



UK Modern Slavery Act Statement

December 2024

The United Kingdom (UK) Modern Slavery Act of 2015 requires certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains. Venturis Medical is a global leader in medical technology, services and solutions. It develops and manufactures devices and therapies to treat spinal conditions. Venturis Medical strives to conduct its activities in a manner that reflects its mission and code of conduct – which includes being a good corporate citizen, dealing fairly in business, behaving ethically, upholding human rights, supporting a safe and healthy workplace, doing business in an environmentally responsible manner, and complying with applicable law. We are committed to ensuring that our supply chain reflects our values and beliefs by conducting business in ways that are consistent with Venturis Medical's applicable policies and practices.

Employees of Venturis Medical and its external suppliers are required to adhere to the Venturis Medical Quality Manual. The Manual supports the following:

We aim to be a positive social presence in every community where we work. We promote basic human rights by following applicable local labour laws, and we do not allow child or forced labour by our Company or suppliers. We also follow all applicable wage and hour laws, including minimum wage, overtime and maximum hour rules.

Venturis Medical is addressing the requirements of the UK Modern Slavery Act by: Verifying certain product suppliers by evaluating and addressing risks of human trafficking and slavery through the following mechanisms:

- Adopting global human rights and labour standards that prohibit the use of slavery and human trafficking in Venturis Medical and supplier facilities.
- Adopting global anti-human trafficking and forced labour policies that reinforces the company's commitment to prohibit the use of human trafficking, slavery, and forced labour in Venturis Medical and supplier facilities.
- Establishing Venturis Medical standards to monitor and verify certain suppliers' compliance with Venturis Medical's standards through desk-top and on-site audits.

- Requiring certain suppliers to certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business through, for example:

- o Incorporating social responsibility and environmental criteria in its supplier selection and management processes. Global supplier standards, for instance, have been included in purchase order terms and conditions as well as certain supplier agreements.

- o Requiring certain suppliers to adhere to all applicable laws relating to labour, environmental, health/safety and ethics.

- Maintaining internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking

- Establishing the cross-functional Human Rights and Labour Standards Council, which serves as a forum for addressing human rights and labour standards issues, risks and performance in company operations and through certain suppliers.

- Requiring all employees to adhere to all applicable laws relating to labour, environmental, health/safety and ethics.

- Requiring comprehensive responsible supply management awareness training for employees with direct responsibilities for supplier selection and management. This training includes an overview of potential human rights and labour standards issues, the details of the Global Supplier Standards and supplier compliance requirements, as well as supplier selection and management best practices.

Venturis Medical has developed clear KPIs which sits behind each of our focus areas regarding the eradication of modern slavery:

- Deliver an internal awareness campaign throughout UK operations to all employees regarding modern slavery.

- Modern Slavery Training for all employees involved directly in supply chains and procurement.

- Report on our effectiveness in helping to ensure that slavery and human trafficking is not taking place in our business or supply chains including the due diligence process outlined in Venturis Medical's Modern Slavery Statement.

This statement applies to Venturis Medical as well as all of its member companies, including Venturis Medical Limited, which acquire products from its affiliates and distributes them in the UK.