



In support of

## WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office

### **Xellia has signed the UN Women's Empowerment Principles**

*Xellia Pharmaceuticals has adopted the United Nations Women's Empowerment Principles (WEPs) as part of its commitment to promoting gender equality and women's empowerment in the workplace, marketplace and community*

**Copenhagen, Denmark, 15 April 2021** - Xellia Pharmaceuticals ('Xellia'), a global leader in the manufacturing of specialty anti-infective treatments, is pleased to announce the signing of the UN Women's Empowerment Principles by Xellia's President and CEO, Carl-Åke Carlsson. On March 31, 2021 Xellia became an official signatory, making Xellia one of the 16 companies enlisted in Denmark to date.

As stated by Carl-Åke Carlsson: *"To continue to succeed in the future as an organization, we commit to create an environment where we develop the best talents and work to become an even more attractive employer. To achieve this, we must foster a culture where; women are treated equally, where they hold key leadership positions, are full participants in decision making and are remunerated equally. To quote L.R. Offerman and K. Foley 'Organizational research suggests that female leaders may bring a unique constellation of leadership-related traits, attributes, and behaviors to the workplace that may provide advantages to their organization'. We would like to benefit from these valued attributes and behaviors and pave the way for Xellia to continue being a sustainable company. We are therefore delighted to sign up to the Women's Empowerment Principles and we will be implementing the principles with concrete initiatives identified in our Gender Diversity program at Xellia".*

In response to Xellia joining the community as a WEPs signatory, Phumzile Mlambo-Ngcuka, UN Women Executive Director shares *"We congratulate Xellia Pharmaceuticals for taking the first step on their WEPs journey. We consider Xellia a key partner in closing gender gaps in the workplace, marketplace and community and in advancing the Sustainable Development Goals".*

Becoming a signatory of the WEPs supports Xellia's strengthened focus on Sustainability, and is one of our commitments under the Diversity, Inclusion and Belonging Program. The Company's commitment to the UN Global Compact 10 Principles, the 17 Sustainable Development Goals (SDGs) and WEP 7 Principles is foundationally embedded in Xellia's strategy, operations and culture.

**- Ends -**

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**About the Women's Empowerment Principles**

The Women's Empowerment Principles (WEPs) guide businesses on how to promote gender equality and empower women in the workplace, marketplace and community. Jointly established by the UN Global Compact and UN Women, the WEPs are underpinned by international labour standards and human rights and by the recognition that businesses have an important role in promoting gender equality and women's empowerment. Adopting the seven principles is the best way that businesses can deliver on the ambitions for gender equality and women's empowerment as outlined in the 2030 Agenda on Sustainable Development and in the 17 SDGs.

For more information on the Women's Empowerment Principles please visit: [www.weps.org](http://www.weps.org)

**About Xellia Pharmaceuticals**

Xellia Pharmaceuticals ("Xellia") is a specialty pharmaceutical company developing, manufacturing and commercializing anti-infective treatments against serious and often life-threatening bacterial and fungal infections.

With over 115 years of experience, Xellia is a world-leading trusted supplier of several important established anti-infective drugs, comprising active pharmaceutical ingredients as well as injectable products. Continuing the Company's evolution, Xellia is generating an innovative pipeline of value-added anti-infective medicines intended to enhance patient care, providing convenience and ease of use for healthcare professionals.

Headquartered in Copenhagen, Denmark, Xellia has a global footprint with R&D, manufacturing and commercial operations across Europe, Asia, the Middle East and North America. Xellia is wholly owned by Novo Holdings A/S and employs a dedicated team of over 1,800 people.

Further information about Xellia can be found at: [www.xellia.com](http://www.xellia.com). Connect with us on [LinkedIn](#)