

# NOVO NORDISK PHARMATECH AS

Køge - Denmark | Manufacture of basic pharmaceutical products and pharmaceutical preparations

EVID: YX417448



Publication date: 9 May 2024

Valid until: 9 May 2025

Sustainability performance

Insufficient

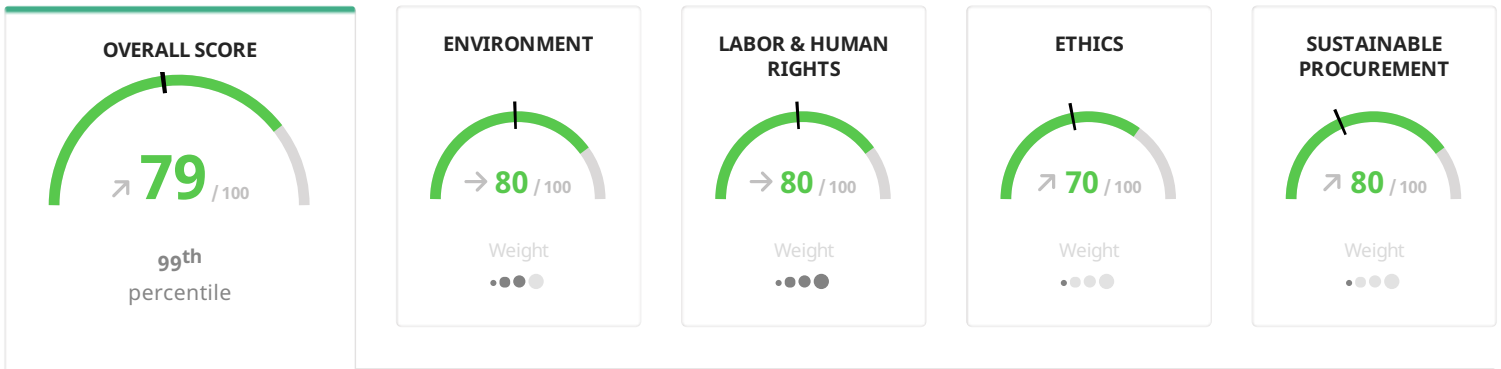
Partial

Good

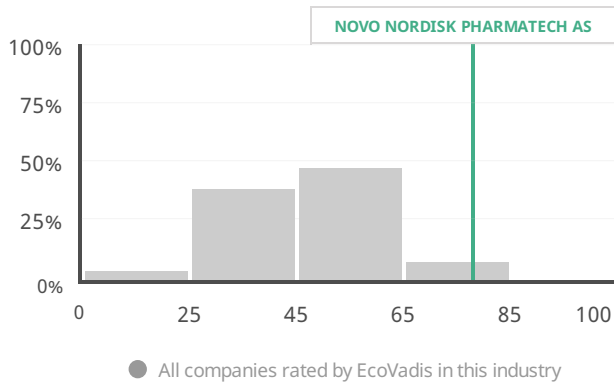
Advanced

Outstanding

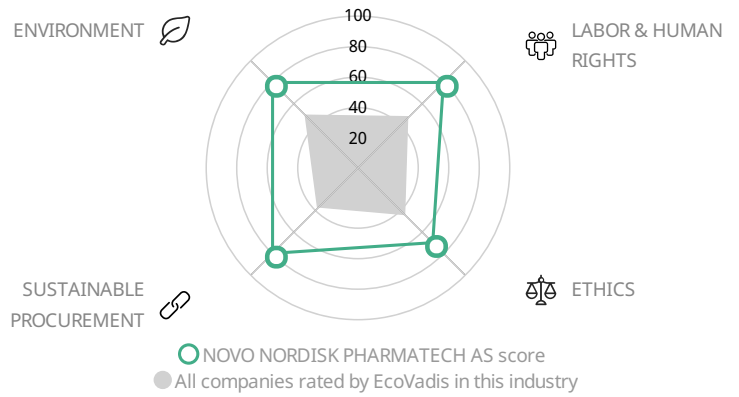
Average score



Overall score distribution



Theme score comparison



# Strengths and Improvement Areas



## Environment

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Environmental policy on air pollution

Quantitative objectives set on energy consumption & GHGs

Environmental policy on customer health & safety

Environmental policy on materials, chemicals & waste

Environmental policy on water

Environmental policy on energy consumption & GHGs

Endorsement of the Science Based Targets initiative - Targets Set

Comprehensive policy on a majority of environmental issues

#### Actions

Strengths

Other actions to reduce energy consumption/GHG emissions

Use of recovered input materials

Specialized treatment and safe disposal of hazardous substances

Environmental emergency measures in place

Internal sorting & disposal of waste according to waste streams

Reduction of internal wastes through material reuse, recovery or repurpose

Regular noise measuring campaign (site boundary noise measurements undertaken)

Work processes or technologies implemented to mitigate emissions of VOC, SO<sub>2</sub>, NO<sub>x</sub> or heavy metals

Removal of Active Pharmaceutical Ingredient (APIs) from wastewater

Adoption of cooling systems with reduced or recycled water consumption

Control measures to prevent contamination of groundwater

Wastewater quality assessment

On-site or off-site wastewater treatment facilities

Fuel switch to achieve higher energy efficiency and/or lower carbon emission intensity

Purchase and/or generation of renewable energy
Improvement of energy efficiency through technology or equipment upgrades
Energy and/or carbon audit
Registration of substances to the ECHA
Formalized process in place to assess and document environmental risks
ISO 14001 certified
Periodical analysis on the volumes of major air pollutants or ambient air quality monitoring (testing levels of PM, NOx, SO2, VOC or heavy metals)
Company-specific collection programs for product end-of-life
Actions for labeling, storing, handling and transporting hazardous substances
Recall procedure in place
<b>Results</b>
Strengths
Total gross Scope 1 reporting value confirmed in supporting documentation
Reporting on total gross Scope 1 GHG emissions
Total gross Scope 3 downstream GHG emissions value confirmed in supporting documentation
Reporting on total gross Scope 3 downstream GHG emissions
Declares some sites/operations located in or near biodiversity-sensitive areas, but the activities do not negatively affect those areas (not verified)
Total gross Scope 3 GHG emissions reporting value confirmed in supporting documentation
Reporting on total amount of renewable energy consumed
Reporting on total water consumption
Reporting on total weight of non-hazardous waste
Reporting on total weight of hazardous waste
Reporting on total gross Scope 3 GHG emissions
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)
Reporting on total energy consumption
Standard reporting on environmental issues
<b>Improvement Areas</b>

## Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on product end-of-life

Low

Declares policy on Pharmaceuticals in the Environment (i.e. active pharmaceutical ingredients discharges into water sources), but no supporting documentation available

## Results

Priority Improvement Areas

Low

Declares responding to the CDP, but no supporting document provided

Low

Declares reporting on unused or expired medicines collected for recycling or waste treatment, but no supporting documents available

Low

No information related to reporting on total weight of waste recovered

Low

No information on reporting on total weight of air pollutants

Low

No information on reporting on total amount of water recycled and reused

Low

Declares reporting on total gross Scope 2 GHG emissions (market or location based), but no supporting documentation available



## Labor & Human Rights

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Committed to continuously pay a living wage

Quantitative objectives set on diversity, equity & inclusion

Labor & human rights policy on diversity, equity & inclusion

Labor & human rights policy on child labor, forced labor & human trafficking

Labor & human rights policy on working conditions

Labor & human rights policy on employee health & safety

Comprehensive policy on a majority of labor or human rights issues

#### Actions

Strengths

Actions to control hazardous substance exposure

Equipment safety inspections or audits

Complaints procedure in place for employees to report on occupational health and safety issues

Actions to address stress and psychological wellbeing in the workplace
Employee health and safety emergency action plan
Actions to prevent workplace harassment
ISO 45001 certified
Employee stock ownership plan (not restricted to executive level)
Employee satisfaction survey
Flexible organization of work (eg. remote work, flexi-time)
Health care coverage of employees in place
Grievance mechanism on discrimination and/or harassment issues
Actions to promote wage equality in the workplace
Employee representatives or employee representative body (e.g. works council)
Employee health & safety risk assessment
Transparent recruitment process communicated clearly and formally to all candidates
Grievance mechanism on child labor, forced labor and/or human trafficking issues
Regular assessment of individual performance
Regular employee health check-up
Official measures to anticipate or reduce layoffs and associated negative impacts (e.g. financial compensation, outplacement service)
Actions to promote internal mobility
Provision of skills development training
Actions to promote the inclusion of employees with disabilities
Individual development and career plan for all employees
<b>Results</b>
Strengths
Reporting on the percentage of women at top management level
Reporting on number of recordable work-related accidents
Reporting on the percentage of women employed in relation to the whole organization
Report on percentage of women within the organization's board
Materiality analysis in sustainability reporting
Company communicates progress towards the Sustainable Development Goals (SDGs)

## Improvement Areas

### Policies

Priority Improvement Areas

Medium

Inconclusive documentation for policies on social dialogue

Medium

Inconclusive documentation for policies on career management & training

### Actions

Priority Improvement Areas

Low

Declares measures on living wage, but no supporting documentation available

### Results

Priority Improvement Areas

High

Insufficient reporting on labor and human rights issues

Low

Declares reporting on average training hours per employee, but no supporting documentation available

Low

Declares reporting on living wage, but no supporting documentation available

Low

Declares reporting on number of days lost to work-related injuries, fatalities and ill health, but no supporting documentation available

Low

Declares reporting on ratio of the annual total compensation of the highest paid individual, to the median annual total compensation for all employees, but no supporting documentation available



## Ethics

Weight ●●●●

### Strengths

#### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Policy on fraud

Policy on money laundering

Policy on conflict of interest

Disciplinary sanctions to deal with policy violations

Policy on information security

Policies on corruption

Dedicated responsibility for ethics issues

Comprehensive policies on ethics issues

## Actions

Strengths

Whistleblower procedure for stakeholders to report corruption and bribery

Information security risk assessments performed

Awareness training to prevent information security breaches

Audits of control procedures to prevent corruption

Awareness training performed to prevent corruption

## Results

Strengths

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

## Improvement Areas

### Actions

Priority

Improvement Areas

High

No conclusive documentation regarding corruption risk assessments

Low

No conclusive documentation on approval procedure for sensitive transactions (e.g. gifts, entertainment)

Low

No conclusive documentation regarding an anti-corruption due diligence program on third parties

### Results

Priority

Improvement Areas

High

No conclusive reporting on ethics issues



## Sustainable Procurement

Weight ●●●●

## Strengths

### Policies

Strengths

Endorsement of the United Nations Global Compact (UNGC)

Endorsement of "The Pharmaceutical Supply Chain Initiative (PSCI)"

Comprehensive sustainable procurement policies on both social and environmental factors

### Actions

Strengths

Supplier sustainability code of conduct in place

On-site audits of suppliers on environmental or social issues

Regular supplier assessment (e.g. questionnaire) on environmental or social practices

Integration of social or environmental clauses into supplier contracts

Sustainability risk analysis (i.e. prior to supplier assessments or audits)

**Results**

Strengths

Total gross Scope 3 upstream GHG emissions value confirmed in supporting documentation

Reporting on total gross Scope 3 upstream GHG emissions

Declares using no tin, tantalum, tungsten, gold, and/or their derivatives (Not verified)

Materiality analysis in sustainability reporting

Company communicates progress towards the Sustainable Development Goals (SDGs)

**Improvement Areas**

**Actions**

Priority

Improvement Areas

Medium

No formal assessment of suppliers' progress with regards to REACH requirements

Medium

No conclusive documentation on the training of buyers on social and environmental issues within the supply chain

Low

No conclusive documentation on capacity building of suppliers on environmental or social issues (e.g. corrective actions, training)

Low

No conclusive documentation on performing suppliers have access to unique incentives (e.g. supplier awards, preferred supplier program, access to RFPs)

Low

No conclusive documentation on sustainable procurement objectives integrated into buyer performance reviews

**Results**

Priority

Improvement Areas

High

Insufficient reporting on sustainable procurement issues



## 360° Watch Findings

18 Mar 2024 | <https://sciencebasedtarget...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 18 Apr 2029

Impacted themes



### Science Based Targets- Companies Taking Action

The SBTi's target dashboard shows companies and financial institutions that have set science-based targets, or have committed to developing targets. The dashboard includes high-level information about Novo Nordisk A/S commitments. The company's target summary is Near term: Committed. Near-term targets outline how organizations will reduce their emissions, usually over the next 5-10 years. These targets galvanize the action required for significant emissions reductions to be achieved by 2030. Near-term targets are also a requirement for companies wishing to set net-zero targets.

17 Jan 2024 | <https://www.benefitspro.co...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 17 Feb 2029

Impacted themes



### Novo Nordisk hit with a surge of Ozempic 'paralyzed stomach' lawsuits

An Idaho woman's lawsuit against Ozempic manufacturer Novo Nordisk, filed Tuesday in federal court, claims the pharmaceutical company was negligent and failed to warn consumers of the medication's severe gastrointestinal side effects.

10 Jan 2024 | <https://employeebenefits.c...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 10 Feb 2029

Impacted themes



### Novo Nordisk and AstraZeneca named in top 30 best places to work for 2023

The international certification programme recognises employers across the world through a workplace culture assessment on their employee engagement and organisational effectiveness. Each year, Best Places to Work partners with global employers to help them measure, benchmark and improve their HR practices and employee experience. Novo Nordisk topped this year's rankings for the second consecutive year as a result of its high levels of employee engagement, retention, financial performance and customer satisfaction.

1 Jan 2024 | <https://www.corporateknight...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 1 Feb 2029

Impacted themes



### The Global 100 list: How the world's most sustainable corporations are driving the green transition

Corporate Knights' Global 100 ranking of the world's most sustainable companies reveals the top firms that are increasing their investments in green solutions such as renewable energy, energy efficiency and the circular economy. Novo Nordisk A/S was ranked 53 on the list of 100 most sustainable companies of 2024.

13 Oct 2023 | <https://www.workingsolutio...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 13 Nov 2028

Impacted themes



### Novo Nordisk Sued for Discrimination Against French Employee

A former Novo Nordisk employee filed a complaint alleging that he was discriminated against and illegally fired regarding his French nationality and accent. According to the complaint, Emmanuel Simon's newly appointed supervisor, Anne Filberg, began to actively undermine and unjustifiably target Mr. Simon due to his French background.

5 Oct 2023 | <https://www.businesswire.c...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 5 Nov 2028

Impacted themes



### Entwistle & Cappucci LLP Files a Securities Class Action Complaint Against Emisphere Technologies Inc

Entwistle & Cappucci LLP today announced that its ongoing investigation has led to the filing of a class action complaint against Emisphere Technologies Inc and certain of the Company's officers and directors on behalf of a class consisting of all persons or entities that sold shares of Emisphere common stock from November 6, 2020 through December 8, 2020, inclusive. The case was filed in the United States District Court for the District of New Jersey.

27 Jul 2023 | <https://www.financialexpres...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 27 Aug 2028

Impacted themes



### **Novo Nordisk obesity drugs probed by UK regulator over suicidal thoughts**

Drugs from Novo Nordisk and Eli Lilly Co. are being investigated by the UK medicines regulator over patient reports of suicidal thoughts, shortly after Europe's watchdog opened a probe into the same issue.

25 Jul 2023 | <https://www.forbes.com/lis...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 25 Aug 2028

Impacted themes



### **America's Best Employers For Women**

Novo Nordisk was ranked 51 in America's Best Employers For Women

28 Jun 2023 | <http://www.droits-salaries...>

Impact on Score

**Neutral** →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



### **Accords d'entreprise chez Novo Nordisk Production SAS**

Les négociations entre la direction de NOVO NORDISK PRODUCTION SAS et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez NOVO NORDISK PRODUCTION SAS précisent les droits, avantages et obligations de l'employeur et des salariés.

24 May 2023 | <https://www.doctrine.fr/d/...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 24 Jun 2028

Impacted themes



### **Cour d'appel de Bordeaux, Chambre sociale section a, 24 mai 2023, n° 20/01589**

La Cour d'appel de Bordeaux condamne la société Novo Nordisk à verser à Madame [D] [V] les sommes suivantes : 45.000 euros à titre de dommages et intérêts pour licenciement dépourvu de cause réelle et sérieuse, et 3.000 euros sur le fondement de l'article 700 du code de procédure civile.

21 Apr 2023 | <https://www.plasticstoday...>

Impact on Score

**Neutral** →

valid from 1 Apr 2023 to 1 May 2028

Impacted themes



### **Lego, Novo Nordisk Agree to Buy 'Green' Methanol**

Novo Nordisk has agreed to purchase e-methanol from European Energy A/S for some of their plastics processing operations. Novo Nordisk will substitute some fossil-based plastic with lower-carbon sources in its signature insulin pens and other medical devices. The use of e-methanol is one element in Novo Nordisk's ambition to achieve zero environmental impact.

6 Apr 2023 | <https://www.courdecassatio...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 6 May 2028

Impacted themes



### **Cour d'appel de Versailles RG n° 20/02475**

La Cour d'appel de Versailles condamnera SAS Novo Nordisk Production à payer à Mme [P] [X] une somme de 45 000 euros à titre d'indemnité pour licenciement sans cause réelle et sérieuse, 1 500 euros pour manquement à l'obligation d'adaptation à l'évolution de son emploi, et 3 000 euros en application des dispositions de l'article 700 du code de procédure civile.

16 Mar 2023 | <https://www.abpi.org.uk/me...>

Impact on Score

**Neutral** →

valid from 1 Mar 2023 to 1 Apr 2028

Impacted themes



### **Novo Nordisk is suspended from ABPI membership**

Novo Nordisk has been suspended as a member of the Association of the British Pharmaceutical Industry (ABPI) for two years due to serious breaches of the ABPI Code of Practice. The action has been taken by the ABPI Board following an extensive investigation and appeals process conducted by the Prescription Medicines Code of Practice Authority (PMCPA) which found Novo Nordisk to be in breach of the ABPI Code of Practice, including Clause 2 which deals with actions "likely to bring discredit on, or reduce confidence in, the pharmaceutical industry".

1 Mar 2023 | <https://www.geekwire.com/2...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 1 Apr 2028

Impacted themes



### **Novo Nordisk laying off 86 workers as part of lab shutdown in Seattle**

Danish multinational biopharma company Novo Nordisk is laying off 86 employees in Seattle, according to a new filing with the Washington state Employment Security Department. A spokesperson confirmed the cuts with GeekWire and said the company is shutting its Seattle "wet lab" operations, also known as experimental labs.

14 Feb 2023 | <https://www.diabetes.co.uk...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 14 Mar 2028

Impacted themes



### **Novo Nordisk apologises for undisclosed sponsorship of weight management webinars**

Pharmaceutical giant Novo Nordisk has been criticized by the UK self-regulatory watchdog for failing to disclose its sponsorship of obesity and weight management training courses. The training courses, which were held online, included information about Novo's weight loss drug, Saxenda.

25 Jan 2023 | <https://www.leparisien.fr/...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### Top Employers : la liste complète des entreprises certifiées en 2023

Le Top Employers Institute est une autorité internationale qui certifie l'excellence des pratiques RH des organisations. Novo Nordisk certifiées comme Top Employers France 2023.

17 Jan 2023 | <https://bestplacestoworkfo...>

Impact on Score

**Neutral** →

valid from 1 Dec 2022 to 1 Jan 2028

Impacted themes



### The world's 20 Best Places to Work for 2022 revealed

The Best Places to Work organization announced today the list of the top 20 world Best Places to Work for 2022. Novo Nordisk, takes first place.

1 Jan 2023 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour Novo Nordisk pour 2023

Novo Nordisk a reçu un résultat de 99 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

1 Jan 2023 | <https://egapro.travail.gou...>

Impact on Score

**Neutral** →

valid from 1 Jan 2023 to 1 Feb 2028

Impacted themes



### L'index égalité professionnelle pour Novo Nordisk Production SAS pour 2023

Novo Nordisk Production SAS a reçu un résultat de 91 sur 100 de l'index égalité professionnelle entre les femmes et les hommes pour 2023.

1 Sep 2022 | <https://www.fiercepharma.c...>

Impact on Score

**Neutral** →

valid from 1 Nov 2020 to 1 Dec 2025

Impacted themes



### Novo Nordisk settles DOJ's manufacturing-related false claims allegations for \$6.3M

Novo Nordisk will shell out \$6.3 million to settle allegations from the Department of Justice (DOJ) that the company violated U.S. law by selling injection needles to the government that it manufactured in "non-designated" countries.

21 Jul 2022 | <https://www.gov.uk/drug-de...>

Impact on Score

**Neutral** →

valid from 1 Jul 2022 to 1 Aug 2027

Impacted themes



### Class 4 Medicines Defect Information: Novo Nordisk Limited, NovoRapid® FlexTouch® 100 units/ml, Saxenda® FlexTouch® (liraglutide) 6mg/ml, EL(22)A/33

Novo Nordisk Limited would like to notify you of a defect that affects specific batches of NovoRapid FlexTouch prefilled pen device and batches of Saxenda FlexTouch prefilled pen device in the UK.

7 Jul 2022 | <https://endpts.com/novo-no...>

Impact on Score

**Neutral** →

valid from 1 Jun 2022 to 1 Jul 2027

Impacted themes



### Novo Nordisk workers in Korea protest after breakdown in salary and perks negotiations — report

As first reported by Korea Biomedical Review, 100 unionized Novo Nordisk Korea workers gathered in front of the company's headquarters in Seoul earlier Thursday to protest a failed end to wage negotiations and cuts to some employee incentives. The union has a total of 118 Novo Nordisk employees.

7 Jun 2022 | <https://www.eeoc.gov/newsr...>

Impact on Score

**Neutral** →

valid from 1 Jun 2022 to 1 Jul 2027

Impacted themes



### EEOC Sues Novo Nordisk for Age Discrimination

Novo Nordisk, Inc., a manufacturer and distributor of insulin and diabetes care products based in Plainsboro Township, New Jersey, violated federal law when it denied a lateral transfer to a 62-year-old employee because of her age, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

14 Apr 2022 | <https://www.dalloz.fr/docu...>

Impact on Score

**Neutral** →

valid from 1 Apr 2022 to 1 May 2027

Impacted themes



### Cour d'appel d'Aix-en-Provence - Pôle 04 ch. 05

La Cour d'appel d'Aix-en-Provence condamne La société Novo Nordisk SAS à payer à Mme Y les sommes suivantes à titre de dommages et intérêts: 5000 € en réparation du préjudice découlant du harcèlement moral et du manquement de l'employeur à son obligation de sécurité, 5000 € en réparation du préjudice découlant de la discrimination subie en raison de l'état de santé, 10.000 € en réparation de son préjudice moral distinct, et 2.500 euros en application des dispositions de l'article 700 du code de procédure civile.

1 Mar 2022 | <http://www.carbonfair.com...>

Impact on Score

**Neutral** →

valid from 1 Mar 2022 to 1 Apr 2027

Impacted themes



### Novo Nordisk® Commitment [PT]

In line with its commitment to reducing environmental impact (part of its Circular for Zero initiative), Novo Nordisk® held a virtual event at the end of 2020 that was attended by approximately 1,200 people. This event gave rise to the Floresta Novo Nordisk® initiative in Brazil, with the planting of 1,200 trees from the Atlantic Forest (Araucária, Paineira, Aroeira, Guapuruvu, Fumo Bravo, Pitanga, Pau Viola, Ipê and Cedro).

17 Jan 2022 | <https://www.droits-salarie...>

Impact on Score

**Neutral** →

valid from 1 Jan 2022 to 1 Feb 2027

Impacted themes



### Accords d'entreprise chez Novo Nordisk

Les négociations entre la direction de NOVO NORDISK et les instances représentatives du personnel ont abouti sur les accords et avenants suivants. Les résultats des négociations avec les partenaires sociaux chez NOVO NORDISK précisent les droits, avantages et obligations de l'employeur et des salariés.

Expired

14 Jan 2022 | <https://www.fiercepharma.c...>

Impact on Score

**Neutral** →

valid from 1 Dec 2017 to 1 Jan 2023

Impacted themes



### Novo Nordisk comes out clean in \$1.8B investor lawsuit alleging insulin misdirection

The details are slim, but Novo Nordisk seems to be in the clear after shareholders took the diabetes juggernaut to court nearly three years ago over the company's public communications about its struggling insulin business. Novo Nordisk said Friday that it's settled a Danish securities lawsuit from the summer of 2019. The agreement "contains no admission of liability, wrongdoing or responsibility by Novo Nordisk," and the company won't make any payments to plaintiffs, the company said in a release.

19 Oct 2021 | <http://guiadafarmacia.com...>

Impact on Score

**Neutral** →

valid from 1 Oct 2021 to 1 Nov 2026

Impacted themes



### Novo Nordisk is elected the seventh best company to work for in Brazil among medium-sized multinationals [PT]

According to the criteria evaluated by the Great Place to Work (GPTW) seal, the global healthcare company is also the 12th best company to work for in Latin America.

Expired

28 Sep 2021 | <http://topclassactions.com...>

Impact on Score

**Neutral** →

valid from 1 Jan 2017 to 1 Feb 2022

Impacted themes



### \$100 Million Settlement Reached in Healthcare Co. Novo Nordisk Securities Class Action

Novo Nordisk agreed to a \$100 million settlement of a class action lawsuit that accused the Denmark-based global healthcare company and its top former executives of violating US securities laws. The settlement, which is still subject to court approval, was reached after a voluntary mediation process. In it, Novo Nordisk and the accused executives receive a full release in connection with the lawsuit's allegations, and do not admit to liability, wrongdoing, or responsibility.

1 Aug 2021 | <http://www.greatplacetowor...>

Impact on Score

**Neutral** →

valid from 1 Aug 2021 to 1 Sep 2026

Impacted themes



### Novo Nordisk Inc. has received the Great Place To Work Certification for the year 2021

82% of employees at Novo Nordisk Inc. say it is a great place to work compared to 57% of employees at a typical U.S.-based company.

14 May 2021 | <http://notipress.mx/negoci...>

Impact on Score

**Neutral** →

valid from 1 May 2021 to 1 Jun 2026

Impacted themes



### Reconocen a Novo Nordisk México como la empresa #1 para trabajar: GPTW

Como cada año, Great Place to Work (GPTW) realizó su ranking de las mejores para trabajar en México. En la edición de 2021, Novo Nordisk Mexico se posicionó en la primera posición en la categoría de 500 y 500 personas.

10 May 2021 | <http://www.fda.gov/safety/...>

Impact on Score

**Neutral** →

valid from 1 May 2021 to 1 Jun 2026

Impacted themes



### Novo Nordisk Issues Voluntary Nationwide Recall of Levemir®, Tresiba®, Fiasp®, Novolog® and Xultophy® Product Samples Due to Improper Storage Temperature Conditions

Novo Nordisk is voluntarily recalling 1,468 product samples listed in the table below of Levemir®, Tresiba®, Fiasp®, Novolog® and Xultophy®, to the consumer level. These products are being recalled because they were stored at temperatures below storage requirements.

5 Apr 2021 | <http://gender-pay-gap.serv...>

Impact on Score

**Neutral** →

valid from 1 Apr 2021 to 1 May 2026

Impacted themes



### Novo Nordisk Limited 2021/22 Gender Pay Gap Report

In this organisation, women earn 86p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 14% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 21% lower than men's.

11 Feb 2021 | <https://www.doctrine.fr/d/...>

Impact on Score

**Neutral** →

valid from 1 Feb 2021 to 1 Mar 2026

Impacted themes



### Cour d'appel de Versailles, 6e chambre, 11 février 2021, n° 18/01209

La Cour d'appel de Versailles condamne la SAS Novo Nordisk Production à payer à Mme A X une somme de 15 000 euros à titre d'indemnité pour licenciement sans cause réelle et sérieuse, et 2 500 euros en application des dispositions de l'article 700 du code de procédure civile.

31 Dec 2020 | <https://www.insblue.com.cn...>

Impact on Score

**Neutral** →

valid from 1 Dec 2020 to 1 Jan 2026

Impacted themes



### In 2020, Beijing Novo Nordisk Pharmaceuticals Science & Technology Co., Ltd. was cited in the Insblue Database Social Responsibility Records [CN]

The InsBlue database is a big data service platform based in China. It provides enterprises' information on insights of risks and opportunities and promotes green choice. - In December 2020, Beijing Novo Nordisk Pharmaceuticals Science & Technology Co., Ltd. was fined 1,000 yuan for violation of the Regulations on the Management of Domestic Waste by Changping District, Beijing.

11 Dec 2020 | <https://intensite.net/2009...>

Impact on Score

**Neutral** →

valid from 10 May 2024 to 11 Jan 2026

Impacted themes



### EURE-ET-LOIR - Novo Nordisk a reçu le Prix Choose France de la transition écologique

Le laboratoire pharmaceutique danois Novo Nordisk implanté à Chartres fait partie des deux entreprises de la région Centre-Val de Loire à être récompensées par Business France avec le prix Choose France de la transition écologique.

15 Apr 2020 | <http://unicourt.com/case/c...>

Impact on Score

**Neutral** →

valid from 1 Apr 2020 to 1 May 2025

Impacted themes



### Melissa Mandell-Brown vs Novo Nordisk Inc., et al.

On 04/15/2020 MELISSA MANDELL-BROWN filed a Labor - Wrongful Termination lawsuit against NOVO NORDISK INC. This case was filed in Los Angeles County Superior Courts, Stanley Mosk Courthouse located in Los Angeles, California. The Judges overseeing this case are RUTH ANN KWAN, DANIEL S. MURPHY and CURTIS A. KIN. The case status is Pending - Other Pending.

3 Mar 2020 | <http://unicourt.com/case/f...>

Impact on Score

**Neutral** →

valid from 1 Mar 2020 to 1 Apr 2025

Impacted themes



### Saucedo, Natalie M v Novo Nordisk Inc

On 03/03/2020 SAUCEDO, NATALIE M filed a Personal Injury - Motor Vehicle lawsuit against NOVO NORDISK INC. This case was filed in Palm Beach County Courts, Main Branch located in Palm Beach, Florida. The Judges overseeing this case are ROWE, CYMONIE and CURLEY, G JOSEPH. The case status is Pending - Other Pending.

18 Mar 2024 |

Impact on Score


**Neutral** →

valid from 10 May 2024 to 18 Apr 2029

No records found for this company on Compliance Database

## Specific comments

 No records found in third party risk and compliance database.

 The company demonstrates an advanced sustainability management system that covers all four themes under review.

The below disclaimers apply to you if you have no contractual relationship with EcoVadis:

- (1) This Scorecard has a validity of twelve (12) months from the issue date.
- (2) The rating and this Scorecard have been prepared based on information provided by the rated company and in accordance with best industry practices and EcoVadis methodology, which may differ from those used by other companies conducting similar assessments. EcoVadis disclaims any liability for any actions and/or decisions taken by a third party, including any investment decision, based on the ratings and/or this Scorecard.
- (3) This Scorecard is based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the Scorecard validity, EcoVadis reserves the right to place the Scorecard on hold and, if considered appropriate, to re-assess and possibly issue a revised Scorecard.
- (4) This Scorecard is the intellectual property of EcoVadis and must not be:
  - (i) copied, modified, translated, published, reproduced and/or
  - (ii) used as part of or in connection with any other CSR/ESG assessment, unless agreed otherwise in a written agreement signed with EcoVadis.
- (5) This Scorecard is the confidential information of EcoVadis. Unless agreed otherwise in a written agreement signed with EcoVadis, this Scorecard and the rating must not be:
  - (i) used by a third party as part of or in connection with any activity related to revenue generation and
  - (ii) shared any further; it may be used only for a third party's internal purposes.
- (6) Only a Scorecard of a rated company having a Select subscription can be used for the purpose of ESG - linked loans and similar products.

**ecovadis**

Copyright © 2024 EcoVadis® - All rights reserved