



## Modern Slavery Statement

Effective 1<sup>st</sup> April 2023

### Introduction

Section 54 of the UK Modern Slavery Act 2015 provides information regarding organisations' efforts to address the issue of slavery and human trafficking

This statement constitutes the company's slavery and human trafficking statement and the steps that we have taken to help ensure modern slavery is not occurring in our business or its supply chains.

We believe that all people should be treated with dignity and respect and as such have a zero- tolerance approach to modern slavery, human trafficking and forced labour.

### Company Overview

Corza Medical is a leading global manufacturer of innovative surgical technologies. With a global team of over 1,800 employees supporting clinicians, distributors and medical device companies worldwide, Corza provides healthcare professionals a platform of surgical technologies with industry-leading brands.

### Our policies

Corza Medical is committed to ensure there is no modern slavery or human trafficking in any part of our business, which includes the supply chains servicing the Company.

Our overall Code of Conduct, underpins our commitment to strive for the highest standards of ethics and integrity in all of our business relationships.

In particular the business is committed in ensuring the following minimum labour standard are observed:

- **Child Labour** - the Company does not engage in or support the use of child labour. If the company engages any young workers (eg: on work experience), it will ensure that a suitable risk assessment is carried out and that young persons are not exposed to any hazardous conditions, or in any case work more than 8 hours per day.
- **Forced & Compulsory - Labour**-the Company shall not engage in or support the use of forced or compulsory labour, or bonded or involuntary prison labour. Employees are free to leave upon reasonable notice.
- **Health & Safety** - the Company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injury to employee's health by minimizing, so far as is reasonably practicable, and in co-operation with its employees, the causes of hazards inherent in the workplace. All employees will receive safety and job specific instructions during the course of their employment with the company. Employees shall have access to clean sanitary facilities and drinking water, responsibility for implementing the Health & Safety element of this policy is assigned to the HR Manager.
- **Freedom of Association** - the freedom of association is respected, and the company will comply with local labour relations legislation in this regard.

- Discrimination – the Company shall not engage in or support any discriminatory practices in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination. The Company has an Equal Opportunities and Diversity Policy which is shown to all new employees at induction.
- Disciplinary Practices - the Company shall treat all employees with dignity and respect. The Company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.
- Working Hours - the Company shall comply with applicable local laws and industry standards on working hours and holiday entitlements.
- Remuneration - the Company shall comply with national laws and regulations with regard to wages and benefits. All work-related activities are carried out on the basis of a recognised employment relationship established according to national law and practice.

Corza Medical provides training and awareness-raising activities to employees to help them understand the risks of modern slavery and human trafficking and how to prevent it.

### **Our supply chains**

Globally we conduct due diligence activities on all suppliers before allowing them to become an approved supplier.

In the UK we are subject to the UK labour Standards Assurance System (LSAS) requirements which mandate supplier due diligence and labour standards for medical suppliers to the UK's National Health Service.

We require all supply chain providers to have suitable anti-slavery and human trafficking policies and processes in place.

Employees and suppliers are encouraged to speak up and report ethical concerns. To facilitate this Corza Medical have an independently managed secure and confidential online and telephone whistleblowing facility, this is available to all employees 24 hours a day, 7 days a week in multiple languages.