



FORCED LABOUR AND CHILD LABOUR STATEMENT

CONMED Canada is committed to improving our practices to combat forced labour and child labour in our business and supply chains. We recognize that forced labour and child labour is a profoundly serious issue in our society and we have zero tolerance for these practices anywhere in our business and supply chains.

COMPANY DESCRIPTION

CONMED Canada is the commercial name for Linvatec Canada ULC. This statement has been produced for the legal entity of Linvatec Canada ULC.

CONMED Canada is part of a global group and the top company in the group, CONMED Corporation, is listed on the New York Stock Exchange. CONMED group is a medical technology business focused on the manufacture and sale of surgical devices and equipment for minimally invasive procedures. We offer thousands of products to providers across the healthcare continuum.

CONMED group operates from multiple locations across the world and has over 4,000 employees. The countries we operate in are detailed on our website: <https://www.conmed.com/en-US/Corporate-Footer/Locations>. All our direct employees are subject to CONMED HR policies and fair remuneration practices.

SUPPLY CHAINS

Our supply chains are based throughout the world and include suppliers of raw materials and components and distributors of our products.

CONMED group produces many of its products in its own manufacturing facilities, located in the United States and Mexico, where CONMED group ensures all employees are paid a fair wage and treated in accordance with its global policies (see below). Some products imported by CONMED Canada are supplied by third parties, the majority of which are manufactured in the United States

Our suppliers are subject to contractual obligations to ensure compliance with the Fair Labor Standards Act and a Supplier Code of Conduct which incorporates obligations to ensure ethical and legal compliance (see Policy section below). Suppliers are expected to enforce the same standards in relation to any sub suppliers they contract with to fulfill obligations to CONMED group.

We also have a specific policy to reduce the risk of conflict minerals in our supply chain, recognizing the high levels of slavery, bondage, and peonage that are frequently associated with mineral mining in conflict zones (see Policy Section below).

We also published in 2022 a summary of our Environmental, Social and Governance efforts in a tear sheet available on our corporate web site: <https://www.conmed.com/en-US/Why-CONMED/ESG.POLICIES>

CONMED group has a number of policies to ensure its business is being conducted in an ethical and transparent manner, many of which are published on our website:

<https://www.conmed.com/en-US/Corporate-Footer/Policies>.

Key policies that incorporate anti-slavery and human trafficking measures include:

- **Human Rights & Labour Standards Policy** — aligned with the principles established within the Universal Declaration of Human Rights;
- **Code of Business Conduct and Ethics** — requiring all employees to do business in a way that is lawful and ethical, with a duty to report and violations;
- **Supplier Code of Conduct** — incorporate requirements to adhere to human rights labour and health and safety laws and a ban on child labour (under 16);
- **Conflict Minerals Policy** — to safeguard against use in our supply chain of conflict minerals involving the use of any form of forced labour;
- **Recruitment** — our recruitment process is very robust and includes checks on the work history, identity and Immigration status of those we recruit, ensuring we can identify any individuals who may be victims of human trafficking or being forced to work against their will;
- **Whistle blowing** — to support the duty we place on all employees to report any actual or suspected legal or ethical violations, we provide access to a confidential whistle blowing line, run by a third-party provider, EthicsPoint.

DUE DILIGENCE AND MONITORING

CONMED group understands that the risks of forced labour and child labour may be higher in certain countries where we or our suppliers operate and that particular parts of the supply chain may be exposed to specific risks, such as raw mineral extraction, as covered in our Conflict Minerals Policy.

We ensure due diligence is conducted on all prospective suppliers and assessed by our Quality Team before allowing them to become an appointed supplier. This due diligence includes, but is not limited to, assessing that the supplier has the required regulatory licenses and certificates, compliance with regulatory bodies and financial checks to determine the stability of the supplier.

CONMED group operates a Supplier Relationship Management process that involves regular monitoring and review of suppliers.

REMEDIATION

CONMED group has not encountered instances of forced labour or child labour in its supply chains. In the event that such issues are encountered in the future, CONMED group will consider appropriate remediation action.

TRAINING

All CONMED Canada employees are trained to the Human Rights & Labour Standards and Code of Business Conduct and Ethics policies.

ASSESSING EFFECTIVENESS

At this time, CONMED Canada has not introduced policies and procedures to assess effectiveness in ensuring forced labour and child labour are not being used in its activities and supply chains.

This statement is made in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023) (the Act) and constitutes our organization's forced labour and child labour statement for the current fiscal year ending 31st December 2023. CONMED group is also subject to reporting requirements under

legislation in other jurisdictions such as the United Kingdom's *Modern Slavery Act 2015*.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. This report has been approved pursuant to s. 11.(4).(a) of the Act.

I have the authority to bind CONMED Canada.

A handwritten signature in blue ink that reads "Pat Beyer". The signature is written in a cursive style with a large initial "P".

Pat Beyer *Director*
— 16th May 2024

