This is integrated in our values and is included in our Code of Conduct. One of our long-term sustainability goals is to achieve greater gender equality by ensuring a representation of >45% women for all managers, HIPOs and successors.

In 2023, the Xellia Group employed a total of 1,850 individuals, consisting of 788 women and 1,062 men, representing 42.6% and 57.4% of the workforce respectively. The gender distribution has a slight increase compared to 2021, where 42.4% employee were women. Among people managers, there were 104 women and 188 men, comprising 35.6% and 64.4% of the leadership respectively.

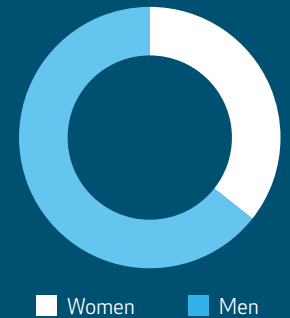
Employee Gender Distribution

42,6%
women



Leadership Gender Distribution

35,6%
women



SOCIAL

Awareness on DEI

In 2023, our company took significant steps to raise awareness about important issues such as gender equality, unconscious bias, and LGBTQI+ rights. At Xellia, we strongly believe in the right of every individual to express their true selves and bring their whole selves to work.

Throughout the year, we actively recognized events like International Women's Day and International Day of Women and Girls in Science, highlighting our dedication to scientific progress and inclusivity. With our focus on developing critical-care anti-infectives, we greatly value the contributions of our talented female colleagues across various departments. We facilitated meaningful conversations, like "Women in Leadership," where employees could openly discuss the topics of equity and inclusion. These discussions encouraged a culture of acknowledgment and action, ensuring a fair and supportive workplace for everyone.

During Pride Month, we organized activities to support and understand the LGBTQI+ community better. Through "Discovery Conversations," we provided a platform for individuals to share their experiences and learn from one another. Embracing the theme of "Unlikely Allies," we encouraged participation from all members of our organization, fostering mutual respect and understanding. These conversations played a crucial role in promoting acceptance and inclusion within our workplace community.





244

families were supported through the SOS Children's Village partnership in 2023

SOCIAL

Philanthropic Engagement

Xellia's Partnership with SOS Children's Villages

SOS Children's Villages has been Xellia's nominated charity since 2015, becoming a long-term partner to the organization. SOS Children's Villages is an independent social development organization that promotes the rights of children in more than 136 countries and territories around the world, providing millions of children and their families with a safe place to live, learn and develop.

Employee-driven initiatives throughout the year

In addition to Xellia's corporate partnership funding, Xellians have also embraced the partnership with SOS Children's Villages at an individual level by initiating fundraising activities at their respective sites to raise funds for supplementary needs and projects at the SOS Children's Villages in Eldoret, Kenya. During 2023, the focus areas were providing sanitary towels to girls and women, supporting children with school uniforms, and supporting education of vulnerable children.

Annual Fundraising Event 2023

For the ninth year in a row, Xellia Pharmaceuticals hosted its Annual Fundraising Event for SOS Children's Villages in Eldoret, Kenya.

During our 2023 visit to Eldoret, a cause for this year's Annual Fundraising Event was identified, a cause that will have a significant impact for children and the broader community, namely: to help bring clean and safe water to children in Eldoret.

At a local primary school and in the SOS Children's Villages compound in Eldoret, water is supplied from the boreholes at the locations. However, these boreholes do not provide clean drinking water, which can lead to health and wellbeing issues. It can be argued that access to clean drinking water is a fundamental human right. Yet, a significant portion of the world's population remains without. The goal of this year's Annual Fundraising Event is to provide both locations with osmosis water purification systems, enabling the water from the existing boreholes to be treated and become suitable for human consumption.

Our colleagues from around the world coordinated local fundraising activities. It is amazing to see all the well-organized pop-up shops, bingo games, raffles, selling homemade goodies, etc. at local sites, all dedicated to our common goal of the Annual Fundraising Event.



51%

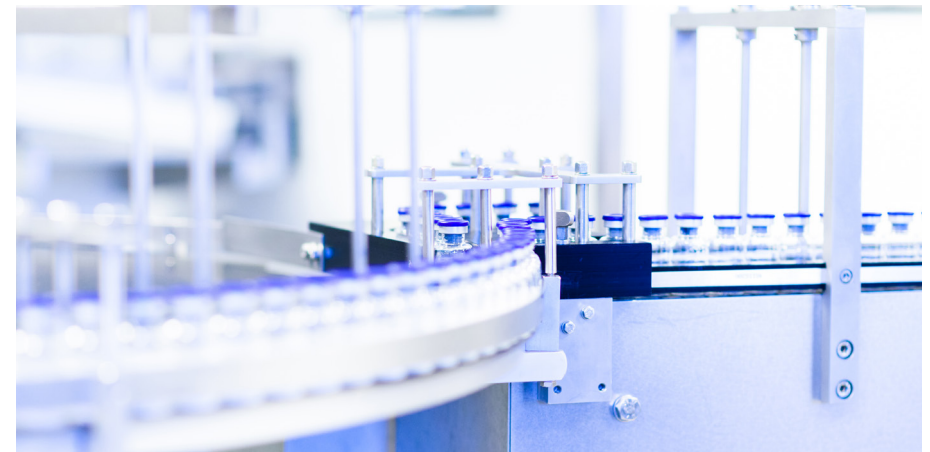
of suppliers are aligned with the Responsible Sourcing Policy

GOVERNANCE

Responsible Supply Chain

In 2023, Xellia embarked on its EHS (Environment, Health, and Safety) and Sustainability audit program, aligning with the framework established by the Pharmaceutical Supply Chain Initiative (PSCI). As a committed advocate for ethical business practices, we recognize the paramount importance of fostering transparent and sustainable relationships with our suppliers. Upholding ethical labor standards and safeguarding human rights throughout our supply chain remains central to our corporate values. Actively participating in PSCI, Xellia collaborates with industry peers to champion transparency and advance responsible supply chain practices.

Building upon our commitment, in 2022, Xellia introduced the Xellia Responsible Sourcing Policy, underpinning our dedication to ethical business conduct. Our objective is to assess the sustainability maturity of our key suppliers and diligently monitor their alignment with our Responsible Sourcing Policy. Through these initiatives, we strive to cultivate a supply chain characterized by integrity, sustainability, and social responsibility.



GOVERNANCE

Responsible Business

At Xellia, our dedication to responsible business practices is unwavering. With a global presence, we diligently adhere to the regulations established by relevant authorities across all territories of operation. The CEO and COO shoulder the primary responsibility for steering Xellia's business and operations towards sustainability. Each aspect of sustainability is overseen by a senior leader tasked with setting ambitious goals, defining targets, and spearheading initiatives. Regular reviews within the Sustainability Committee ensure alignment with company objectives, track progress, and maintain a focus on key initiatives. Our commitment to sustainability is manifested in Xellia's Sustainability Policy. This policy is reinforced by a comprehensive array of subject-specific guidelines, including:

The Code of Conduct

EHS Policy

Data Ethics Policy

Responsible Sourcing Policy

Tax Policy

Anti-Bribery Guidelines

Whistleblower System Policy

These policies serve as daily guides for our operations, ensuring that we uphold our pledge to ethical conduct and responsible corporate citizenship at every turn.



Code of Conduct

The Xellia Code of Conduct contains our values and standards for ethical business conduct and reflects our commitment to meeting the expectations of our stakeholders. The code sets out the principles that must be adhered to by all employees within key areas that are essential to our business, including compliance and fair dealings. The code is designed to assist all Xellia employees in making the right choices when confronted with difficult situations and are intended to remind each employee of their legal and ethical obligations. It forms an integral part of the terms of employment for every

Xellia employee and new employees receive a copy of the Code of Conduct and all senior employees are required to certify their compliance with the codes annually. It is included in our long-term sustainability targets that all employees have trained on the Code of Conduct. All employees are expected to endeavor to ensure full compliance. Xellia will not tolerate any wrongdoing with respect to the Code of Conduct, and we will support all employees who report violations, as well as those who request assistance or have concerns. Any alleged or suspected cases, where the guidelines may have been violated, are investigated by our appointed compliance function, as stated in the Whistleblower System Policy.

1000%

of Xellia's employees were trained on the Code of Conduct in 2023

Data Ethics & Data Protection

Xellia has implemented policies and procedures related to the EU General Data Protection Regulation (GDPR) in all areas, which are supported by trainings on our policies. The Xellia Data Ethics Policy, also included in the Xellia Sustainability Policy, describes how data ethics are considered and included in the use of data and design and implementation of technologies, especially new technologies, used for processing data within Xellia. This policy applies to all employees at Xellia Pharmaceuticals (New Xellia Group A/S and its subsidiaries) and applies to all forms of data processing.

Xellia requires introductory and annual refresher training on the principles of Data Integrity – how we maintain and assure the accuracy and consistency of both handwritten and electronic data over its entire data life cycle. Our Data Integrity courses are offered in both e-learning and instructor-led formats, and support Xellia’s policies on data ethics.



Our data ethical values:

We work with data minimization and data protection by design and default when we develop new products.

We strive to ensure that our use of data is not discriminatory towards e.g. gender, ethnicity, or communities.

We work with data in an open and transparent manner.

We strive to ensure that data is not used in a way which misleads customers.

We strive to ensure that our users get as much value as possible out of the data we collect.

We are conscious that the data we collect can be of use for some, a burden for others and be misused unintentionally.

We strive to ensure diversity in our staff with data expertise – in terms of skills, environment, and background.

We strive to ensure that we possess the necessary competencies to handle data ethical dilemmas.

We strive to ensure that our partners process data the way we would ourselves in compliance with the GDPR and our standards.



GOVERNANCE

Anti-Bribery Guidelines

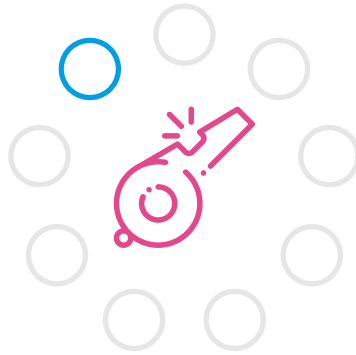
At Xellia we value integrity and openness, and we are committed to a high level of compliance in all aspects of our business. Based on this we expect from ourselves not to participate in bribery or corruption under any circumstances. We meet the same expectation from our customers as well as our owners and from legislators around the world. As such there is a risk of reputational damages and monetary fines if our anti-bribery guidelines are not followed. Xellia's anti-bribery program aims to ensure compliance with applicable laws and regulations, covering amongst others, the following areas: interactions with healthcare professionals

and healthcare organizations, sales and marketing of our products, third party management and risk screenings, and gifts and hospitality. This includes periodic risk assessments, due diligence procedures for agents and other certain business. All relevant employees receive regular training in the program and training in anti-bribery and anti-corruption is part of our Code of Conduct training. Xellia will continue with periodic risk assessments, due diligence procedures and employee training and regularly assess if further activities are required.

GOVERNANCE

Whistleblower System Policy

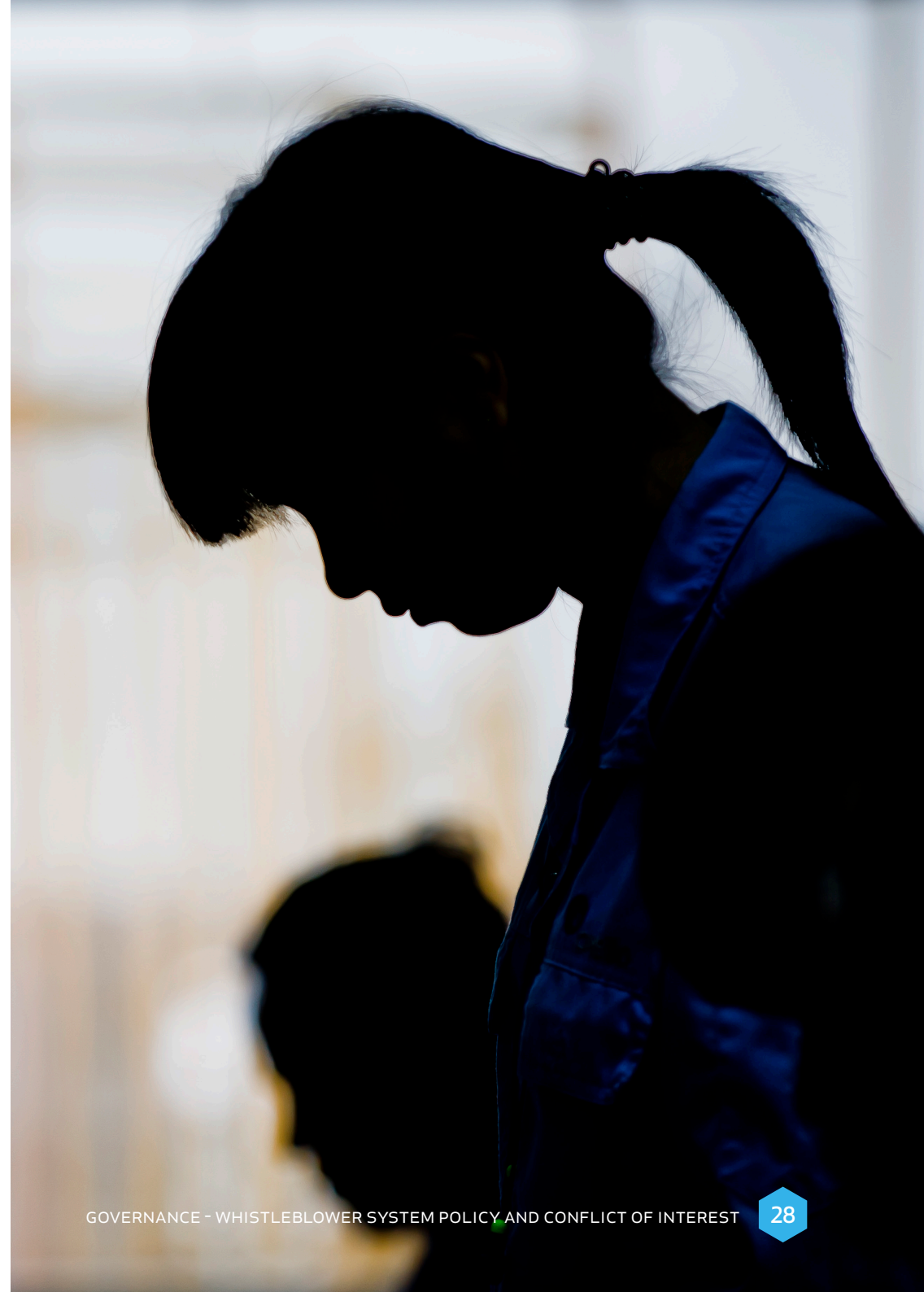
Xellia's Whistleblower System has been established to substantiate and support Xellia's commitment to ensuring responsible and ethical business behavior in accordance with Xellia's Code of Conduct. Through this system, Xellia aims to increase the likelihood of early detection of possible serious illegal or unethical misconduct, whereby Xellia will be better equipped to minimize the damages of such wrongdoing and to establish the right preventive measures.



GOVERNANCE

Conflict of Interest

It is imperative that business decisions are made independently from conflicts of interest and on an objective basis to maintain our good reputation. We have established procedures including the pre-approval of any 'related party' transactions by the Board of Directors, as well as an annual certification of compliance by all senior employees.



Global Sustainability Commitments

Xellia commits to its sustainability principles to ensure a sustainable development through memberships and engagements with the following organizations and sustainability initiatives:

Antimicrobial Industry Alliance

EcoVadis

End Drug Shortages Alliance (U.S.)

ILO (International Labor Organization) - Declaration of Fundamental Principles of Rights at Work

Medicines for Europe

PSCI - Pharmaceutical Supply Chain Initiative

UN Global Compact

UN Women's Empowerment Principles

UNFCCC 2015 Paris Declaration

Universal Declaration of Human Rights

2030 Agenda and the UN SDGs
