



Canadian Modern Slavery Act

2023 Annual Report

Structure, Activities and Supply Chain

For over 160 years, Hanger has been at the forefront of orthotic and prosthetic clinical excellence and innovation.

Headquartered in Austin, Texas, Hanger, Inc. is a corporation formed under the laws of the State of Delaware. Hanger, Inc. and its subsidiaries (collectively referred to in this report as Hanger) has more than 5,900 employees in the United States and operates in two business segments, Patient Care and Products & Services. None of our employees reside or work in Canada. For 2023, less than 0.04% of our global revenues were derived from the distribution of goods into Canada.

Through our Patient Care segment, we provide comprehensive, outcomes-based orthotic and prosthetic (O&P) services through more than 900 Hanger Clinic locations throughout the United States. The customized O&P solutions we deliver improve the lives of millions of people with amputations, limb differences, neuromuscular disorders, and other musculoskeletal anomalies. We partner with patients and their families to drive superior outcomes, coordinate care with referring medical providers and therapists, and work alongside payer organizations as advocates for the successful rehabilitation of each patient.

Through our Products & Services segment, we distribute branded and private label O&P devices, products and components, and provide rehabilitative solutions. Our Products & Services segment plays a vital role in ensuring patients have efficient access to the componentry, supplies, and rehabilitative solutions necessary to improve their lives.

Policies and Due Diligence Process

Hanger has established policies and procedures relevant to the fair and equitable treatment of all human beings:

- Employee Code of Conduct

EMPOWERING HUMAN POTENTIAL



10910 Domain Drive, Suite 300
Austin, TX 78758



Phone: (512) 777-3800



Hanger.com
© 2022 HANGER, INC.



- Code of Business Conduct and Ethics
- Fair Employment Practices
- Equitable Pay
- Supplier Code of Conduct
- Supplier Diversity
- Compliance Reporting Hotline
- Internal Investigations

At Hanger, our procurement process is underpinned by robust due diligence practices aimed at safeguarding our company's ethical integrity and mitigating risk. We meticulously vet potential vendor partners, ensuring that they align with our stringent standards of conduct and ethics. Through thorough evaluation, we assess vendors not only for their ability to meet our operational needs but also for their commitment to ethical business practices. By scrutinizing each potential partner, we actively mitigate the risk of association with entities that may compromise our values or introduce vulnerabilities to our operations. Our dedication to meticulous due diligence stands as a cornerstone of our commitment to uphold the highest standards of integrity and responsibility in all aspects of our business.

Modern Slavery or Forced Labor Risk in Our Business

Due to the nature and location of our business activities, we believe Hanger's exposure to modern slavery and forced labor is limited to the manufacturing practices and procurement of raw materials by our vendor partners.

Utilizing the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor, Hanger conducted an in-depth review of our supply chain. We identified that in 2023 approximately 7% of our procurement activities had exposure to at least one of 14 countries on this list.

15% of our vendor that have operational exposure to those countries produce their own disclosures, reporting and statements on modern slavery, attest to compliance with various laws on this topic, or have certifications from ISO or other relevant manufacturing certifications. The remaining vendor partners almost exclusively manufacturer or assemble their goods in the United States.

Remediation Measures

EMPOWERING HUMAN POTENTIAL



10910 Domain Drive, Suite 300
Austin, TX 78758



Phone: (512) 777-3800



Hanger.com
© 2022 HANGER, INC.



EMPOWERING HUMAN POTENTIAL

When evaluating country risk, vendor categories and types of products and services offered by our vendor partners, our analysis for 2023 provides assurance that our procurement strategy and supply chain are at a low risk for exposure to modern slavery and child labor.

Annual Training

Employees at Hanger undergo training on an annual basis. Courses are assigned based on the individual employee's role and scope of their employment. These courses have been created to ensure compliance with company standards and federal law. Training courses are reviewed and updated annually by subject matter experts. Examples of courses relevant to the risk of modern slavery and forced labor are:

- Code of Conduct Attestation
- Ethical Decision-Making
- Fair Labor standards
- Hanger's Annual Compliance Training

Approval and Attestation

In accordance with the Act's requirements, notably section 11, I hereby certify as an authorized representative of Hanger that I have meticulously reviewed the contents of the report pertaining to the listed entity/entities. With confidence in my understanding and after exercising due diligence, I affirm that the information presented in the report is accurate, complete, and truthful to the best of my knowledge. This attestation aligns with the Act's standards for the specified reporting year.

I have the authority to bind Hanger Inc.

DocuSigned by:

A handwritten signature in black ink that reads "Thomas E Hartman".

174BA21054198E4DB
Ident & General Counsel

Thomas E Hartman

Senior Vice President & General Counsel

05/28/2024 | 10:52:46 CDT

